

GEN Z: THE NEXT GENERATION OF WORKERS IS HERE!

Generation Z, often defined as individuals born between 1990 and 1999, brings a new perspective on work and life to the office. What does that mean for hiring managers who recruit from this demographic group? Following are some findings of our research about Gen Z's attitudes and preferences:

- Gen Z has access to more mobile and personal tech devices than any previous generation, which to some would indicate a preference for working solo. Yet nearly two-thirds of those surveyed said their ideal work situation includes collaborating with a small group in an office.
- Gen Z's career goals include attaining a management position within five years of finishing college (32 percent), as well as starting their own business (20 percent).
- Most survey participants also reported at least some parental influence in career decisions.
- Gen Z respondents said they value financial and workplace security. Most said they prefer to work at midsize companies or large international corporations for the security and advancement opportunities.
- Most of those surveyed (77 percent) believe they'll need to work harder than previous generations to have a satisfying career.

To download our report, *Get Ready for Generation Z*, visit **roberthalf.com/generation-z**.

