



Recruiting the Next Generation

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What is the newer generations career priorities?



#1 – Job Recognition/Appreciation

Recognition and respect from team members and managers is a priority for all workers.

59% of all generations found job recognition, the highest priority in work.

A positive work culture and being recognized for our contributions to the team.

What is the newer generations career priorities?



#2 – Flexible Work / Work From Home Options

Opportunities to WFH in careers. Flexible/remote work is heavily sought after, 64% Gen X, 78% of Millennials and 69% Gen Z expect flexibility in working options.

A workplace training company, TalentLMS found 74% of GenZers would opt for either hybrid or totally remote work options.

We want to succeed at our organizations, but also in our home lives.
This will help increase retention for many companies.

What is the newer generations career priorities?



#3 – A Path Forward

Meaningful work that has a greater purpose. Second most important factor for Millennials at 46% and 42% of Gen X, when considering a job.

Growth and development plan, the company is investing time and resources for employees to continue to grow in work.

People want to grow into something greater than themselves and when workers feel connected and inspired at work this will amplify.

What is the newer generations career priorities?



#4 – Job Expectations / Work Life Balance

We all want a chance to learn and grow, but for some of us that doesn't mean that we want more responsibilities that we get more married to the mill.

The milling industry has recognized that working consistent 60-70hrs a week leads to people quitting – its an unrealistic expectation.

Gen Zers are writing a new script after observing past generations experience burnout. Millennials prefer a lot of what Gen Zers are demanding in their work.

Understanding the Next Generation



Quiet Quitting – this is often used to make a claim about younger people – that they don't want to work hard. This isn't true.

Young people are willing to work hard. Leaders must realize that they must create a culture in which we want to work. A culture that we desire to work in.

ADVICE: Get to know your new hires. Develop goals for their careers (1 year/3 year/5 year) goals. We do this through clear expectations, weekly follow ups, constructive feedback. Build the employee now that you want in 15 years.

People are working to live, not living to work. This is the mindset of the current young workforce today. Gen Zers mindset - if it's not worth the squeeze they will leave.

ADVICE: Setting healthy job expectations, establishing a positive work environment. If we do not, it will lead to burn out, shortages in the workforce.

How do I apply these in my organization



- How do I keep people engaged and wanting to come to work?
- Connect circles/Networks – WiSC, Bettys Network, Black Champions Network and Asian Leaders Network, Veterans Network
- Culture of belongings/Being who you are
- Paternity/Maternity Leave
- Work With Heart
- Sick Time
 - TalentLMS found in their 2022 survey that 82% of Gen Zers would like mental health days





We want to be part of an environment where people can grow their careers, succeed in their home lives, and participate as leaders in the organization.

Thank you for the opportunity to speak.