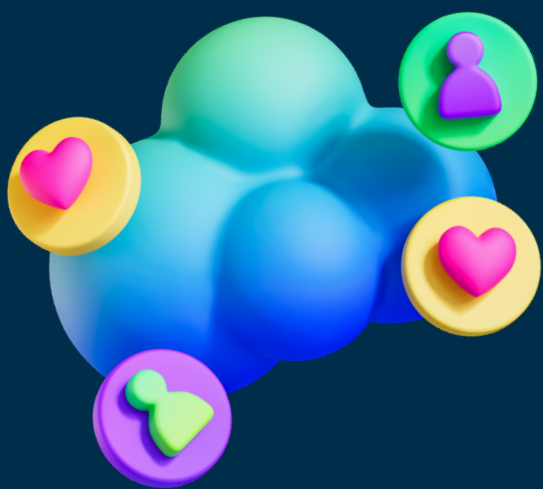


3 EXPERTS ON how to engage gen z

TALI SACHS, HIBOB

"What drives Gen Z in the workplace?"

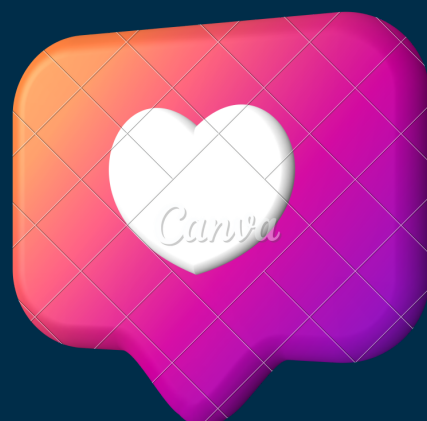
- **Transparency.** Be transparent about the state of the company and give them honest feedback on their performance, even if it's bad news.
- **Great compensation.** Offer great pay and benefits packages. Gen Zers are ambitious and have high expectations of themselves and their employers.
- **Flexible Work Arrangements.** Lean into hybrid work arrangements. Flexibility means being open to allowing individuals to set their own schedules and being sensitive to people's personal needs.
- **Mental Health and Wellness.** Invest more in empathy and in tangible mental wellness and health benefits.
- **Professional Development.** Invest in their growth. Openly discuss the L&D programs you have in place at the early stages of recruitment and give them ample opportunity to take advantage of them throughout their tenure with your company."



ALAN HOSKING, HR FUTURE MAGAZINE

"Offer them a career to which they will be loyal, and you will attract, engage and retain them."

Factor in a development journey that will engage, inspire and challenge the candidate over a number of years. Depending on the size of the company and its footprint (national or international), this could include opportunities to work in other divisions, areas, or countries to gain additional exposure. Mentoring opportunities should also be provided, as well as opportunities to build sought-after skills that will enable the candidate to stay relevant."



JONATHAN KIDDER, WIZARD SOURCER

"Gen Z will want a more personalized career path. In order to attract and retain the most talented individuals from this generation, organizations must adopt a new mindset. Managers should prioritize training and coaching to meet their needs. Employees who commit to long-term stays will be motivated by opportunities for career growth."

"Additionally, future concerns will revolve around sustainability, as Gen Z displays a heightened focus on issues like climate change. A company will need to focus on these types of benefits when engaging with Gen Z around career opportunities," shares Kidder on developing, engaging, and working with Gen Z."

