

Want To Discover What Generation Z Has To Offer?

SHL conducted a joint study with **The Adecco Group** to understand how businesses can benefit from Generation Z's strengths in a time of uncertainty and constant change.

Study of **2,628** students



across **42** countries



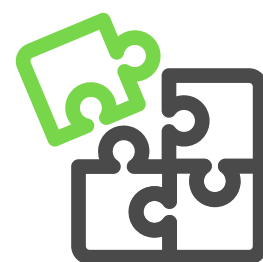
Generation Z's strengths



Thinking style: They introduce cognitive diversity into the workforce that helps to drive new ideas to solve problems



Behavioral style: They question the status quo, are values-driven, progressive, thorough and strategic



Solving challenges: They are strong at leading change – crucial in a time of unprecedented volatility

How to make Generation Z thrive



Increase their resilience by creating an open culture where it is safe to share ideas and challenge the norm



Provide purposeful, in time, and constructive feedback with actionable behaviors to help them overcome setbacks



Introduce meaningful work structures and organizational values, but prepare to be questioned and be open to change