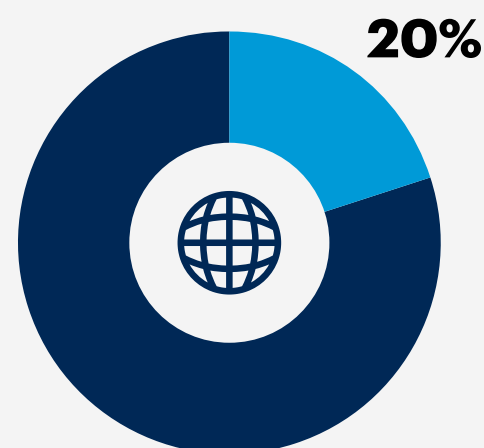


The Truth About Gen Z Employees

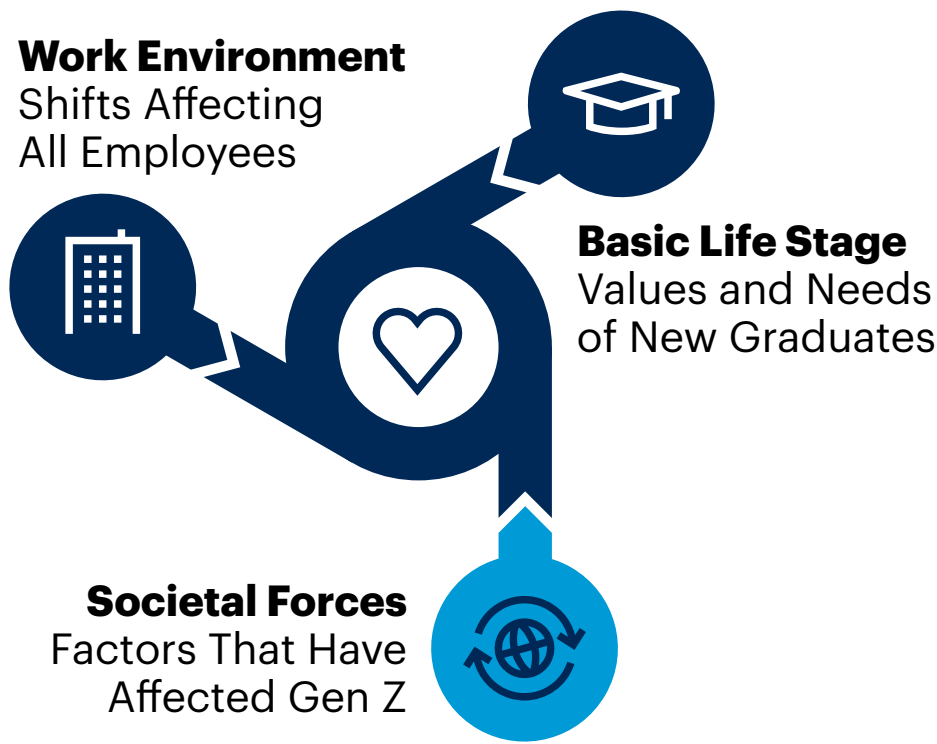


Assumptions, rather than facts, could be shaping how HR grows, develops and retains Gen Z.

Gen Z as a Projected Percentage of the Total Workforce by 2020¹



Central Forces Shaping Gen Z's Workplace Needs and Preferences

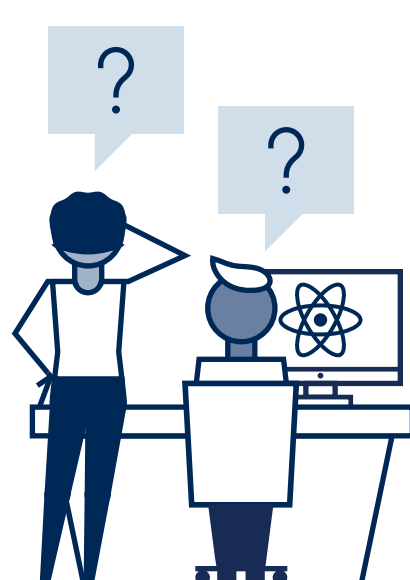


Gen Z's unique attributes are the product of the generation's adolescence.

Societal Force #1: Born Into a Digital World

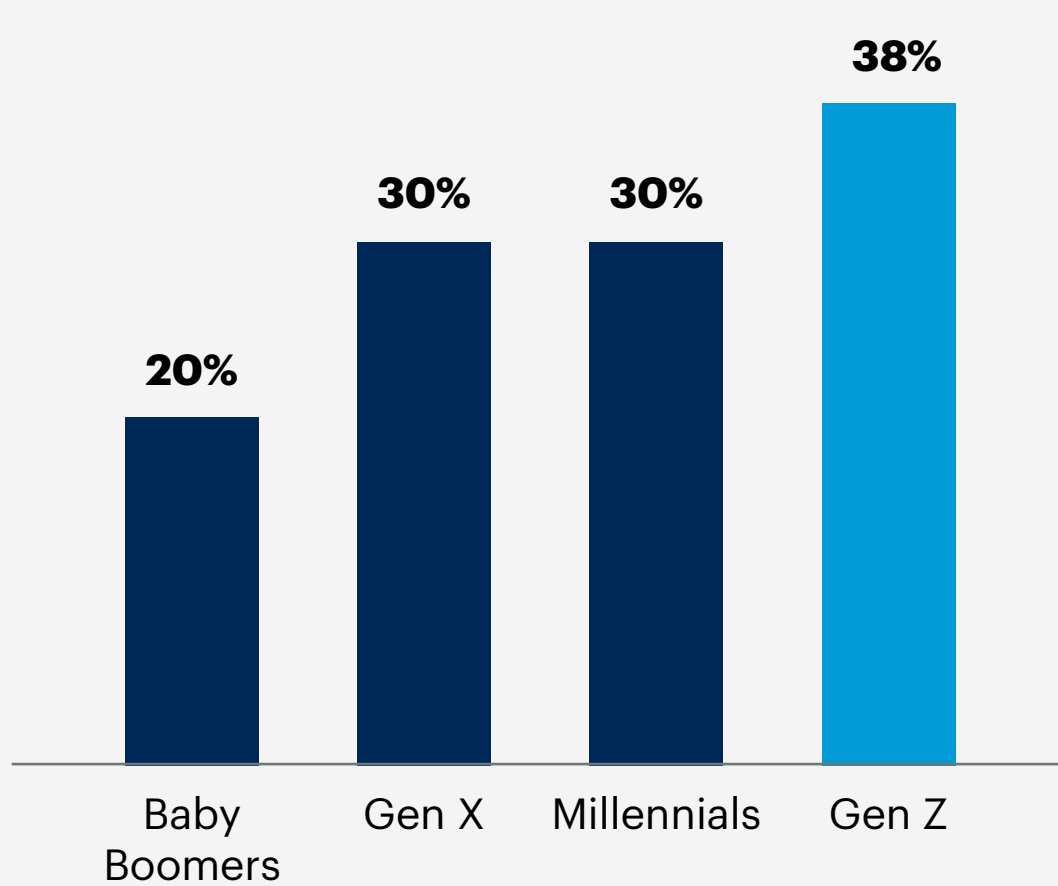
False
Gen Z is joining the workforce confident and proficient in technical skills.

True
Gen Z is more fearful about expiring skills.



Percentage of Skills Becoming Irrelevant²

Q: "What percentage of the skills you use in your current job do you expect will become irrelevant three years from now?"



Societal Force #2: Raised During Financial Insecurity

Gen Z's Top Five Priorities at Work²

- 1** **Broadening my skill set**
- 2** Gaining relevant experiences
- 3** Progressing upward in the organization
- 4** Gaining expertise in specific areas
- 5** Receiving higher total compensation

False
Gen Z will prioritize compensation over everything else at work.

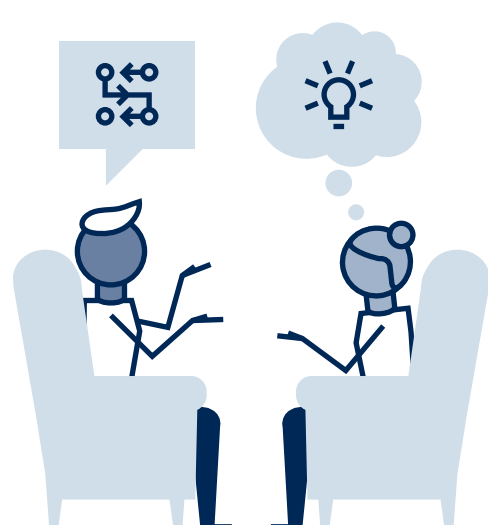
True
Gen Z values development over compensation.



Societal Force #3: Entering Adulthood Amid Social Turbulence

False
Gen Z will enter the workforce looking out for only themselves.

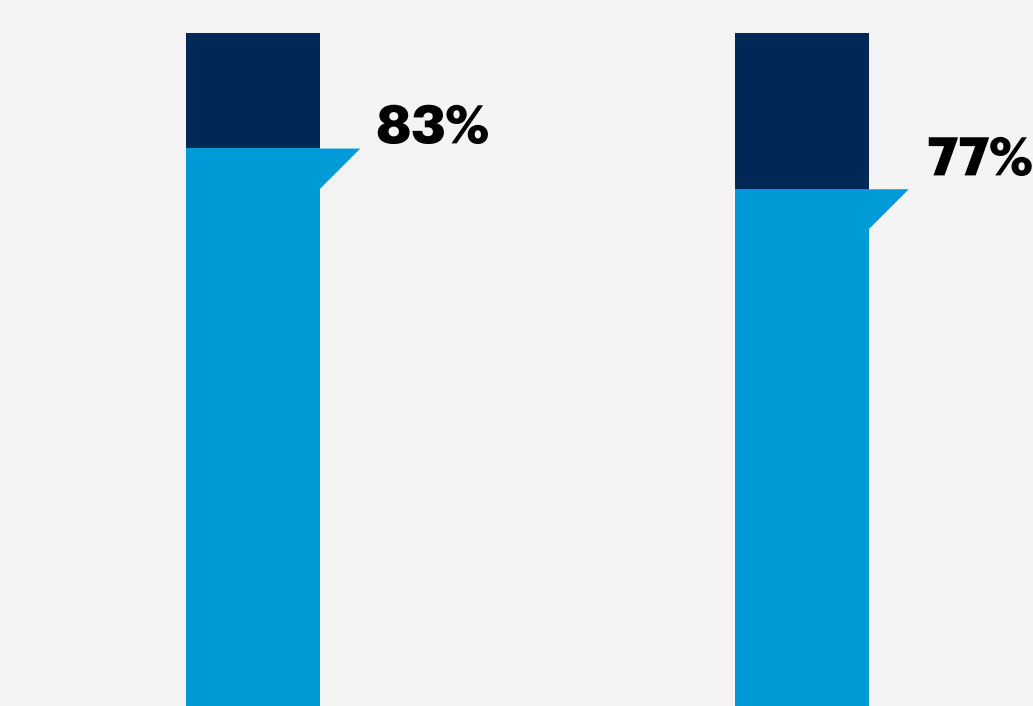
True
Gen Z prioritizes giving and receiving coaching.



"My Team Leader Coaching and Developing Team Members Is Highly Important to Team Success"²

Percentage of Gen Z Respondents Agreeing

Percentage of New Graduates Who Are Willing to Be Technology Mentors to Others on the Job³



¹ "Research: The Gen Z Effect," Dell Technologies
² 2019 Gartner Leader Effectiveness Survey for Employees; n = 3,970 employees
³ "Dimensional Research," Dell Technologies