

Preparing for Gen Z in the Workplace

Gen Z are foreseen to be responsible for shaping the workplace of the future. Gen Z are born between 1995-2012; they grew up in a unique time that has shaped their views and expectations on how they look at work and have unique needs and preferences. Understanding their needs is crucial for organizations to effectively cater to this generation in the workplace.

This technically savvy generation has a different mindset compared to the generations before them. They have an entrepreneurial spirit that values flexibility and has an innate comfort of figuring things out with the use of technology at their disposal.

Not only do they want and need a greater diverse, equitable, inclusive, and accessible workplace, they require to be in an environment that supports all types of ways to think, learn, interact, and perceive the world. They want to bring their authentic self to work and requires their workplace to embrace them.

Organizational culture and values are important to this generation. They want to work in an environment that aligns with their own values and won't settle for anything else. When both are aligned, they are enviably loyal. This generation also wants to be in an environment where they feel recognized and appreciated. They also want flexible work alternatives outside the traditional 40 hours a week, working onsite. Instead, they want a combination of at-home/remote and onsite work or having a four-day work week, and greater freedom in deciding which hours they work.

Gen Z appreciates practicality and real-world application in their education. They value hands-on experiences, internships, and opportunities to acquire practical skills that will prepare them for the workforce. Providing experiential learning opportunities, vocational training programs, and career guidance will help meet their needs and aspirations.

It is also important to adjust learning methods by incorporating technology into their learning process. Gen Z thrives in interactive and collaborative environments, where they can actively participate and engage in their work. Integrating technology tools such as online



platforms, educational apps, and multimedia content can enhance their learning experience.

Gen Z seeks opportunities to grow and advance. They want the opportunity to try different positions through horizontal internal mobility and can try new things within a stable organization. They also feel that a traditional four-year college education is important. This

generation will become the most educated and seek organizations that can invest in their learning and enhance their skill development.

Gen Z wants and thrives on strong relationships with their managers, employers, or coworkers. They prefer to interact face-to-face rather than text. Preferring video calls over phone calls, they want to participate in frequent gatherings where they can establish a personal connection, and they like to participate in organized social activities that promote team bonding.

Gen Z doesn't want to be stressed out at work. They want access to mental health services, enhanced knowledge of mental well-being, empathic leadership, and a culture of wellness. They also want access to a mentor at work. Whether it is with their immediate supervisor or a mentor assigned to them, they want someone to frequently check in and give them the space to express their ideas and address their concerns. They want someone to care about them, not just their work output.

Gen Z is also worried about their financial security. They want the tools to assist them with money management.

Gen Z appreciates transparency and authenticity. They value social responsibility, sustainability, and diversity. If organizations demonstrate these values and communicate them effectively, it is more likely to resonate with this generation. Leveraging social media platforms, influencer marketing, and user-generated content can also be effective strategies to connect with them.

Organizations need to understand and adapt to Gen Z's expectations in the workplace to attract and retain top talent. This generation values work-life balance, flexibility, and growth opportunities. They seek a sense of purpose

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in their work and prefer companies that align with their values and contribute to society. Organizations should offer flexible work arrangements to accommodate Gen Z's desire for work-life balance. Providing clear pathways for career progression, mentorship programs, and continuous learning opportunities will resonate with this generation's desire for growth and development.

HOW TO BUILD A MENTORSHIP PROGRAM FOR GEN Z

- ### 1. RECOGNIZE THEIR VALUE

An effective way to show that you value these newcomers is by understanding their goals, acknowledging their progress, and showing your appreciation for their work.
- ### 2. SHOW APPRECIATION

Generation Z employees are eager to improve their capabilities. With this, they welcome appreciation for their contributions at work in any form or manner.
- ### 3. GIVE REWARDS OR INCENTIVES

"Exposure" and other perks are nice, but they can't support a Gen Z's living costs. Reward their accomplishments in monetary forms to motivate them to perform better and achieve more.
- ### 4. PROVIDE PURPOSEFUL CHALLENGES

Gen Zers like engaging in work that aligns with their own interests and passions. Think of it as hitting two birds (business and social impact) with one stone.
- ### 5. HELP THEM IDENTIFY GOALS AND MILESTONES

This generation is often challenged with the lack of experience to succeed. Effective mentorship means setting clear goals, detailing approaches, arranging key milestones, and monitoring their progress regularly.
- ### 6. REFLECT ON THEIR GROWTH

Research shows that career growth (36%) is the most important part of their job. Display how much you care for their professional development by co-designing and evaluating their progress.
- ### 7. OFFER WORK FLEXIBILITY AND SELF-DIRECTION

Gen Z employees are intrinsically used to some extent of self-learning. While they expect and value mentorship and training, they would wish to have the same flexibility they're used to.

Timber Products Manufacturers Association



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to register for one of these classes, please go to the TPM website under "Events" at the bottom of the Home Page (<http://www.timberassociation.com>) or call (509) 535-4646. Registration is limited to 50 computers per webinar.

Part I: Navigating the Interactions Between Elements of an Effective Health and Safety Program

Wednesday, September 13, 2023 1:30 PM (PDT)

Safety management is a complex process for any company, especially when you have an environment that requires constant focus. To help members of the Association in their efforts to create a sustainable safety culture, we want to share our key elements of any effective safety program.

How to Set Up an Employee File

Tuesday, September 19, 2023 1:00 PM (PDT)

Setting up an employee file is an important part of managing human resources in any organization. It helps to maintain accurate and organized records of each employee, ensuring compliance with legal requirements and facilitating efficient management of employee information. This webinar will review common employee documents and how it should be filed.

Microaggressions: Another Form of Discrimination

Tuesday, October 24, 2023 1:00 PM (PDT)

Microaggressions are a subtle yet harmful form of harassment that can occur in various social interactions. They are often unintentional and can be expressed through words, actions, or behaviors. While they may seem insignificant or trivial, microaggressions can have a significant impact on individuals, perpetuating stereotypes and creating a hostile environment. We will review what microaggressions are and how to minimize microaggressions in the workplace.

OSHA Required Safety Training

Wednesday, October 25, 2023 1:30 PM (PDT)

Do you know what safety training topics are required at your business? Not knowing if and what your employees must be trained on is NOT an acceptable answer to OSHA.

Regardless of your industry, you can attend this webinar and learn:

- What training is required and how frequently
- How to best train your employees
- Why you should provide training above and beyond the minimum requirements