

How is Gen Z approaching work? What do leaders, employers, supervisors, and mentors need to know?

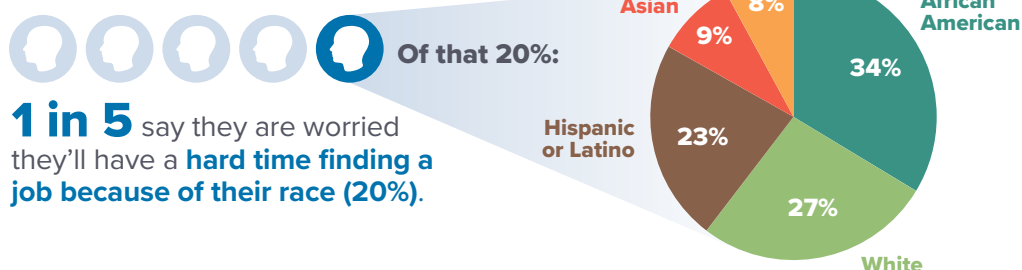
People of all generations are working more, and culturally our expectations around work have changed. More and more, young people are looking to the workplace to find meaning, mentorship, and growth. Those caring for young people should be prepared to meet these new expectations. *Work / Life: Helping Gen Z Flourish & Find Balance* is a summation of what Springtide has learned about the changing nature of work for Gen Z, and how to respond to new realities and needs. The findings in *Work / Life* are from a nationally representative sample of 6,897 people ages 13-25 in the United States collected March–November 2020.

MORE TIME DOING WORK MEANS WORK HAS TO DO MORE.

Here's a glance at what we've learned about the expectations and experiences of young people who are working or preparing to enter the workforce:

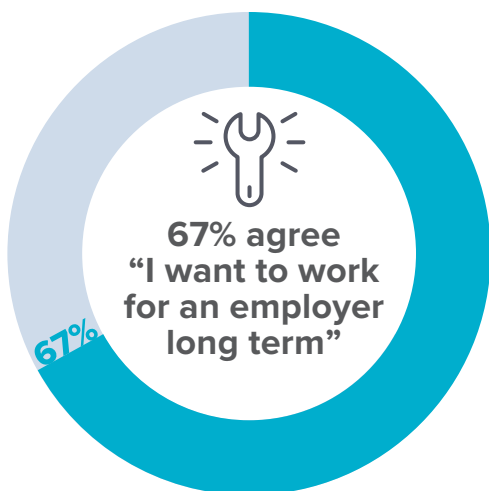
Gen Z is anxious about future work

- 65% say they have uncertainty about what they want to do for future work
- 67% say they have high levels of stress about future work
- 61% say that since the beginning of the pandemic, they've been more worried about future work
- 47% say they are worried about a lack of a good respectable job (respectable job, pays well, hours they want, benefits, etc.) when it comes to future work
- Only 17% say they feel hopeful/optimistic about getting a job at all, as they may be scarce
- 31% say they are worried that future work will not allow them to meet their student debt obligations
- 1 in 5 say they are worried they'll have a hard time finding a job because of their gender (21%). Of that 21% who are worried, 54% are female, 35% are male, and 21% are non-binary



Gen Z is poised for the gig economy, but most want long-term work

- 65% agree “It’s possible for most people to make a living with their side gigs, hobbies, or passions”
- 65% agree “Passions, hobbies, and side-gigs are part of my financial plan for making a living”
- 61% agree “I do my job for the paycheck, but my hobby/side gig is where my true passion is”



Gen Z is prepared to work from home, but isn't optimistic about it

- Only 18% say they feel stress/anxiety about working from home, while only 8% say they feel scared about this
- Only 23% say they feel stress/anxiety about learning a new job in a virtual world, while only 14% say they feel scared about this
- Only 25% say they feel stress/anxiety about working virtually all of the time and never having face-to-face interactions with coworkers

BUT...



Only 16% say they **feel hopeful/optimistic about working from home**

Interacting with my coworkers and being able to have more personal relationships with coworkers, rather than sterile work-only relationships, is very important to me. I don't like just keeping with the status quo.

—Brianna, 23

A third of Gen Z is worried about work/life balance

- 35% are worried about “How I will balance work-life and family life/life outside of work”
- 33% are worried about “Having to work excessive hours in order to succeed in my field of choice”
- 43% agree “I don't have time for hobbies” when it comes to their work/future work

When I think of future work, I'll ask: Will it take me away from my family, in terms of location? If so, can I travel and get time off work to visit family and spend time with family? That would be a big factor. Just like—work/life balance, and how much work you do outside of work. Are you ever able to turn work off? Things like that.

—Rachel, 24

Gen Z wants their work to be meaningful

- 74% agree “I want to work for an organization that enables me to help others.”

73% agree “I am more likely to do extra work when I believe in the work that I’m doing.”



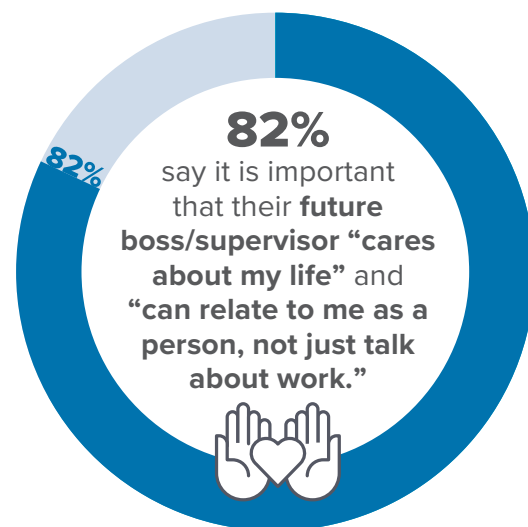
34% are worried they will “have to do work that is not meaningful to me in order to pay the bills.”

I want work to be a significant part of my life. I want to feel like I have dedicated my life to something, that I have done something meaningful. When I’m doing things that are not really elevating my career path or my path of meaning, then I’m not very happy. I think having a meaningful job means having a meaningful life, and having a meaningful life makes you feel more fulfilled and makes you feel happier. And I think happiness is what we should strive for.

—Peter, 24

Majorities of Gen Z don’t have mentors guiding them

- Only 46% say they have a mentor who uses their expertise to help them work through a problem
- Only 38% say they have a mentor who models positive actions for a successful life (work ethic, relationships, etc.) Of those young people who tell us they do have a mentor, 48% are white, 20% are Hispanic or Latino, 17% are Black or African American, 7% are Asian, and 8% identified as “other” in terms of race



Gen Z wants bosses and supervisors who care

- 67% agree they need feedback often in order to get better at work
- 73% agree “I want to do better work when I know that my boss cares about me.”

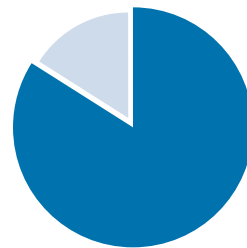
A quarter of Gen Z say they're not flourishing at work, but mentors and meaningful work help

- 1 in 4 young people who currently work (27%) report they are not flourishing at work
- Over half of young people who report they are “flourishing a lot” also say they have someone in their life who uses their expertise to help them solve a problem

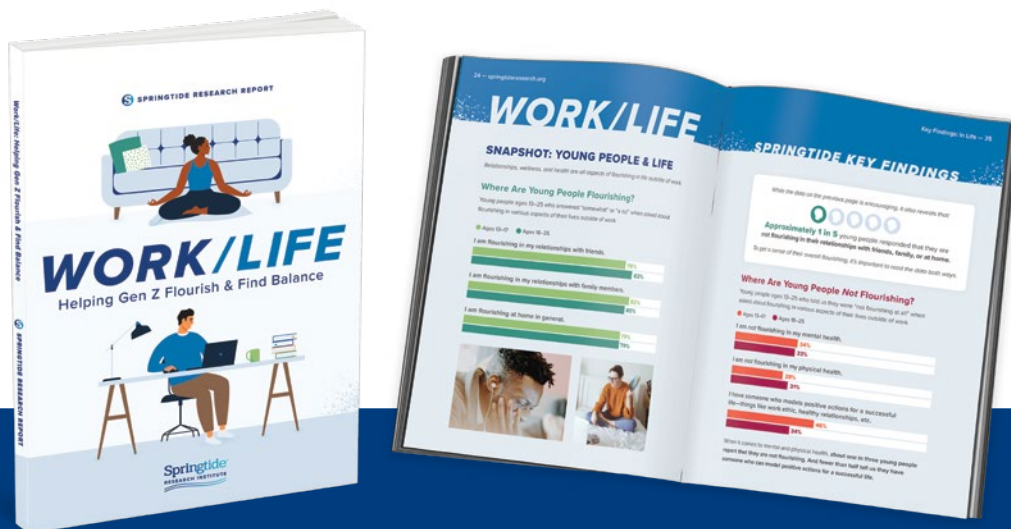


More than 4 out of 5

young people who report they are “flourishing a lot” also say they have powerful moments when they realize they are making a difference



84% of young people who tell us they are “flourishing a lot” also tell us they want the things they do in life to have a purpose



Work / Life can be ordered now on our website: www.springtideresearch.org/work-life.

If you would like more information about the study or to schedule an interview with Dr. Josh Packard, Executive Director of Springtide, please contact Kevin Singer, Head of Media & Public Relations for Springtide Research Institute: Kevin@springtideresearch.org.

