

What Talent Wants  
vs  
What Talent Needs





The better discussion is often ...  
What does the talent need?

## What to know about Gen Z

Gen Z questions authority: **“Why do we do it this way?”**

Wants **feedback, transparency, and flexibility.**

They prefer **fast, digital communication** (Slack, video, text) over traditional email.

Seeks **balance**, but also **career acceleration.**

They overshare personal life details but also expect **transparency** from leaders.



Feedback.  
Flexibility.  
Autonomy.  
Progress.  
Training.

The good news is that their wants and their needs are not different things.

The difference is about you leading and managing them vs them leading and managing you.

Feedback.

## These foundational **behaviours** include:



**59 %**

how to receive constructive criticism  
without becoming defensive



**46 %**

how to speak appropriately with  
clients and colleagues



**45 %**

how to multitask



**25 %**

how to behave during meetings

**Flexibility.**

An increase in individual freedom has led to a decrease in accountability.

**We're actually seeing less work / life  
balance than ever before.**



Workers are willing to give up **25%** of their total pay just to work remotely — **five times higher** than what past studies suggested.

According to A new Harvard, Brown, and UCLA study

Autonomy.

## **WHAT IS CAREER MINIMALISM?**

### **A New Mindset**

Trading the traditional "corporate ladder" for a flexible "lily-pad" career.

### **The Core Idea**

A job provides **stability**, but **passion** and **ambition** are pursued outside of it.

### **In a Nutshell**

Your job is what you do, not who you are.

Progress.

Careers

# 57% Of Gen Z Choose Side Hustles Over The Corner Office

Nearly 6 in 10 Gen Z workers already have side hustles, according to a Harris Poll. That's more than any other generation, signaling a dramatic shift in what workplace ambition looks like.

**Forbes**

MRS  
WALKER

## **GEN Z SHIFT IN PRIORITIES**

**Only 6%** of Gen Z list reaching senior leadership as a primary career goal.

Their top priorities are

**Work-life balance and flexibility**  
**Meaningful, purposeful work**  
**Mental health support and well-being**

Training.





**They need a lot.**

**richardbranson** I read something from [@SimonSinek](#) recently that said: "Leadership is not a journey to rise in the ranks. Leadership is a journey to help those around us rise."