

Growing Up Slowly



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Less likely to attend church



*Adapted from Jene Twenge

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Delaying having serious romantic relationships



*Adapted from Jene Twenge

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Not all that interested in getting a driver's license right away

**One of four Generation Z
do not have a license by
the time they graduate
from high school.**



*Adapted from Jene Twenge

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Bring their Parents to Job Interviews



*Adapted Johnny C Taylor SHRM 2024

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**Spend enormous amounts of time using social media and smart phones;
sometimes well into the early hours of the morning**



*Adapted from Jene Twenge



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Most Important leadership traits to Generation Z/I-Gen

Make me feel like I BELONG



*Adapted from OC Tanner 2021 Culture Survey



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**Most Important
leadership traits to
Generation Z/I-Gen**

**Is a MENTOR
more than a
BOSS**



*Adapted from OC Tanner 2021 Culture Survey



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Most Important leadership traits to Generation Z/I-Gen

Makes sure I am doing OKAY



*Adapted from OC Tanner 2021 Culture Survey



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Most Important leadership traits to Generation Z/I-Gen

Values my career GOALS



*Adapted from OC Tanner 2021 Culture Survey



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Most Important leadership traits to Generation Z/I-Gen

Is COLLABORATIVE



*Adapted from OC Tanner 2021 Culture Survey

Generation Z/I Gen



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Core Values

Future Focused

Committed to diversity

Entrepreneurial

Open to change

Sociability

Generation Z/I Gen



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Work Ethic

Looking for financial security

Will work hard for a company they perceive is stable

Believe that technology must play a role within their work environment

Looking for mentors and people to invest in them as individuals

Generation Z/ I Gen



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A large, stylized illustration of an iceberg on the left side of the slide. The visible tip of the iceberg is light blue and jagged, while the submerged part is a darker blue. The text is positioned to the right of the iceberg.

Create a tech-friendly workplace

Create an environment of psychological safety

Offer essential skills training and frequent opportunities for development

Look for ways to give them a voice and a platform to practice their leadership skills

**Strategies in
The Workplace**

Generation Alpha

2010-2024

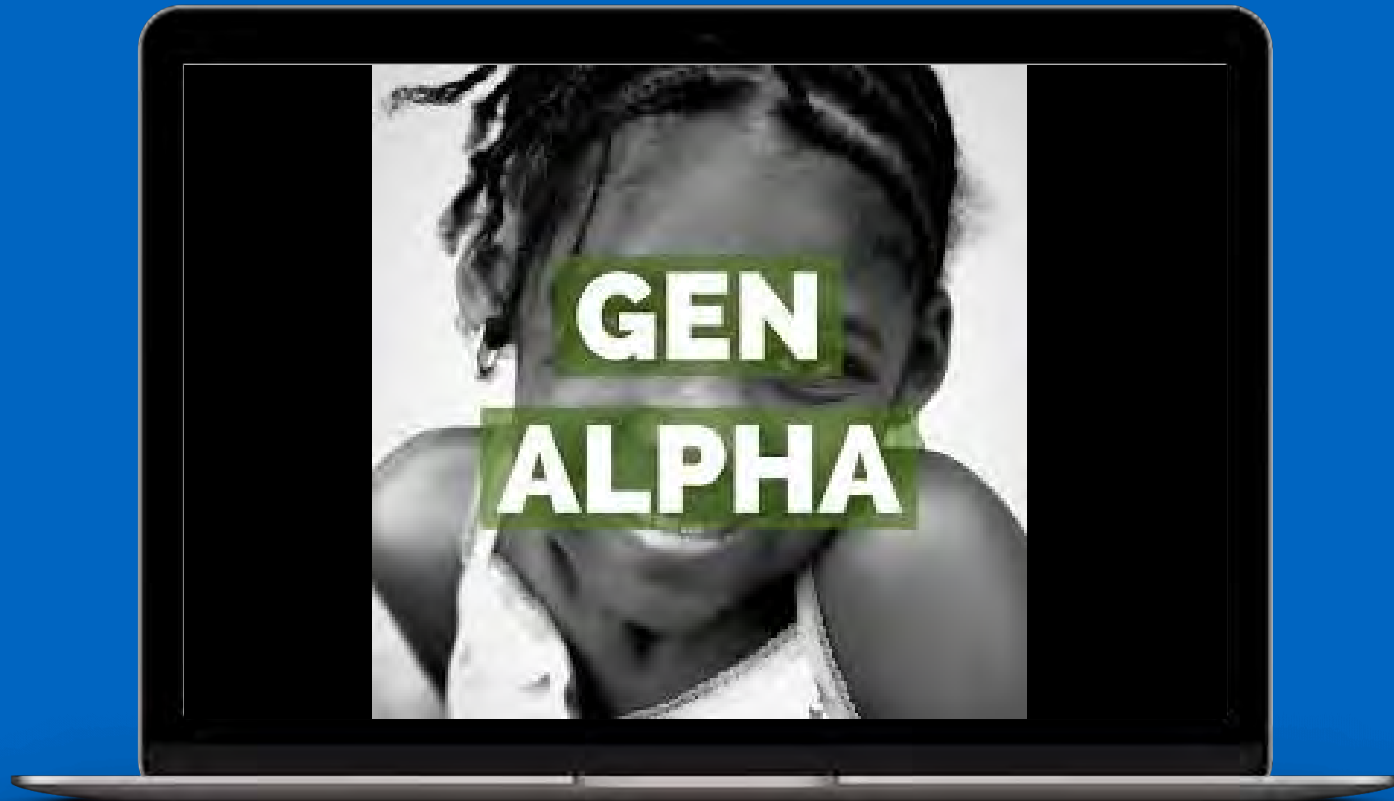


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The Device Generation

Entirely Born in the 21 Century





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Digital Savvy



Technology & Learning

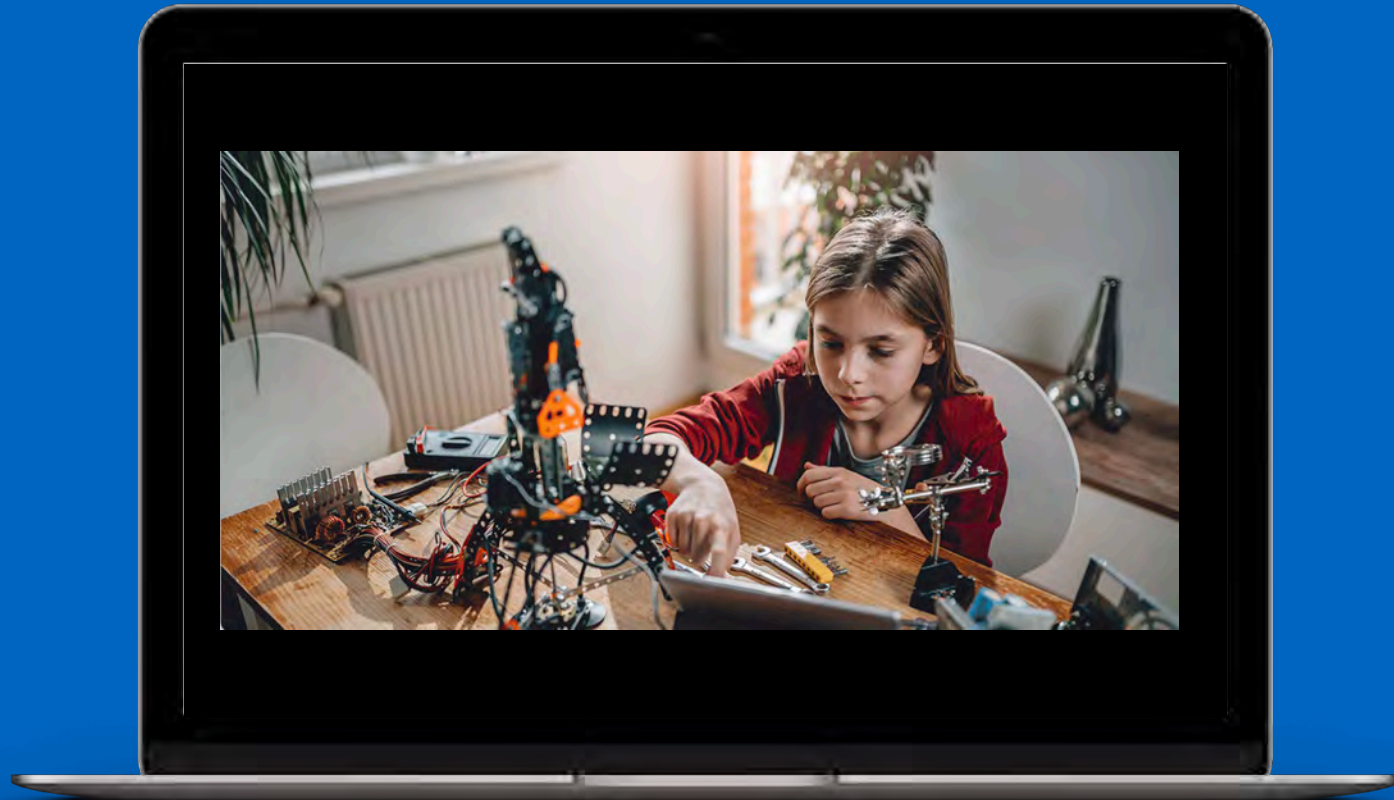


Future Workforce



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Around 65% of Gen Alpha will enter a workforce in jobs that have not been created yet.

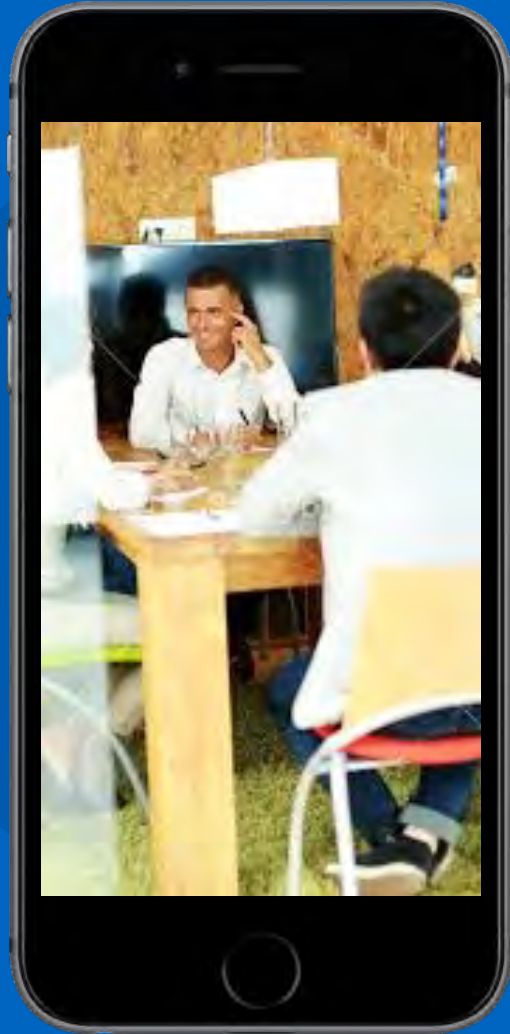




PLEASE STAND BY

We are still learning

Key Takeaways



1-Generations are more alike than different

2-Lean into the commonalities and adjust for the differences

3-All generations thrive under modern leadership

4-Foster opportunities for collaboration



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