

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

Growing Up Slowly



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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



Most Important leadership traits to Generation Z/I-Gen

Make me feel
like I **BELONG**



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Most Important leadership traits to Generation Z/I-Gen

Is a **MENTOR**
more than a
BOSS



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Most Important leadership traits to Generation Z/I-Gen

Makes sure I am
doing OKAY



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Most Important leadership traits to Generation Z/I-Gen

Values my career
GOALS



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Most Important leadership traits to Generation Z/I-Gen

Is COLLABORATIVE



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Generation Z/I Gen



Core Values

Future Focused

Committed to diversity

Entrepreneurial

Open to change

Sociability

Generation Z/I Gen



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, abstract graphic on the left side of the slide features a jagged, crystalline shape composed of numerous blue and white triangles, resembling a stylized mountain or ice formation.

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



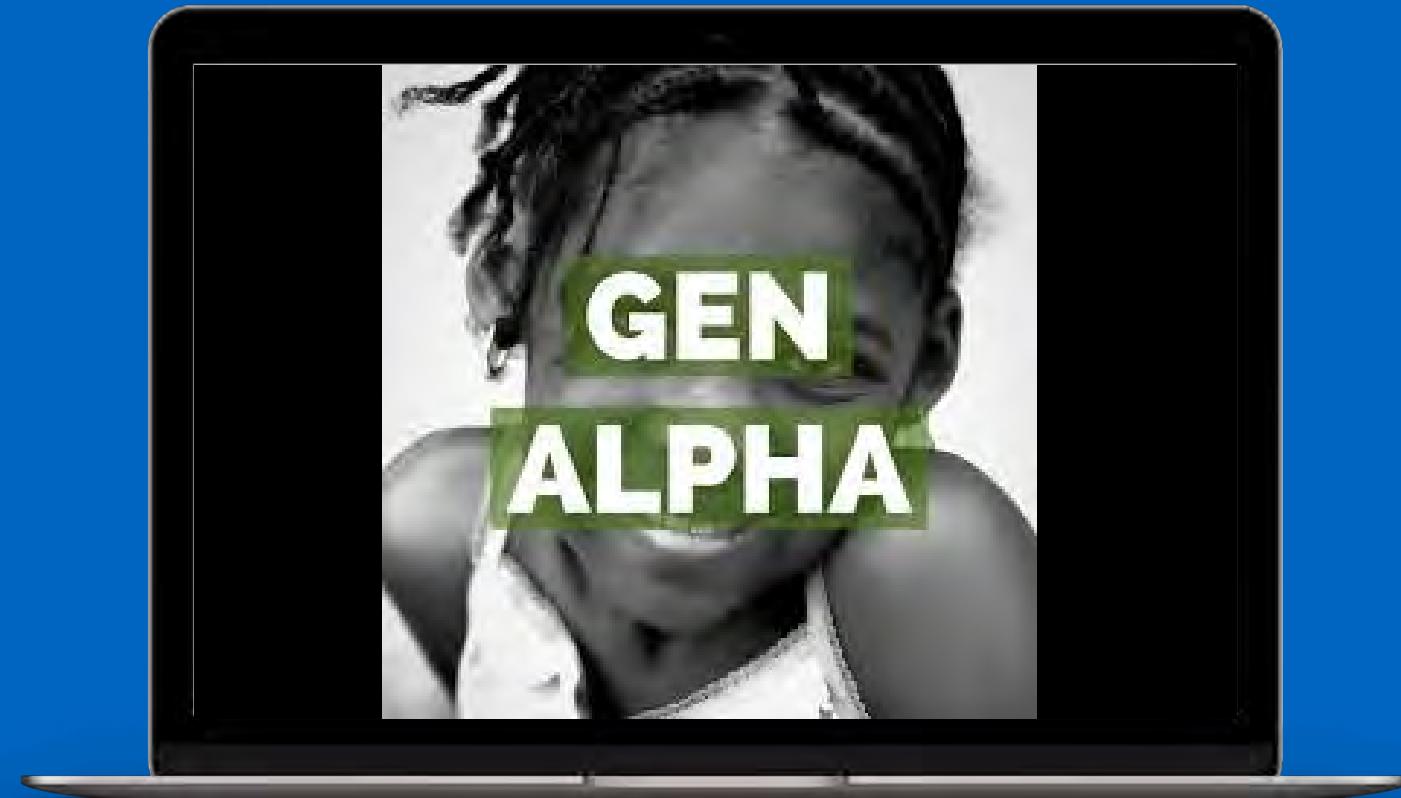
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Entirely Born in the 21 Century



Digital Savvy



Technology & Learning

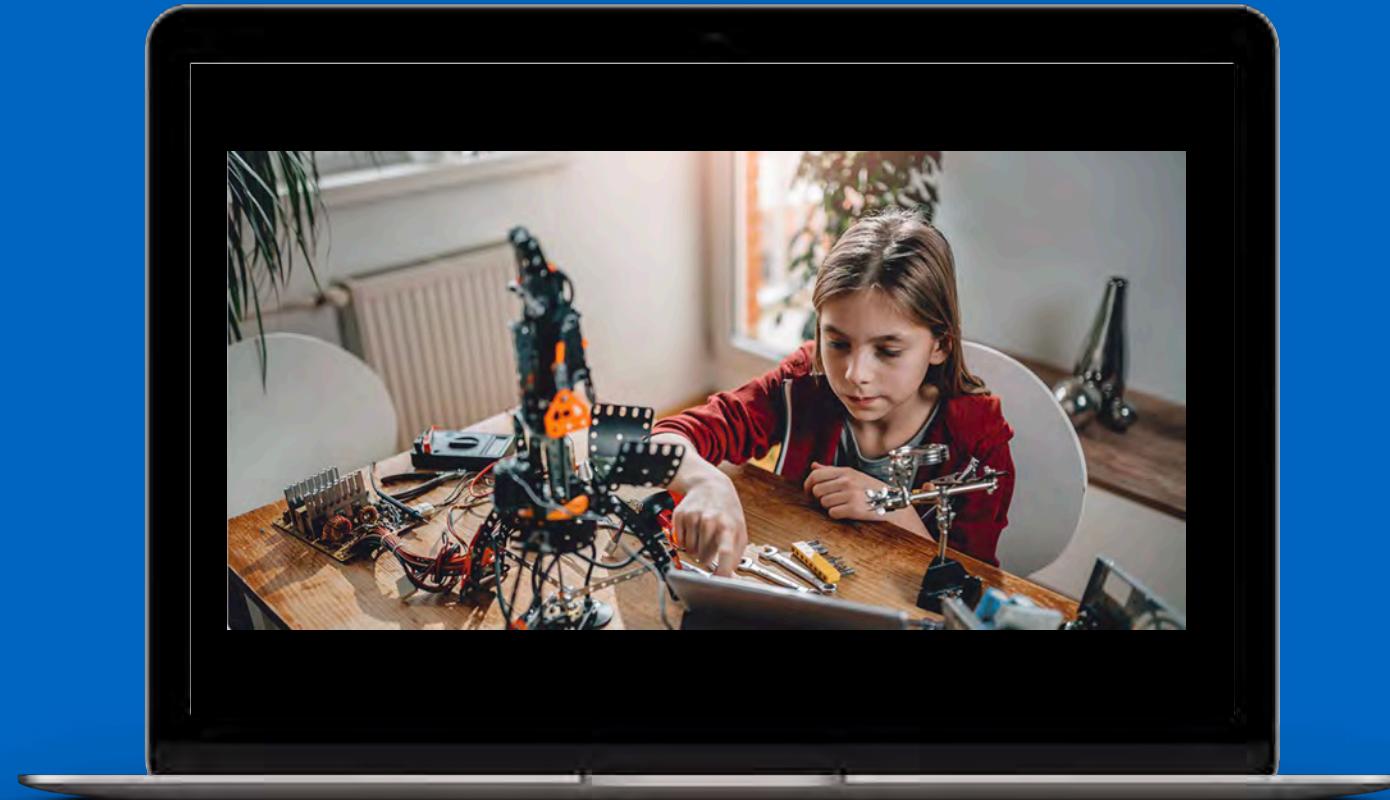


Future Workforce



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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**



Thank You!

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