
The

Gen Z

E-Guide

*Demystifying Hiring,
Managing, and Developing
your Gen Z Talent*

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Key Characteristics

BORN BETWEEN 1997 AND 2012, CURRENTLY MAKE UP 30% OF THE GLOBAL WORKFORCE

- **Tech-Savvy and Innovative:** Gen Z are digital natives who share a passion for leveraging cutting-edge technology. They are eager to test tools and apps, explore alternatives, and therefore, appreciate efficient workflows in the workplace. As a mobile-first generation, these specialists would embrace technology and change much faster than other employees.
- **Purpose-Driven and Values-Oriented:** they possess strong values around diversity, equity, inclusion, and social/environmental responsibility.
- **Autonomous and Independent:** value transparency, authentic communication, and the ability to work independently.
- **Health and Wellness Conscious:** This generation is more open about mental health and prioritizes work-life balance.
- **Pragmatic and Financially Focused:** Gen Z is practical about their careers, seeking stability, growth opportunities, and competitive compensation.
- **Global perspective:** Gen Z are more globally connected than previous generations and values diverse experiences and perspectives
- **Deprioritized interpersonal relationships:** So far Gen Z is the loneliest generation... Partially due to social media impact and “overdigitalization”.
- **Entrepreneurial spirit:** Gen Z is entrepreneurial and many have side gigs, freelancing activities, or plan to start their own businesses.



Hiring



Candidate Experience

- Leverage mobile-friendly job boards and optimize the application processes (up to 5 min!). Utilize scheduling and video interview tools to streamline the hiring process (chatbots like [Paradox.ai](#), or transcription software like [Metaview](#)).
- Consider implementing Interactive Job Applications (VR/AR, gamified assignments, video recordings, etc.).
- Respect the candidates' time and provide timely updates and feedback to keep them engaged (all ATS have scheduled responses) and improve your CSAT (Candidate Satisfaction Score).
- Highlight Your Employer Brand and Values by showcasing your commitment to diversity, inclusion, and social responsibility (events to celebrate your culture, ESG Initiatives, sustainability efforts, etc.)



Proactive Vs Reactive

- Leverage Campus Recruitment and Partnerships with various schools, associations, and NGOs
- Encourage Employee Advocacy through Social Media channels that Gen Z is actively using
- Introduce effective Employee Referrals and Internal mobility (temp assignments, collaborative projects and interim options). Hiring through EOR (check [Boundless](#)) can boost your access to fantastic talent
- Promote flexibility and non-linear working day (contrary to the traditional 9-5)

Managing

The Day-to-Day

- Create engaging and interactive Onboarding that helps new hires integrate into the company culture quickly and effectively (like [Donut](#)).
- Implement Effective Performance Management and Feedback Processes that are regular, transparent, and comprehensive (check our [suggestions for SMEs](#)).
- Establish formal and informal Check-ins, goal-setting, and open career dialogues.
- Recognize and reward milestones, achievements, and growth publicly and privately as this can boost morale and overall work satisfaction.



The Fine-Tuning

- Foster a Collaborative, Inclusive, and Purpose-driven Culture through continuous improvement, listening, and support .
- Promote Employee Resource Groups (ERGs) and Mentoring programs internally and externally ([Growthmentor](#) is a fantastic option).
- Embrace modern Tools and Platforms to enhance productivity, (remote) collaboration.
- Provide access to comprehensive Benefits and Perks like mental health resources, sponsored counselling, and wellness programs.

Developing



Continuous Learning and Growth

- Provide regular (micro) Training, as well as clear Career progression paths. Gen Z employees are keen on developing professionally as part of their employment (7taps provides interesting options).
- Offer Job Shadowing, Rotations, scalable Mentoring and Coaching, and other experiential learning opportunities to boost collaboration and knowledge exchange.
- Encourage and embed options for ongoing Upskilling and Reskilling, particularly for “high in-demand” technical skills and soft competencies.

Personalization is key

- Feedback and recognition are not enough. Ensure opportunity for Gen Z to apply the learnings and share them with others (let’s talk about establishing an SME program)
- Consider leveraging AI-powered platforms or apps (check what Amotions can do to support your team and get 20% off the annual subscription) for courses and learning modules tailored to each employee's needs.
- Replace the traditional “in-class” training with Gamified and Fun activities, badges, leaderboards, and interactive challenges that can have a positive impact on the employee engagement, employer brand, and happiness.



Your Checklist

- ✔ Set up a Career page and Social media profiles that reflect the Culture, Values, Relationships and commitment to different causes.
- ✔ Create job descriptions and ads that resonate in terms of HOW the employee would add value to the team and the work, without focusing excessively on the Ideal profile.
- ✔ Ensure your ATS and hiring processes are efficient, optimized for a mobile experience and provide some constructive feedback at every stage.
- ✔ Introduce different types of formal and informal feedback as part of the day-to-day management, performance evaluation, and promotion cycle. Here are some ideas on leveraging generative AI for feedback exchange.
- ✔ Consider providing resources and organising activities specifically focused on Mental health, Work-life integration, Diversity, Inclusion, Equity, and Belonging
- ✔ Establish Upskilling program(s) that can be beneficial for everyone and cater to a wide range of skills (both soft and hard).
- ✔ (Re)evaluate your internal communication channels - are they adequate and efficient? Can they be revamped to be more supportive, inclusive, and relevant?

**Have you considered Fractional Talent Support to drive fast impactful change?
Get in touch to discuss more.**