

**10 THINGS YOU
NEED TO KNOW
ABOUT GEN-Z
WORKERS**

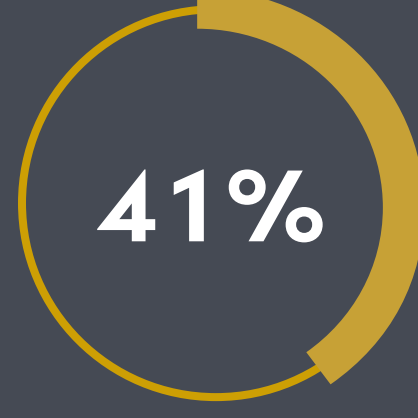


The next generation – known as **Gen-Z** – are now entering the workplace. Born between the mid-nineties and the early-noughties, this generation come with their own set of characteristics and requirements. While, **salary isn't always top of their list**, they do prioritise factors such as work relationships and growth potential.¹

TO ATTRACT THE BEST TALENT, THERE ARE A NUMBER OF FACTORS THAT GEN-Z WILL CONSIDER.

SO, HERE'S WHAT YOU NEED TO KNOW...

SET CLEAR GOALS



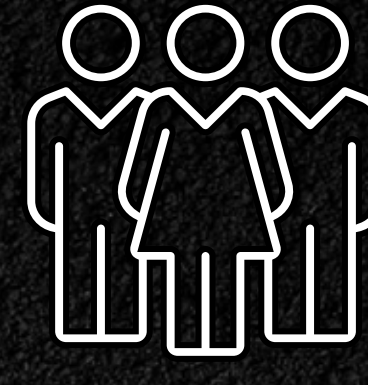
41% OF GEN-Z WANT A JOB WITH GROWTH OPPORTUNITIES

as opposed to only **30%** of millennials.⁴



72% OF GEN-Z WANT TO START THEIR OWN BUSINESS

showing an **entrepreneurial spirit.**⁸



29% OF GEN-Z WILL STAY AT A JOB BECAUSE OF AN EMPOWERING WORK CULTURE

WHEREAS ONLY 15% would stay as a result of a high salary and pay rises.¹

PERKS



36% of Gen-Z admit to deciding to accept a job or not based on workplace perks.ⁱⁱⁱ



84% of Gen-Z would like to do purposeful work for a company they believe in.^{iv}

THE TOP THREE WORKPLACE PERKS MOST POPULAR AMONGST GEN-Z INCLUDED SIMPLE BENEFITS, SUCH AS...



Flexi-hours **83%**ⁱⁱⁱ



Receiving a day's annual leave on their birthday **86%**ⁱⁱⁱ



Complimentary coffee and hot drinks **85%**ⁱⁱⁱ



75% of Gen-Z would be interested in a situation in which they could have multiple roles within one place of employment.^v



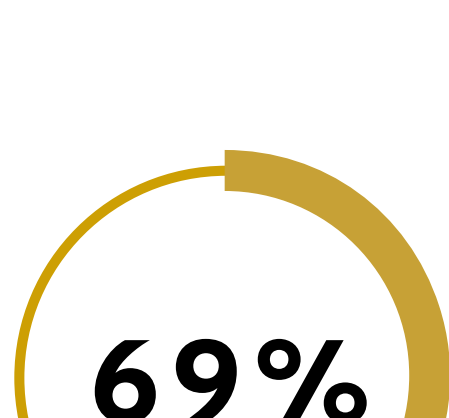
PROCEDURES AND PRIVACY



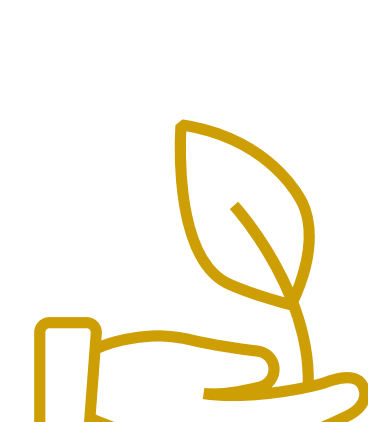
84% PREFER FACE-TO-FACE OVER OTHER CHANNELS for workplace communication^{vi}



60% WANT MULTIPLE CHECK-INS from their managers during the week^{vii}



69% PREFER A PRIVATE WORKSPACE over a shared environment like an open office^{viii}



82% CONSIDER CORPORATE SOCIAL RESPONSIBILITY (CSR) a major factor in deciding where to work^{ix}



Generation-Z employees are clearly driven, entrepreneurial, and appreciate of workplace coffee - so give them and your other employees the best.

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With **Nespresso** Professional, you can choose from our dedicated range of professional coffee solutions to find the perfect fit for your office.

TO CREATE MEANINGFUL EXPERIENCES FOR ALL OF YOUR EMPLOYEES, CLIENTS, AND VISITORS WITH OUR RANGE OF COFFEES...

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1. https://mckinsey.com/~/media/mckinsey/~/media/5-960-gen-z-are-setting-the-pace-for-the-future-of-work/5-960-gen-z-are-setting-the-pace-for-the-future-of-work.pdf
 2. https://www.deloitte.com/au/en/issues/work/2019/01/2019-workforce-trends.html
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