

# WHAT TO EXPECT

Engaging with young people



## What they want

- Crave autonomy and want to be involved in strategy
- Want open and casual communication
- Crave recognition
- Want flexible work conditions
- Expect training at work
- Want work-life balance
- Don't like hierarchy
- Want to do – not listen
- Need to have friends at work
- Want work to be fun and meaningful
- Creativity and innovation is important for them



## Who they are

- Enjoy team work
- Have portfolio careers
- Digital natives
- Entrepreneurial, used to start-up culture
- More are formally educated
- High job mobility
- Hands-on learners
- Global competitors for jobs
- Socially aware and embrace diversity
- Lots of job choice
- Career flippers – open to complete change
- Life-long learners willing to upskill