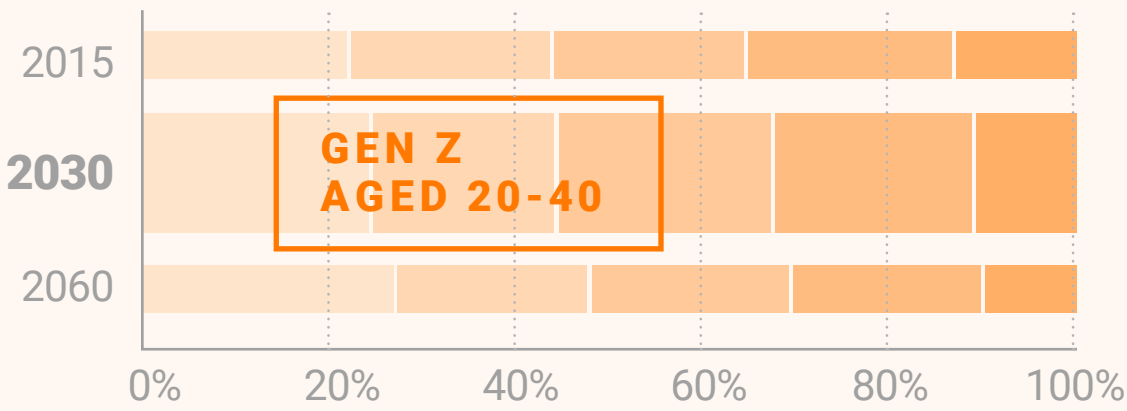


INFOGRAPHIC

The Interview Questions Gen Z Candidates Want Answered

Gen Z employees will make up **30% of the workforce** by 2030¹. With talent in high demand, here are some of the frequently asked questions that Gen Z candidates care about which hiring managers can expect to be asked in interviews.

Distribution of the U.S. labor force by age²



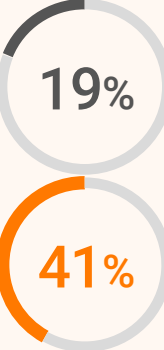
Age groups 16-24 25-34 35-44 45-54 55 and older



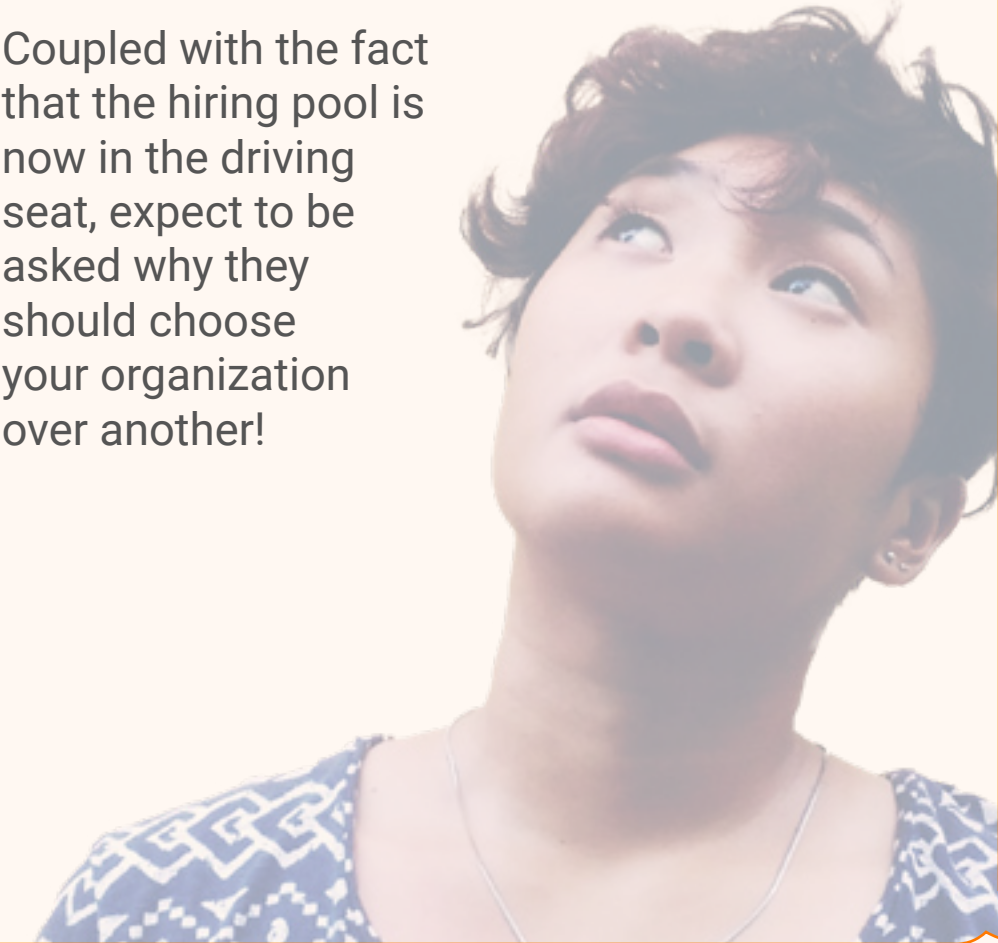
Why should I want to work here?

Gen Zs look for companies that reflect their **sense of purpose, core values,** and **sense of social responsibility.**

Only **19%** of Gen Zs would pick a company that doesn't share their values. They also expect management to lead by example – **41%** want CEOs to be judged on their commitment to social issues.³

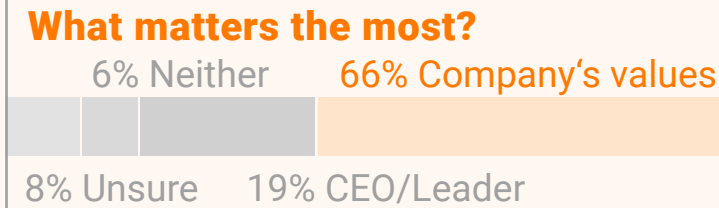


Coupled with the fact that the hiring pool is now in the driving seat, expect to be asked why they should choose your organization over another!



What are the company values?

66% of of Gen Z candidates believe values are more important than the CEO/leader.⁴ They want to see companies committed to change societal causes. The top 3 CEO qualities that Gen Zs value are **vision, determination,** and **empathy.**⁴

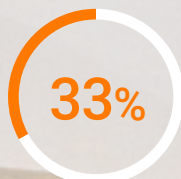


What efforts do you make for reskilling and career pathing?

As **76%** of Gen Z want skill and career advancement with training and mentorship, prioritizing learning and development is key.⁸

67% of Gen Z spent more time learning on LinkedIn than in 2019, and they logged **50%** more hours for online courses than learners from any other generation.⁸

33% of Gen Zs expect career development programs from their employers.⁸ **How will your company support this?**



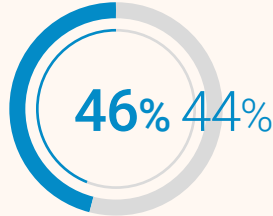
Can I work remotely?

48% of 18 – 29 year olds expect flexible or hybrid working models, working 2 – 3 days at home.⁵



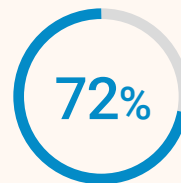
What's the work/life balance like at your company?

46% of Gen Zs agree that they feel burnt out at work.⁶ **44%** have left jobs due to workload pressure.⁷



Can I have a part time or a flexible schedule?

72% of Gen Zs have left or would consider quitting due to an inflexible work policy¹.



This doesn't just mean **working from home** – it also means **3 or 4-day weeks,** the option to **pick your own hours,** or an **early finish on Fridays.**

Sources: 1. <https://fortune.com/2022/05/27/gen-z-workers-want-flexibility-at-work/> 2. <https://www.bls.gov/spotlight/2016/a-look-at-the-future-of-the-us-labor-force-to-2060/home.htm> 3. <https://www.unleash.ai/company-culture/lewis-gen-z-values-future-of-work/> 4. <https://www.heforshere.org/sites/default/files/2021-05/lewis-gen-z-report-final.pdf> 5. <https://www.bbc.com/worklife/article/20210729-why-younger-workers-want-hybrid-work-most> 6. <https://www2.deloitte.com/content/dam/Deloitte/global/Documents/deloitte-2022-gen-z-millennial-mh-whitepaper.pdf> 7. <https://www.worklife.news/culture/quiet-quitting/> 8. https://learning.linkedin.com/content/dam/me/business/en-us/amp/learning-solutions/images/wlr21/pdf/LinkedIn-Learning_Workplace-Learning-Report-2021-EN-1.pdf 9. <https://www.talintinternational.com/48-of-workers-want-their-dogs-at-work/> 10. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7824880/> 11. <https://www.talentlms.com/research/gen-z-workplace-statistics#what-matters-to-gen-z> 12. <https://www2.deloitte.com/content/dam/Deloitte/global/Documents/deloitte-2022-gen-z-millennial-mh-whitepaper.pdf> 13. <https://talio.com/blog/gen-z-demands-diversity-inclusion-strategy/> 14. <https://hbr.org/2020/04/companies-cant-ignore-shifting-gender-norms> 15. <https://talio.com/adult-learners/neurodiversity-recruitment/> 16. <https://www.afr.com/work-and-careers/workplace/gender-equality-a-huge-draw-for-gen-z-millennial-jobseekers-20220617-p5aulr> 17. <https://www.linkedin.com/business/talent/blog/product-tips/source-and-build-more-diverse-talent-pools> Images: Photos by Jan Kopriva, Possessed Photography, Alexander Milo, Ricardo Gomez Angel, Raphael Renter, Angelo Pantazis, Eunice Lituanas, Insung Yoon, and ThisIsEngineering Raeng on Unsplash



Can I bring my pet to the office?

48% of Gen Zs want their employer to welcome dogs into the workplace if they were to accept a role.⁹

In fact, scientists are looking at the **positive health impact** interacting with animals has in the workplace, **reducing stress levels** and **improving wellbeing**.¹⁰



Is the company accepting of non-binary and trans people?

25% of Gen Zs expect to change their gender identity at least once during their lifetime.¹⁴



In the U.S., 56% know someone who uses a gender neutral pronoun and 59% believe forms should include options other than "man" and "woman."¹⁴



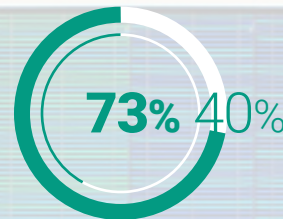
Therefore, it's important to cultivate a company and its employees to have an open-minded and accepting culture.



What's the gender mix at the company?

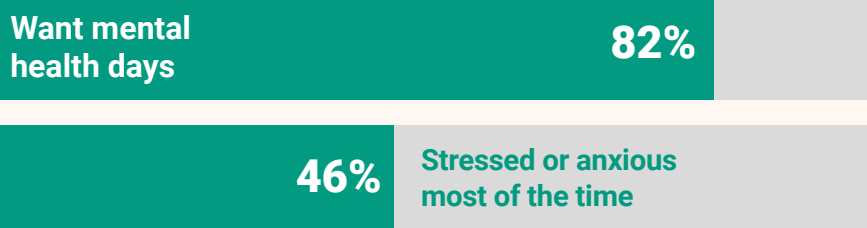
Gender equality is the 4th most cared about issue overall for Gen Zs¹⁶

73% of Gen Z women said workplace gender diversity was a must when deciding to accept a role and nearly 40% of Gen Z women said they would favor an employer that had women in leadership roles.¹⁶



What's the absence policy for mental health days?

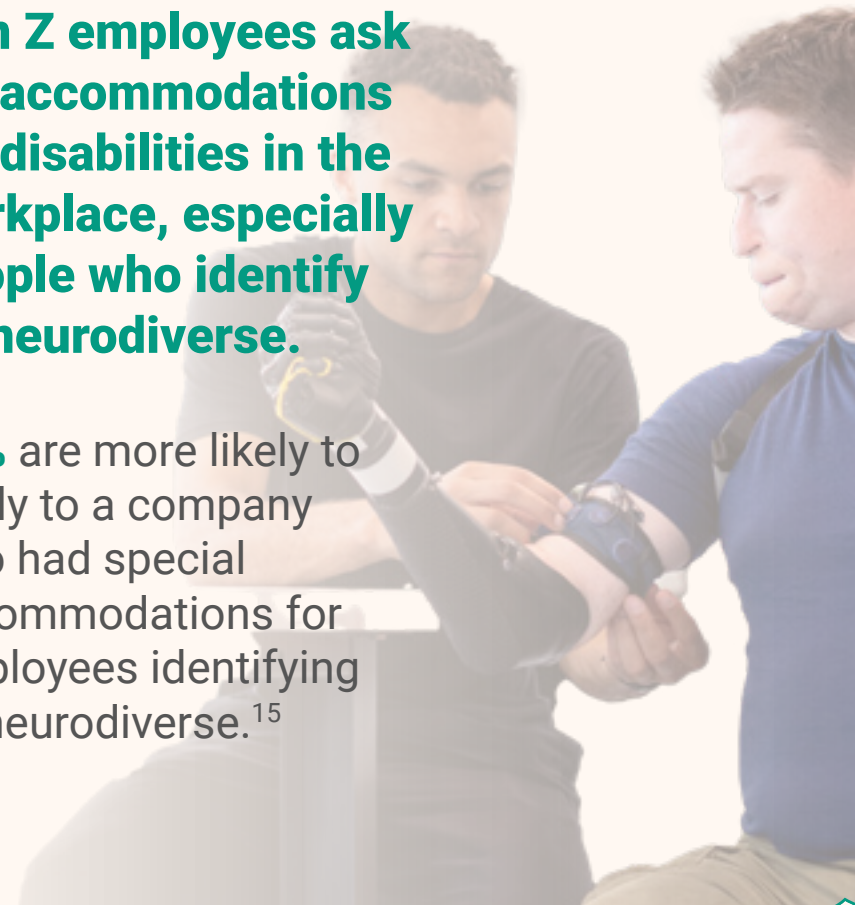
82% of Gen Zs surveyed want mental health days,¹¹ and 46% said they are stressed or anxious most of the time.¹²



Will the company help with my disability?

Gen Z employees ask for accommodations for disabilities in the workplace, especially people who identify as neurodiverse.

80% are more likely to apply to a company who had special accommodations for employees identifying as neurodiverse.¹⁵



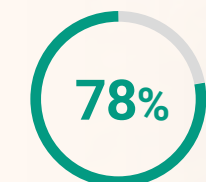
How diverse are you?

Diversity matters.

26% of Gen Zs would not work for a company that is not diverse and 46% are in favor of a company hiring a diverse candidate over a non-diverse candidate.¹⁵



Overall, diversity, inclusion and belonging are important to 78% of jobseekers on LinkedIn.¹⁷



How can my pronouns be seen/accepted in the company?

Identity is a key factor.

88% of Gen Zs surveyed said it's important for employers to ask about their preferred gender pronouns. Only 18% said they had been asked.¹³

