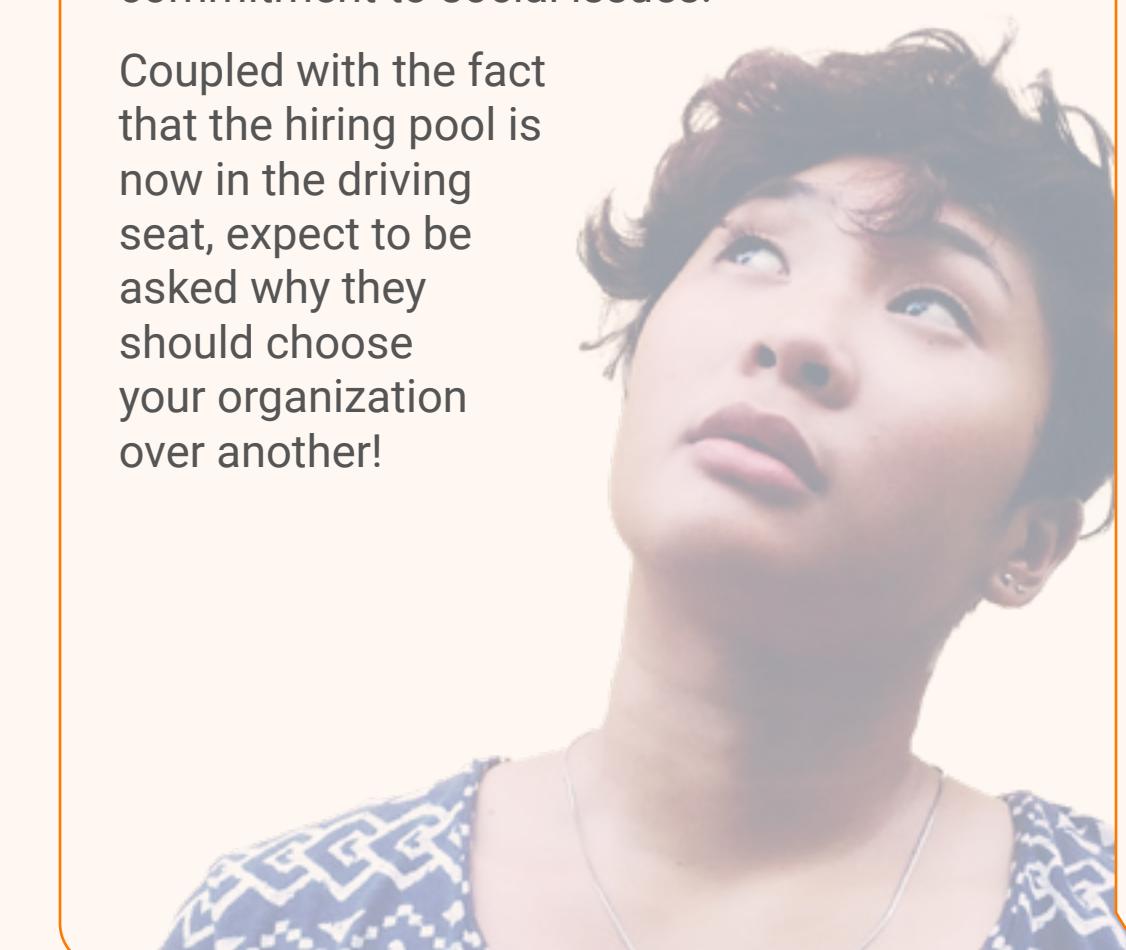
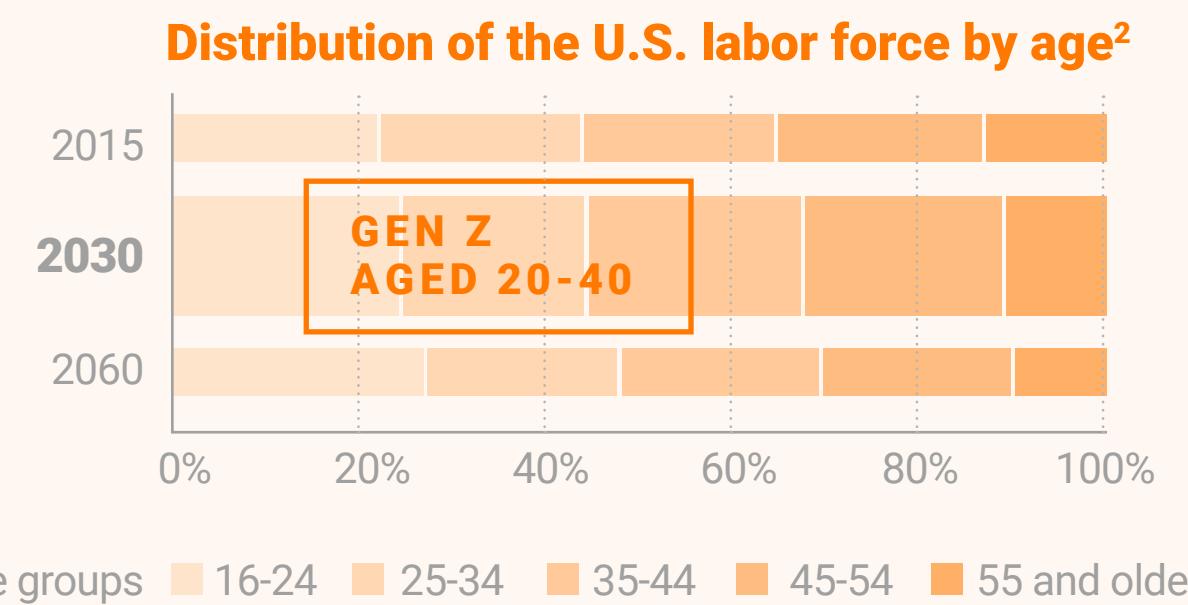


INFOGRAPHIC

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.



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 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



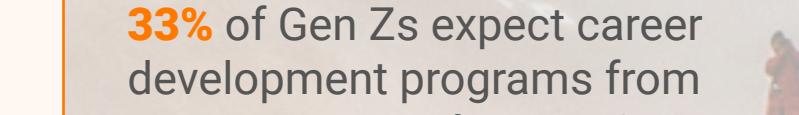
What efforts do you make for **reskilling and career pathing**?

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 policy.¹



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**.





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



59%

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?

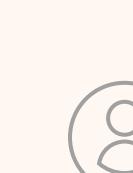
Gender equality is the 4th most cared about issue overall for Gen Zs¹⁶

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

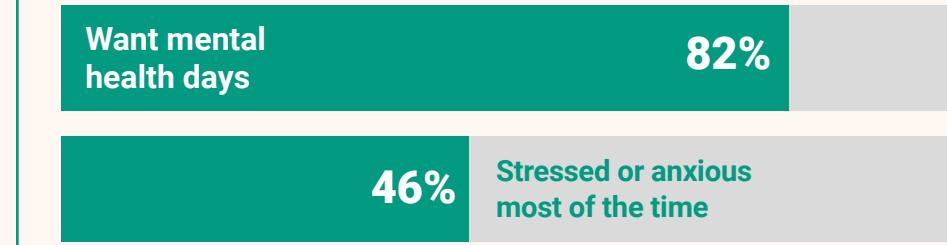


40%



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**?



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



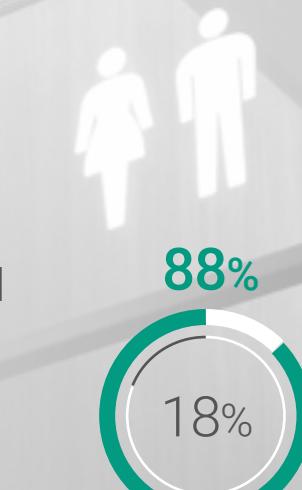
Overall, diversity, inclusion and belonging are important to **78%** of jobseekers on LinkedIn.¹⁷



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



18%

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

