**Career aspirations of Gen Z and workplace expectations**

*Comparative 5W1H Document highlighting difference between Millennials and Gen Zs*

**1. Who**

* Who is impacted by Gen Z's unique career aspirations and workplace expectations?
  + The primary stakeholders include Gen Z employees and prospective employees, who bring new expectations and values into the workplace. Additionally, managers, HR teams, company leadership, and even Millennial colleagues are affected, as they may need to adjust to Gen Z’s distinct approach to work and career growth.

**2. What**

* What are the main career aspirations and values of Gen Z in the workplace?
  + Gen Z values flexibility, work-life balance, mental well-being, and alignment with purpose-driven organizations. They are often interested in companies that emphasize social impact, sustainability, and diversity. Unlike Millennials, who may prioritize career advancement and loyalty to an employer, Gen Z tends to place a higher value on work environments that support personal values and provide mental health support.
* What key differences set Gen Z apart from Millennials in their approach to work?
  + Gen Z often seeks more autonomy, prioritizes gig or freelance opportunities, and values hybrid or remote work models. While Millennials may have been more inclined toward stable, long-term roles, Gen Z shows a greater openness to flexibility, both in job roles and in work arrangements.

**3. Where**

* Where do Gen Z’s career preferences become most evident in the workplace?
  + These preferences are particularly visible in remote work, team collaboration, and technology use. For instance, Gen Z is accustomed to digital collaboration tools and expects seamless technology integration in the workplace. They also value settings where they can express their opinions and engage in creative or impactful projects, often looking for environments that provide flexibility in both location and scheduling.

**4. When**

* When do Gen Z employees typically seek career progression or make job transitions?
  + Gen Z tends to explore diverse career paths early and may change roles more frequently than previous generations. Rather than seeking traditional career ladders, they often prioritize skill-building and experiences that align with their personal growth and interests. They are less likely to stay in a single role or organization if it does not meet their evolving needs or values.

**5. Why**

* Why does Gen Z have distinct career aspirations compared to Millennials?
  + The social, economic, and technological conditions shaping Gen Z’s expectations are markedly different. Growing up during rapid technological advancement, economic instability, and global events like the COVID-19 pandemic has influenced Gen Z to value resilience, adaptability, and a balance between work and personal life. This generation often views work as an extension of personal identity and seeks roles that offer purpose, impact, and flexibility.

**6. How**

* How can organizations adapt to attract and retain Gen Z talent?
  + Companies can create environments that resonate with Gen Z by offering flexible work options, supporting mental health initiatives, and fostering a sense of purpose. Employers might also consider promoting a culture of continuous learning and development to cater to Gen Z’s desire for personal and professional growth. Building an inclusive, tech-savvy workplace that aligns with social responsibility can further enhance Gen Z’s engagement and retention.