

Top 5 Do's for Supporting Gen Z in the Workplace

1

Do Create a Culture of Psychological Safety

Encourage open dialogue where mistakes are seen as learning opportunities. Gen Z thrives in environments where they feel heard, not judged.



2

Do Set Clear Expectations Early On

Be explicit about workplace norms—don't assume they're known. From communication styles to dress codes, clarity removes anxiety and builds confidence.



3

Do Recognise and Celebrate Strengths

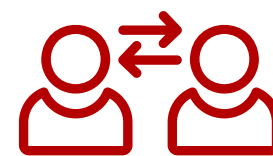
Gen Z often battles imposter syndrome. Regular (weekly), specific feedback helps them see where they're adding value.



4

Do Encourage Two-Way Learning

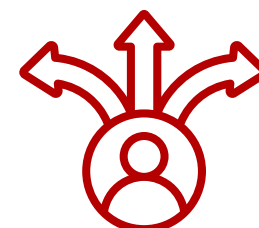
Tap into Gen Z's digital know-how and fresh thinking. Reverse mentoring creates mutual respect and flattens unnecessary hierarchies.



5

Do Show Flexibility and Empathy

Flexibility isn't laziness. Gen Z wants to work smart, not stuck. They care deeply about purpose, wellbeing, and balance.



Top 5 Don'ts for Supporting Gen Z in the Workplace

1

Don't Dismiss Their Digital Communication Style

Emojis, DMs, or short-form responses aren't unprofessional –they're generational. Focus on what's being said, not how it's typed.



2

Don't Assume They Know 'How Work Works'

Many Gen Zers are entering their first ever job –post-Covid, post-uni, or post-apprenticeship. Workplace 'common sense' isn't always common.



3

Don't Confuse Confidence with Competence

Some Gen Zers may over-apologise or underplay their achievements. Others may seem bold but lack workplace experience.



4

Don't Overlook the Value of Informal Check-ins

Gen Z doesn't always initiate –they may be unsure if it's "ok" to ask for help. Informal conversations build trust.



5

Don't Generalise or Use Stereotypes

"Snowflake", "tech-addicted", "job-hoppers" –labels damage trust. Every young professional is different, with their own context and drive.

