



SECOND WAVE  
LEARNING



# The Future of Work

Generational Shifts in Employee Priorities

# Workplace Values

Boomer



**Work Centric**



Generation X



**Work-Life Balance**



Millennial



**Work-Life Integration**



Gen Z



**Equity and Purpose**

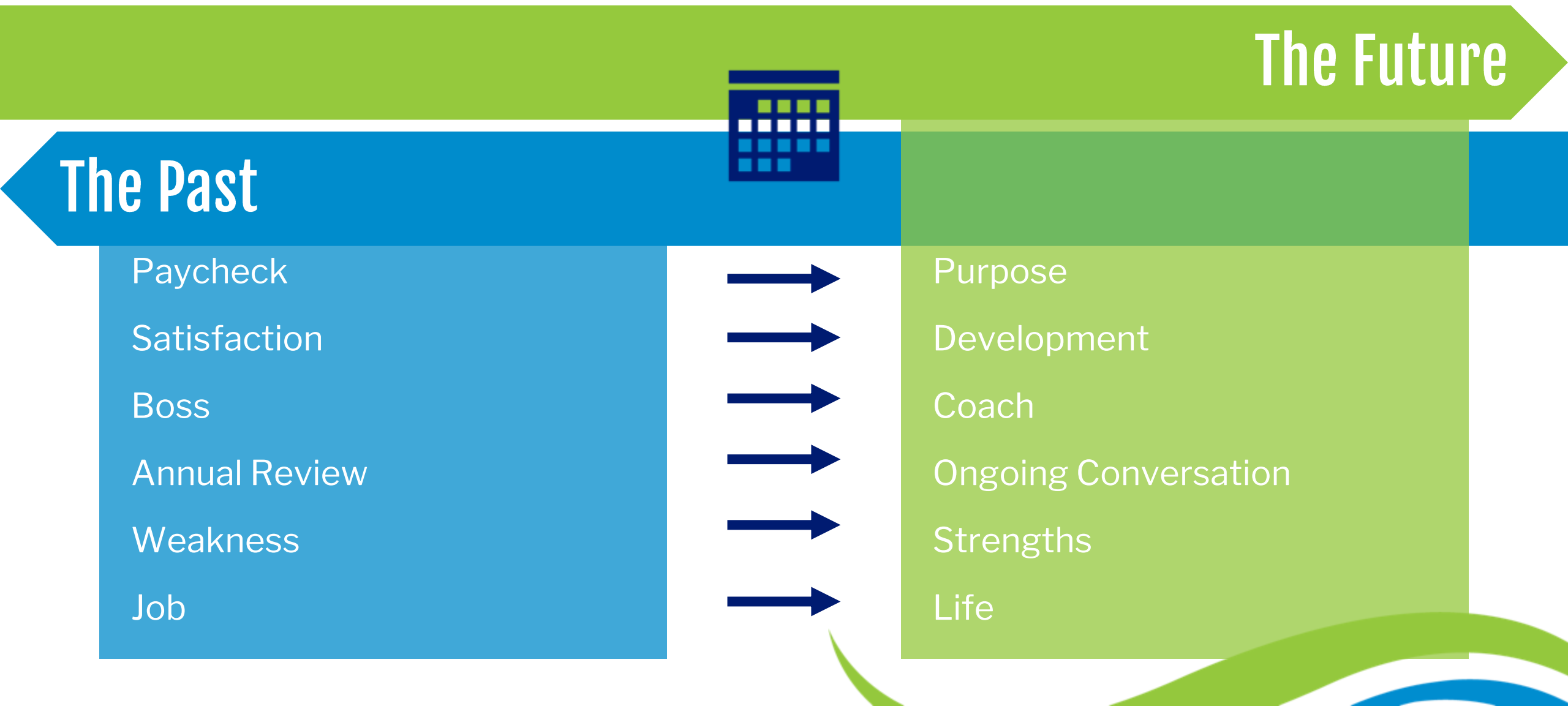
**Hands- On**



**Hands- Off**



# What Employees Value



The Future

The Past

Paycheck

Satisfaction

Boss

Annual Review

Weakness

Job

Purpose

Development

Coach

Ongoing Conversation

Strengths

Life

# Top Ten Things Great Leaders Do—*Always*

1. **Be a coach**
2. **Empower team**
3. **Show concern for well-being / create inclusivity**
4. **Collaborate**
5. **Communicate—listen and share information**
6. **Commit to strong decisions**
7. **Be productive and results-oriented**
8. **Support career development / discuss performance**
9. **Have a clear vision and strategy**
10. **Have key technical skills to advise**

Connecting with  
your  
team addresses  
**half** of these