

Who are we talking about in terms of the new generation?

Those would be the ones belonging to generation Alpha, which is those who were born between 2010 and 2024.

How do they see work?

- An opportunity to self-actualize, to go beyond their personal best, and to contribute to society, without that work being the most important part of their life; and
- an adventure, an experience and challenges.

How would you characterize them?

- Familiar with communication technologies;
- able to multitask;
- showing team spirit; and
- mobile.

What is important to them?

- Study-work-life balance;
- an environment with a pleasant ambience and where human relations count;
- flexible schedules;
- personal and professional development; and
- fair compensation allowing for a comfortable life.

What do they need?

- Recognition;
- feedback on their work;
- to understand the reasons and the logic underlying what is asked of them;
- to be supported and guided; and
- to feel welcome when they start a new job.



What do they like?

- To be consulted;
- to develop, surpass their personal best and progress;
- to work together as equals and based on mutual respect;
- instant communication;
- keeping things simple, efficient and without constraints; and
- having latitude in how they carry out their work.

What motivates them?

- Challenges;
- pleasure;
- variety; and
- things that make sense.

Information:

- tableeducationoutaouais.org;
- employeursengages.ca.



This content is based on Les nouvelles générations au travail, a document prepared by the Réseau québécois pour la réussite éducative.