

# 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](http://tableeducationoutaouais.org);
- [employeursengages.ca](http://employeursengages.ca).



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