

# GENERATIONAL WORKPLACE PREFERENCES

XSF INSTANT INSIGHT  
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# OPPORTUNITY

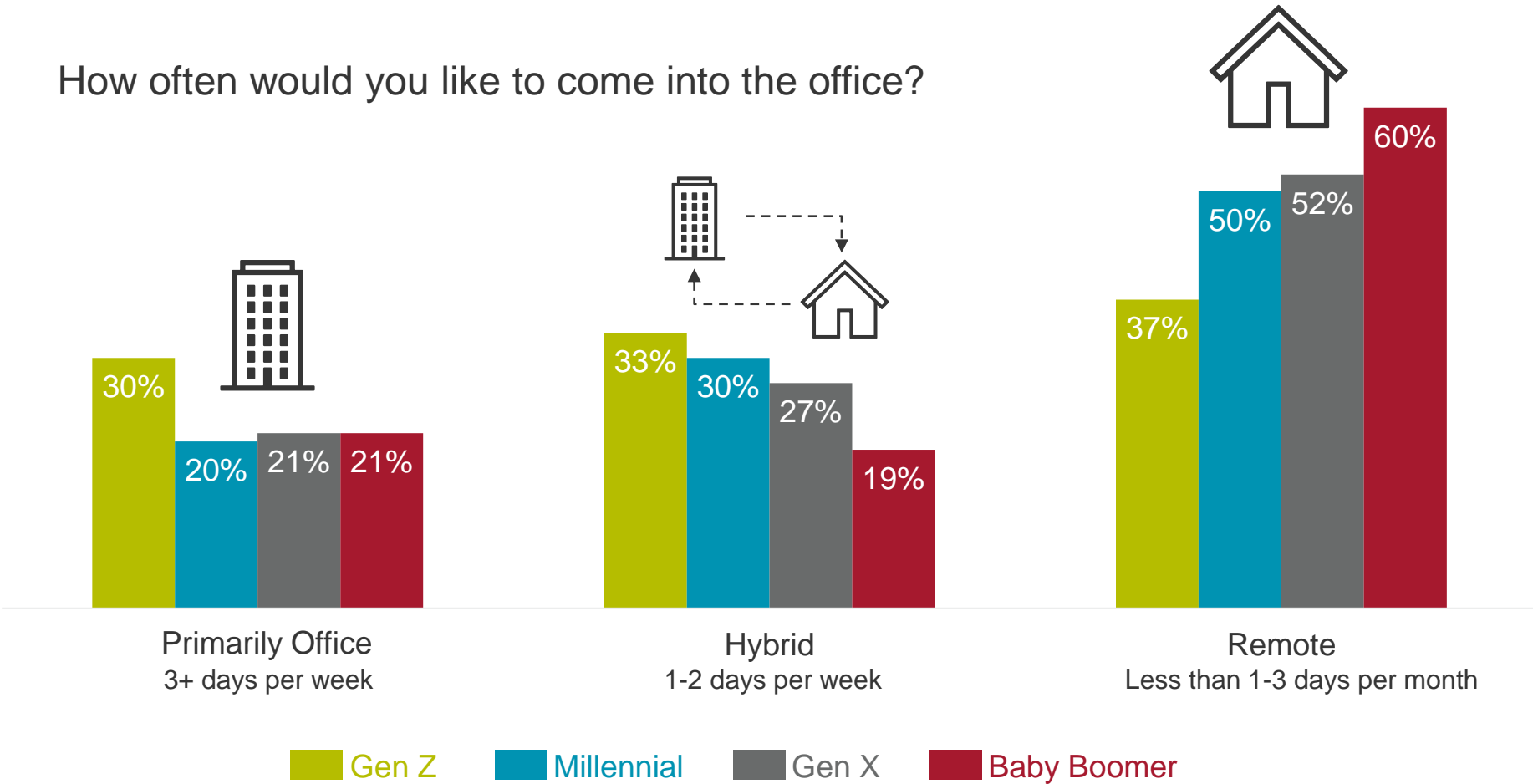
# YOUNGER EMPLOYEES ARE MOST INTERESTED IN THE OFFICE

## Desired Office Frequency by Generation

Nearly a third of **Gen Z** (30%) want to come into the office 3+ days per week and another third (33%) want to be hybrid.

Approximately half of **Millennials** (50%) and **Gen X** (48%) want to come into the office at least one day per week.

Nearly two-thirds of **Baby Boomers** (60%) want to be remote.



Source: 2021-2022 Global XSF data

# SOCIAL CONNECTION BRINGS YOUNGER EMPLOYEES IN

## Return-to-Office Drivers by Generation

Employees across generations come to the office for the same reasons, but the drivers are stronger for younger generations.

The attraction of the office as a place for connection may be one of the reasons Gen Z wants to be in the office more often than other groups.

What do you like most about working in an office? (Pick top 1-3)	% of All Respondents*	% DIFFERENCE FROM ALL			
		Gen Z	Millennial	Gen X	Baby Boomer
Easier to socialize with coworkers	54%	+10%	+6%	-4%	-12%
Easier collaboration	35%	+4%	+2%	-1%	-4%
It's easier to separate work from my personal life	30%	+6%	+3%	-3%	-8%
Better access to tools and physical resources	27%	-2%	-1%	0%	+5%
I feel more in tune with what's happening in the business	20%	-2%	-1%	+2%	0%

\*All Respondents include any identified as Gen Z, Millennial, Gen X, or Baby Boomer.  
Source: 2021-2022 Global XSF data

# FLEXIBILITY MOST APPEALING TO YOUNGER EMPLOYEES

## Remote Work Drivers by Generation

Gen Z and Millennials are more likely to cite greater flexibility as a reason they work remotely.

Gen Z in particular likes the casual environment working remotely affords, whereas they are less likely to cite focus and work-life balance as reasons for remote work.

Gen X is more likely to work remotely for better work-life balance and to better focus.

What do you like most about working remotely? (Pick top 1-3)	% of All Respondents*	% DIFFERENCE FROM ALL			
		Gen Z	Millennial	Gen X	Baby Boomer
I like not having to commute	70%	+2%	0%	0%	-1%
I have more flexibility on when I work	53%	+9%	+4%	-3%	-9%
Better work-life balance	50%	-10%	+1%	+3%	-6%
Easier to focus	45%	-14%	-2%	+4%	+2%
I prefer a more casual environment	30%	+8%	+1%	-2%	-1%

\*All Respondents include any identified as Gen Z, Millennial, Gen X, or Baby Boomer.  
Source: 2021-2022 Global XSF data



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