



Survey Shows an Intriguing Split in Generation Z

Our researchers at Wiley Workplace Intelligence recently [surveyed 2,013 working individuals](#) on their priorities when it comes to benefits at work. The findings give us insight into Gen Z, and an intriguing change around age 25.

Participants 25 and over considered work culture to be the primary driver of satisfaction, followed by work location flexibility, and work time flexibility. Those under 25 prioritize work time flexibility, followed by culture, and paid time off.

The data indicates that the importance of culture increases with age. 22% of those under 25 rate culture as most important while 48% of those over 65 do so.

That doesn't surprise me. People stay for culture, which is most determined by the actions of the boss. For decades we have known that ineffective bosses are the primary reason people leave.

Those under 25 may value work less than they will when have to pay for insurance, mortgages, and family. However, these workers usually have less experienced bosses.

The bosses must be skilled to address the rapid changes these new employees face. Navigating change is a teachable skill. We invite you to learn more in a webinar on April 17th. Senior Director Mark Scullard, PhD, will host ["*Navigating Change: A Managers Guide to Leading the Way.*"](#) Registration details are below.

Our assessment and survey tools are world-class and statistically sound. Our selection instruments are proven to avoid adverse impacts. [Contact us](#), share your concerns, and see how we can help you. No charge, no obligation.

The Emotional Paycheck: Going Beyond Traditional Compensation

Help Your Managers Develop the Skills to Navigate Change

In the landscape of organizational change, the focus is often on strategies, systems, and structures. However, the deeply personal experience of how organizational changes impact their most valuable asset—their people—is often overlooked. Fortunately, organizations have a powerful change management resource at their fingertips—their managers.

Unlocking a manager's potential doesn't just happen. Managers need tools to improve interactions, build teams, and navigate the messy middle. They need a powerful tool that will help them reach their full potential—Everything DiSC® on Catalyst™.

Join Dr. Mark Scullard, Sr. Director of Product Innovation, Wiley Assessment Brands, for our webinar *Navigating Change: A Manager's Guide to Leading the Way* on April 17th, at 10:00 Central. You'll discover how people process change and what managers can do to meet their unique needs.

In this 60-minute webinar, participants will learn:

- The emotional complexities of change
- The uncharted role managers play as navigators of change
- How Everything DiSC can help managers bring out the best in their people, teams, and organizations

Email Kirk at KYoung@JobMatchAssessment.com, to be registered for this event.



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Organizational culture faces unpredictable and constantly evolving challenges. You know your organization needs to actively shape a culture that supports morale, recovery, and continued success. It might seem impossible to know where or how to begin— we can help.



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Don't Let Remote Work Curb Sales Development

During this time, one of the most critical questions any President or CEO must face is: “How can I build and maintain a productive sales program?” My friend and associate, Troy “The Sales Navigator” Harrison, offers an answer through his Smooth Sailing Coaching Programs. No professional athlete has ever achieved greatness without collaboration with an equally skilled and passionate coach. In the same way, for long-term sales force development success, coaching can be essential to achieving your goals. Troy can help you focus and direct your efforts, streamlining product knowledge, creating fruitful lead generation, and putting the right processes and people in place. Troy’s programs include individual, autonomous activities, like my Sales Force Audit, or my Salary Calculator, and their success is built on the group and one-on-one skills coaching. These programs have produced dramatic growth for companies all over the USA – and whether you are located in his hometown of Kansas City, or from coast to coast, he can help you.

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