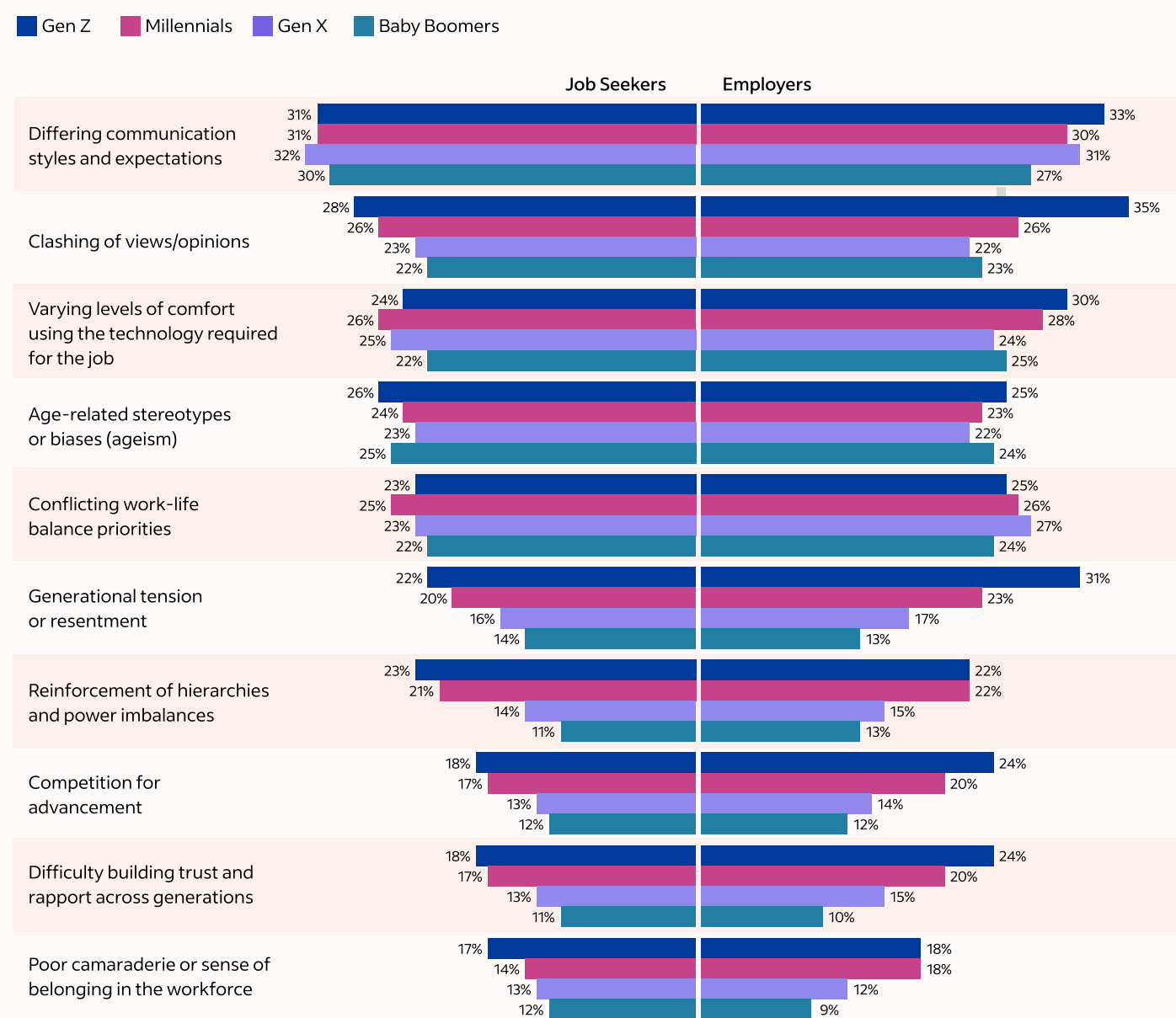


# Challenges of a Multigenerational Workforce



In a global survey conducted by Indeed, job seekers and employers were generally aligned in their opinions and experiences with multigenerational workforces, with communication styles and expectations noted as the top challenge. However, the two groups did differ in their views on one particular topic: the perception of age as a barrier to employment and career advancement. While Baby Boomer and Gen X job seekers say age is a major obstacle, employers think it's not a significant factor.

## What do job seekers and employers see as the biggest challenges of a multigenerational workforce?<sup>1</sup>



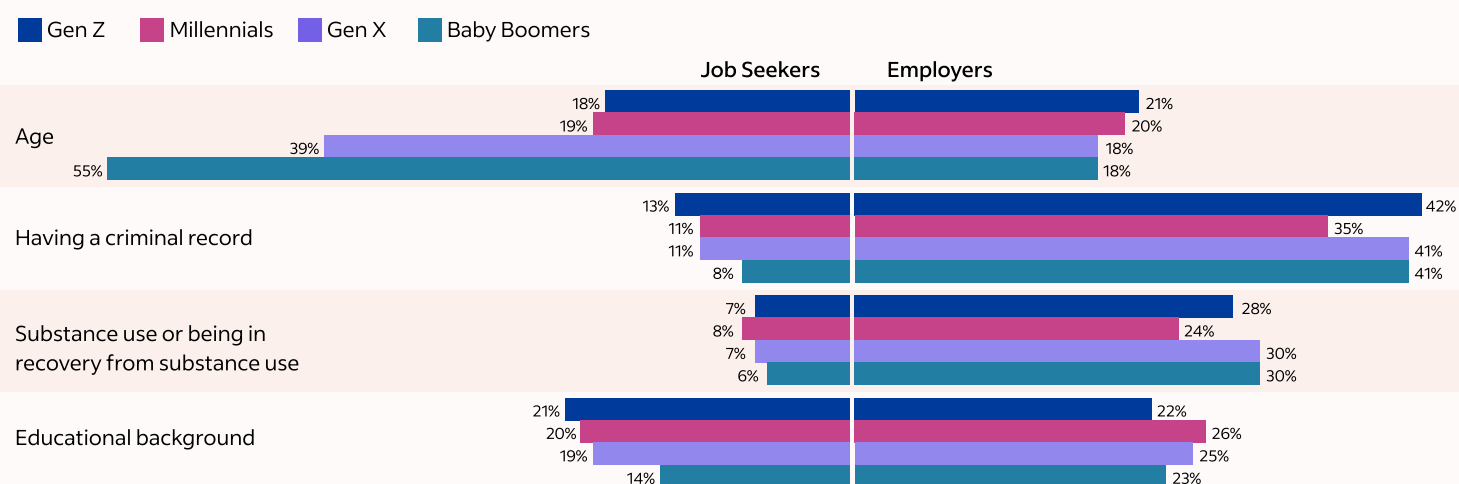
Roughly one-third of all respondents say that generational differences in communication style and expectations were the biggest challenges they face in multigenerational companies. The only outliers on this question are Gen Z employers: 35% say that clashing views and opinions are a bigger issue.

Some of that tension may come down to misinterpretation. For example, older generations may assume that younger colleagues who turn their cameras off for Zoom calls are disengaged. But according to Deloitte, more than half of Gen Z workers live paycheck-to-paycheck, and often live with roommates to save on housing costs.<sup>2</sup> They may be embarrassed for coworkers to see that they're joining a meeting from their bedroom. Rethinking common assumptions around communication styles can help reduce friction.

That doesn't mean companies need to toss out workplace norms to accommodate younger workers' communication styles. But it does mean they need to be more intentional about acclimating younger workers to those norms (and vice versa).

Question: Which, if any, of the following are the main challenges you associate with a multigenerational workforce? Please select all that apply.

## What do job seekers and employers see as the biggest barriers to getting a job?<sup>1</sup>



Job seekers believe age is the main obstacle to obtaining a job, as well as the biggest barrier to receiving a pay raise or promotion. The older the respondents, the more likely they are to feel that age limits opportunity. But for employers, age ranks low on the list of obstacles. They are most likely to view a criminal record as the biggest barrier to employment, promotions, and pay raises.

Job-seeker question: Which factors, if any, do you think may be barriers to you to obtaining the job you want? Please select all that apply.

Employer question: Which factors, if any, do you think may be barriers that prevent some people from applying for jobs at your company? Please select all that apply.

### Source

<sup>1</sup> Indeed Survey with YouGov 2024, Total N=9,219 job seekers and 4,839 employers

<sup>2</sup> Deloitte Global 2024 Gen Z and Millennial Survey

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