

## Roll With The Changes: How To Embrace The Modern Workforce

Unprecedented changes in the workforce are causing employers to rethink how they approach communication, leadership, and support. For the first time in history, five generations are working side by side. This brings richness and complexity to workplace culture and profound shifts in values, communication styles, and expectations about what work should be, placing new pressures on employers.

This expansive mix of employees provides an opportunity for employers to tap into a broader range of perspectives and experiences than ever before. But without thoughtful attention, those same differences can become flashpoints for conflict or disengagement.

### Turning Change Into Opportunity

#### ◆ New Generations, New Communication Styles

Communication in today's workplace is being reshaped by younger generations. Research shows that Gen Z is significantly more likely to prefer texting, instant messaging, or collaborative digital tools over face-to-face or phone conversations. At the same time, nearly half of younger employees report wanting more guidance from managers while only a third actually receive it.

Organizations can address these challenges by implementing cross-generational communication initiatives that help employees recognize and respect different communication styles. Encouraging mentorship programs and feedback loops can ensure younger employees receive consistent support and development.

#### ◆ Evolving Priorities

Employees are reevaluating what they want from work. A global survey by Randstad found that 83% of workers now prioritize work-life balance, slightly outranking pay at 82%. According to Deloitte, only 6% of Gen Z see reaching leadership as their primary career goal, reflecting that their priorities lean toward well-being and inclusion rather than traditional career ladders.

To respond, organizations can conduct engagement and culture audits to identify disconnects between leadership perceptions and employee expectations, then use those insights to create actionable improvements. Workshops that strengthen adaptability, empathy, and collaboration can help align values across the organization.

#### ◆ Neurodiversity Awareness

While employees are increasingly demanding neurodiversity awareness and support, many employers are still learning what the term even means. Neurodiversity refers to the natural variation in how people think, learn, process information, and interact with the world. It encompasses "conditions" such as autism, ADHD, dyslexia, and other cognitive differences.

Rather than viewing these as deficits, the new neurodiversity framework emphasizes the value that “cognitive differences” bring to innovation, problem-solving, and team dynamics. Research shows that neurodivergent employees, when supported, can significantly boost creativity and productivity for the organization.

Organizations can foster inclusivity and growth by providing education on neurodiversity, offering training to better support cognitive differences, and adjusting workflows and work environments where needed.

### ◆ **The Psychological Safety Gap**

Employees are now demanding "psychological safety" while many employers are hearing that terminology for the first time. Psychological safety refers to an environment where people feel safe to speak up, take interpersonal risks, and express themselves without fear of negative consequences.

According to Top Employers Institute, 83% of Gen Z expect employers to support psychological health. At the same time, 63% of Gen Z do not feel confident expressing opinions, and 60% do not feel they can be themselves at work.

To bridge this gap, organizations can create structured forums for open dialogue and trust-building. Leadership can actively solicit feedback and ensure that employees know their voices are valued and protected.

### ◆ **Engagement, Well-Being, and Performance**

Employee engagement and well-being are now recognized as core to organizational health, yet many companies are struggling to meet these evolving expectations. Gallup reports global employee engagement is stuck at 21%, with declines in 2024. But when employees feel their employer cares about their well-being, they are 69% less likely to search for a new job, 71% less likely to experience burnout, and 36% more likely to thrive overall.

Organizations can address this challenge by promoting transparent communication, proactively resolving internal conflict, and identifying the root causes of burnout. Well-being initiatives and creating clear feedback mechanisms help employees feel valued, connected, and motivated.

### **Let us help you.**

The workplace is at a turning point. Organizations that fail to adapt will lose talent and momentum. Those that lean into transformation will thrive.

**PranaCo Consulting** and **Saoirse Consulting & Coaching** work together to guide that transformation, providing practical support for organizations navigating the modern workplace. We complement HR by offering a neutral presence with expertise in interpersonal dynamics and conflict resolution. Each engagement is custom-tailored to the organization’s culture, structure, and priorities.