Deloitte Global 2022 Gen Z and Millennial Survey

Country profile: New Zealand
Our methodology:
The 2022 Gen Z and Millennial Survey solicited the views of 14,808 Gen Zs and 8,412 millennials (23,220 respondents in total), from 46 countries across North America, Latin America, Western Europe, Eastern Europe, the Middle East, Africa and Asia Pacific.
Fieldwork was completed between 24 November 2021 and 4 January 2022.
As defined in the study, Gen Z respondents were born between January 1995 and December 2003, and millennial respondents were born between January 1983 and December 1994.

Key global findings:
Gen Zs and millennials feel deeply concerned about the state of the world and their own futures. They are reassessing their priorities in the wake of ongoing crises, and actively trying to balance the challenges of their everyday lives with their desire to drive societal change.

Cost of living is the top concern among Gen Zs and millennials. Many live paycheck to paycheck and are not confident they will be able to retire comfortably. To make ends meet, more than four in 10 Gen Zs and a third of millennials have a part- or full-time side job, in addition to their primary job. At a broader societal level, Gen Zs and millennials are deeply concerned about wealth inequality and not optimistic that the economic situations in their countries will improve.

The Great Resignation signals a breaking point in response to ongoing dissatisfaction, increasing distrust in business, and shocking events, like the pandemic, that have made many reassess what’s important to them. Employers now have a need, and an opportunity, to drive the sustained workplace changes that Gen Zs and millennials have long been asking for. Compensation, better work/life balance, and more learning and development opportunities are at the top of the list.

Flexible work is a priority. The majority of Gen Zs (75%) and millennials (77%) prefer hybrid work or to work remotely, but less than half currently have the option to do so. They value flexible work because it helps them save money, frees up time to do other things they care about, and allows them to spend more time with family. However, employers have work to do to ensure that hybrid/flexible work arrangements are equitable.

Gen Zs and millennials believe that the world is at a tipping point in responding to climate change. Almost all of Gen Zs and millennials (90%) are making efforts to reduce their personal environmental impact. Near term, their actions are focused on small everyday actions; longer term, they see themselves increasing their civic engagement and bringing sustainability into their large purchases, even if they may cost more upfront. They are also pushing their employers to take action against climate change. However, only 18% of Gen Zs and 16% of millennials believe employers are strongly committed. They are even less optimistic about their governments’ commitment to drive change.

Stress and burnout levels are high. Nearly half of Gen Zs say they feel stressed all or most of the time. Millennial stress levels are also high but are down slightly from last year. Meanwhile, more than half of all respondents say they feel burned out from the pressure of their workloads. Employers are seen to be making an effort to address workplace mental health issues – more than half of respondents say their employer is more focused on workplace well-being and mental health since the start of the pandemic. However, many do not believe the increased focus has resulted in any meaningful impact on employees.

The following deck examines how New Zealand’s Gen Zs and millennials stand out from their global counterparts on these key themes.
500 total respondents in New Zealand: 300 Gen Zs and 200 millennials

**GEN Z PROFILE**

- **Gender**
  - 48% Identify as male
  - 48% Identify as female

- **Parents**
  - 20% Yes
  - 80% No

- **Education**
  - 20% Pursuing/gained trade qualification
  - 20% Pursuing high school degree
  - 20% Gained high school degree

**MILLENNIAL PROFILE**

- **Gender**
  - 50% Identify as male
  - 50% Identify as female

- **Parents**
  - 53% Yes
  - 47% No

- **Education**
  - 13% Pursuing/gained trade qualification
  - 13% Pursuing university degree
  - 80% Gained university degree

**Employment**

- 10% Working full-time
- 14% Working part-time
- 17% Temporary or freelance
- 21% Full-time education
- 1% Not working/unpaid

- 9% Junior executive
- 16% Midlevel executive
- 17% Senior executive
- 17% Head of department
- 14% Senior management/board

- 9% Under 100
- 19% 100-249
- 12% 250-999
- 3% 1,000+
- 1% Don't know/Not sure
How they expect the overall economic situation in their country will change over the next 12 months:

New Zealand Gen Zs

- 26% Worsen
- 24% Stay the same
- 37% Improve

New Zealand millennials

- 28% Worsen
- 30% Stay the same
- 28% Improve

Global Gen Zs

- 41% Worsen
- 21% Stay the same
- 27% Improve

Global millennials

- 43% Worsen
- 23% Stay the same
- 27% Improve

How they expect the overall sociopolitical situation in their country will change over the next 12 months:

New Zealand Gen Zs

- 25% Worsen
- 43% Stay the same
- 28% Improve

New Zealand millennials

- 35% Worsen
- 33% Stay the same
- 21% Improve

Global Gen Zs

- 21% Worsen
- 43% Stay the same
- 29% Improve

Global millennials

- 40% Worsen
- 27% Stay the same
- 27% Improve

*Not asked in China
Percentage of respondents who think businesses have a very/fairly positive impact on society:

- 49% New Zealand Gen Zs in 2021
- 48% Global Gen Zs in 2021
- 40% New Zealand millennials in 2021
- 47% Global millennials in 2021
- 40% New Zealand Gen Zs in 2022
- 45% Global Gen Zs in 2022
- 46% New Zealand millennials in 2022
- 44% Global millennials in 2022
Top five issues of greatest concern:

**New Zealand Gen Zs**
- Cost of living (e.g., housing, transport, bills): 38%
- Mental health of my generation: 29%
- Climate change/protecting the environment: 19%
- Sexual harassment: 17%
- Diversity/equality of...: 17%

**Global Gen Zs**
- Cost of living: 29%
- Climate change/the environment: 24%
- Unemployment: 20%
- Mental health of my generation: 19%
- Sexual harassment: 17%

**New Zealand millennials**
- Cost of living (e.g., housing, transport, bills): 53%
- Mental health of my generation: 26%
- Climate change/protecting the environment: 22%
- Health care/disease prevention: 21%
- Crime/personal safety: 20%

**Global millennials**
- Cost of living: 36%
- Climate change/protecting the environment: 25%
- Health care/disease prevention: 21%
- Unemployment: 20%
- Crime/personal safety: 18%
Those who strongly/tend to agree with the following statements:

- I feel financially secure:
  - New Zealand Gen Zs: 37%
  - Global Gen Zs: 40%
  - New Zealand millennials: 43%
  - Global millennials: 46%

- I am confident I will be able to retire with financial comfort:
  - New Zealand Gen Zs: 42%
  - Global Gen Zs: 41%
  - New Zealand millennials: 43%
  - Global millennials: 41%

- I can comfortably pay all of my living expenses each month:
  - New Zealand Gen Zs: 39%
  - Global Gen Zs: 47%
  - New Zealand millennials: 59%
  - Global millennials: 55%

- I live paycheck to paycheck and worry that I won’t be able to cover my expenses:
  - New Zealand Gen Zs: 41%
  - Global Gen Zs: 46%
  - New Zealand millennials: 47%
  - Global millennials: 47%

Many are taking on side jobs. Those who have taken on either a part- or full-time paying job in addition to their primary job:

- Working in a restaurant or retail store (30% of Gen Zs)
- Child/pet care (25% of Gen Zs)
- Consulting/running your own business (17% of Gen Zs)
- Social media influencer (14% of Gen Zs)
- Working for a not-for-profit organisation (14% of Gen Zs)

Top side jobs held in New Zealand:

- Working in a restaurant or retail store (30% of Gen Zs)
- Child/pet care (25% of Gen Zs)
- Consulting/running your own business (17% of Gen Zs)
- Social media influencer (14% of Gen Zs)
- Working for a not-for-profit organisation (14% of Gen Zs)

*Caution, small base Gen Z (42) and millennials (26)
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Job Loyalty

Those who would like to stay in their jobs beyond five years or leave within two:

<table>
<thead>
<tr>
<th></th>
<th>New Zealand Gen Zs</th>
<th>New Zealand millennials</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2021</strong> Stay beyond 5 years</td>
<td>18%</td>
<td>29%</td>
</tr>
<tr>
<td><strong>2022</strong> Stay beyond 5 years</td>
<td>21%</td>
<td>27%</td>
</tr>
<tr>
<td><strong>2021</strong> Leave within 2 years</td>
<td>56%</td>
<td>38%</td>
</tr>
<tr>
<td><strong>2022</strong> Leave within 2 years</td>
<td>40%</td>
<td>29%</td>
</tr>
</tbody>
</table>

Among the respondents who would like to leave their jobs within two years, the following would do so without another job lined up*:

- New Zealand Gen Zs: 38%
- New Zealand millennials: 36%

Top reasons Gen Zs and millennials left their organizations**:

- Pay wasn’t high enough: 22% (Gen Zs) vs. 21% (millennials)
- I felt the job/workplace was detrimental to my mental health: 17% vs. 17%
- Lack of flexibility to work where I want: 17% vs. 17%
- The role didn’t offer a positive work/life balance: 15% vs. 20%
- The role didn’t offer mentorship/opportunities to advance/gain new experiences: 13% vs. 25%

Top reasons Gen Zs and millennials choose to work for an organization:

- Good work/life balance: 49% vs. 30%
- Positive workplace culture: 28% vs. 30%
- Flexible working model: 25% vs. 24%
- High salary or other financial benefits: 23% vs. 34%
- Opportunities to progress/grow in my career: 23% vs. 32%

*Caution, small base millennials (44)
**Caution, small base Gen Z (47) and millennials (40)
Growing demand for hybrid work arrangements

Current working patterns:

New Zealand Gen Zs
- 20% I always work remotely
- 35% I have a hybrid work arrangement
- 42% I always work in an office
- 3% Don’t know/not sure

New Zealand millennials
- 22% I always work remotely
- 30% I have a hybrid work arrangement
- 43% I always work in an office
- 5% Don’t know/not sure

Preferred working patterns:

New Zealand Gen Zs
- 11% To always work remotely
- 55% To have a hybrid work arrangement
- 20% To always work in the office
- 14% Don’t know/not sure

New Zealand millennials
- 16% To always work remotely
- 57% To have a hybrid work arrangement
- 19% To always work in the office
- 8% Don’t know/not sure

*As defined here, hybrid work arrangements include any combination of remote and in-office work, whether it be splitting time 50/50, working mostly remotely with occasional office time, or vice versa.*
### Top 5 impacts of remote work for Gen Zs in New Zealand:

- **30%** It frees up my time to do other things that I care about
- **29%** It has helped me save money
- **27%** It positively impacts my mental health
- **24%** It allows me to see my family more often
- **23%** It makes getting my work done each day easier

### Top 5 impacts of remote work for millennials in New Zealand:

- **38%** It has helped me save money
- **38%** It frees up my time to do other things that I care about
- **31%** It positively impacts my mental health
- **29%** It allows me to see my family more often
- **27%** It makes getting my work done each day easier
Gen Zs and millennials see flexible work as an opportunity to improve work/life balance

If Gen Zs in New Zealand were in charge, they’d prioritize the following initiatives to improve work/life balance:

- Experiment with reduced working weeks: 18%
- Allow employees to work remotely if they wish: 15%
- Allow employees to work flexible working hours: 15%
- Foster supportive leaders through mental health-related training: 12%
- Create more job-sharing options: 11%

If millennials in New Zealand were in charge, they’d prioritize the following initiatives to improve work/life balance:

- Allow employees to work flexible working hours: 21%
- Experiment with reduced working weeks: 19%
- Foster supportive leaders through mental health-related training: 14%
- Allow employees to work remotely if they wish: 13%
- Restrict sending any work emails outside of set business hours: 9%
The world is at a tipping point when responding to climate change, and the future can go either way (strongly agree or tend to agree):

<table>
<thead>
<tr>
<th></th>
<th>New Zealand Gen Zs</th>
<th>Global Gen Zs</th>
<th>New Zealand millennials</th>
<th>Global millennials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gen Zs</td>
<td></td>
<td></td>
<td></td>
<td>71%</td>
</tr>
<tr>
<td>Millennials</td>
<td>73%</td>
<td>73%</td>
<td></td>
<td>75%</td>
</tr>
</tbody>
</table>

Those who have been personally impacted by at least one severe weather event in the last 12 months:

- 65% of Gen Zs in New Zealand vs. 68% of Gen Zs globally
- 49% of millennials in New Zealand vs. 66% of millennials globally
Those who try to minimize their personal impact on the environment:

- **Global Gen Zs**: 90% make an effort to protect the environment
  - I consistently or often try: 66%
  - I try, but could do more: 24%
  - I rarely try: 6%
  - Don’t know: 3%

- **New Zealand Gen Zs**: 91% make an effort to protect the environment
  - I consistently or often try: 63%
  - I try, but could do more: 28%
  - I rarely try: 4%
  - Don’t know: 5%

- **Global millennials**: 90% make an effort to protect the environment
  - I consistently or often try: 66%
  - I try, but could do more: 24%
  - I rarely try: 6%
  - Don’t know: 3%

- **New Zealand millennials**: 93% make an effort to protect the environment
  - I consistently or often try: 62%
  - I try, but could do more: 31%
  - I rarely try: 4%
  - Don’t know: 3%

Those who strongly agree that large companies are taking substantive/tangible actions to combat climate change:

- **Global Gen Zs**: 62%
- **New Zealand Gen Zs**: 66%
- **Global millennials**: 28%
- **New Zealand millennials**: 31%

Those who believe their national government is highly committed to combatting climate change:

- **Global Gen Zs**: 4%
- **New Zealand Gen Zs**: 13%
- **Global millennials**: 6%
- **New Zealand millennials**: 15%
2022 Gen Z and Millennial Survey

Environment: What they’d like their employers to do

Percentage who strongly/tend to agree that they and their colleagues have put pressure on their employer to take action on climate change:

- Of Gen Zs in New Zealand (45%) vs. 48% of Gen Zs globally
- Of millennials in New Zealand (34%) vs. 43% of millennials globally

Ranking of where employed Gen Zs and millennials in New Zealand feel their organizations should invest more resources to help combat climate change:

- Providing training for employees on how they can make a positive impact on the environment in everyday activities (14% of Gen Zs and 18% of millennials)
- Reduce business travel (14% of Gen Zs and 10% of millennials)
- Providing employees incentives to make better environmental choices (13% of Gen Zs and 12% of millennials)
- Sustainability-orientated employee benefits (12% of Gen Zs and 8% of millennials)
- Ban on single-use plastic products at work/office locations (11% of Gen Zs and 16% of millennials)
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Stress levels are high, particularly among Gen Zs

Percentage of respondents who say they feel anxious or stressed all or most of the time:

- **New Zealand Gen Zs**: 51% (Up 6% from 2021)
- **Global Gen Zs**: 46% (No change from 2021)
- **New Zealand millennials**: 42% (Up 2% from 2021)
- **Global millennials**: 38% (Down 3% from 2021)

Percentage of respondents who say the following contribute a lot to their feelings of anxiety or stress:

- **Concerns About My Mental Health**:
  - New Zealand Gen Zs: 41%
  - Global Gen Zs: 39%
  - New Zealand millennials: 31%
  - Global millennials: 29%
- **My Longer-term Financial Future**:
  - New Zealand Gen Zs: 28%
  - Global Gen Zs: 47%
  - New Zealand millennials: 42%
  - Global millennials: 39%
- **My Day-to-day Finances**:
  - New Zealand Gen Zs: 30%
  - Global Gen Zs: 41%
  - New Zealand millennials: 38%
  - Global millennials: 32%
- **Family/personal Relationships**:
  - New Zealand Gen Zs: 28%
  - Global Gen Zs: 39%
  - New Zealand millennials: 32%
  - Global millennials: 34%
- **My Job/workload**:
  - New Zealand Gen Zs: 31%
  - Global Gen Zs: 40%
  - New Zealand millennials: 31%
  - Global millennials: 24%

*As per 2021

*Asked only of those who feel anxious or stressed
Burnout and efforts to improve workplace mental health

Percentage who feel burned out due to the intensity/demands of their workloads *(strongly/somewhat agree)*:

- **Global**: 46% Gen Zs, 45% Millennials
- **New Zealand**: 40% Gen Zs, 45% Millennials

Percentage who said many people have recently left their organization due to the pressure of their workloads *(strongly/somewhat agree)*:

- **Global**: 44% Gen Zs, 43% Millennials
- **New Zealand**: 37% Gen Zs, 41% Millennials

Percentage who agree that workplace well-being and mental health has become more of a focus for their employer since the start of the pandemic *(Strongly/somewhat agree)*:

- **54% of Gen Zs in New Zealand** vs. **57% of Gen Zs globally**
- **64% of millennials in New Zealand** vs. **53% of millennials globally**

Percentage who agree that their organization now talks more about mental health, but it has not resulted in any meaningful impact on employees *(Strongly/somewhat agree)*:

- **55% of Gen Zs in New Zealand** vs. **53% of Gen Zs globally**
- **57% of millennials in New Zealand** vs. **51% of millennials globally**
The workplace mental health stigma remains

Percentage who would not feel comfortable speaking openly with their direct manager about feeling stressed or anxious, or about other mental health challenges:

- **37%** of Gen Zs in New Zealand
- **24%** of millennials in New Zealand

Percentage who have taken time off work due to feelings of stress or anxiety:

- **42%** of Gen Zs in New Zealand
- **46%** of millennials in New Zealand

Among those who took time off work due to stress or anxiety, they gave their employers the following reason for their absence:

### New Zealand Gen Zs
- Told them it was due to anxiety/stress: 36% (2021), 41% (2022)
- Gave a different reason: 57% (2021), 49% (2022)
- Prefer not to say/don't know: 8% (2021), 10% (2022)

### New Zealand millennials
- Told them it was due to anxiety/stress: 41% (2021), 49% (2022)
- Gave a different reason: 50% (2021), 48% (2022)
- Prefer not to say/don't know: 10% (2021), 4% (2022)
The Millz Mood Monitor gauges the mood of respondents and provides an annual snapshot of Gen Zs’ and millennials’ optimism that the world and their places in it will improve.

*Scores are based on responses to questions on the following five topics and are aggregated to create a measure between zero (absolute pessimism) and a hundred (complete optimism).

<table>
<thead>
<tr>
<th>Economic situation</th>
<th>Sociopolitical situation</th>
<th>Personal financial situation</th>
<th>Environment</th>
<th>Impact of business on wider society</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td></td>
<td>50</td>
<td></td>
<td>100</td>
</tr>
<tr>
<td>Nothing positive at all</td>
<td></td>
<td>Half think we’re making progress</td>
<td></td>
<td>Everything is positive</td>
</tr>
</tbody>
</table>

**GEN ZS:**

- Gen Zs in New Zealand: 33
  - Identify as female: 32
  - Identify as male: 35
  - No change
  - (-10 pts.)

- Gen Zs globally: 36
  - Identify as female: 33
  - Identify as male: 40
  - No change

**MILLENNIALS:**

- Millennials in New Zealand: 36
  - Identify as female: 31
  - Identify as male: 42
  - +1 pts.
  - (-3 pts.)

- Millennials globally: 35
  - Identify as female: 32
  - Identify as male: 39
  - +1 pts.