



Deloitte Global 2026 Gen Z and Millennial Survey

Country profile: Greece



Methodology and global key messages



Now in its 15th year, Deloitte Global's survey connected with **22,595 Gen Z and millennial respondents across 44 countries** to explore their perspectives, experiences, and career ambitions. The results reveal that these generations are seeking progress on their own terms, prioritizing stability, skills, and well-being over fast-paced growth.

As Gen Zs and millennials move deeper into adulthood and leadership, they are reshaping how progress at work is defined. Over the past 15 years, these generations have changed work in tangible ways: Driving an evolution in leadership and workplace culture; normalizing flexible and hybrid work; advancing more open conversations about mental health; and elevating purpose and values as visible factors in career decisions.

But while expectations have shifted and norms have evolved, some structural realities have been slower to follow. In the face of economic pressure, rising costs of living, housing constraints, geopolitical instability, and rapid technological change, many Gen Zs and millennials are choosing to sequence ambition—investing first in skills, stability, and well-being before committing to roles or paths that feel unsustainable.

Despite external pressures, many Gen Zs and millennials are maintaining a positive outlook. Both generations are more optimistic about their personal financial futures than about the broader economy. They are actively reshaping their careers through continuous learning and skill development. And they largely see the proliferation of AI as an accelerant, not a threat, with many expecting it to free up more time, improve output, and open new paths for growth.

This 15th anniversary report tells a **coming-of-age story not of delay, but of discernment.** They are moving forward thoughtfully, selectively, and on their own terms. This underscores a broader reality: What generations need, want, and expect from work will and should continue to evolve. Meeting that reality requires dynamic models that are constantly adapting to enable people, across all generations, to thrive on their own terms.

Among this year's key findings:



Financial pressure is shaping both personal and professional decisions



Leadership ambitions are conditional as many consider the tradeoffs



Adaptability is now a core career capability



AI adoption is accelerating faster than organizational readiness



Mental health is improving, but **stress remains embedded in everyday work**



Purpose and connection define the ideal workplace—and influence retention



As a major generational transition approaches, **preserving knowledge is critical**

The following deck examines how **Greece's Gen Zs and millennials** stand out from their global counterparts on these key themes.

Our methodology

The 2026 Gen Z and Millennial Survey solicited the views of 14,384 Gen Zs and 8,211 millennials (22,595 respondents in total), from 44 countries across North America, Latin America, Western Europe, Eastern Europe, the Middle East, Africa, and Asia-Pacific. Fieldwork was completed between 24 November 2025 and 15 January 2026.

As defined in the study, Gen Z respondents were born between January 1995 and December 2007, and millennial respondents were born between January 1983 and December 1994.

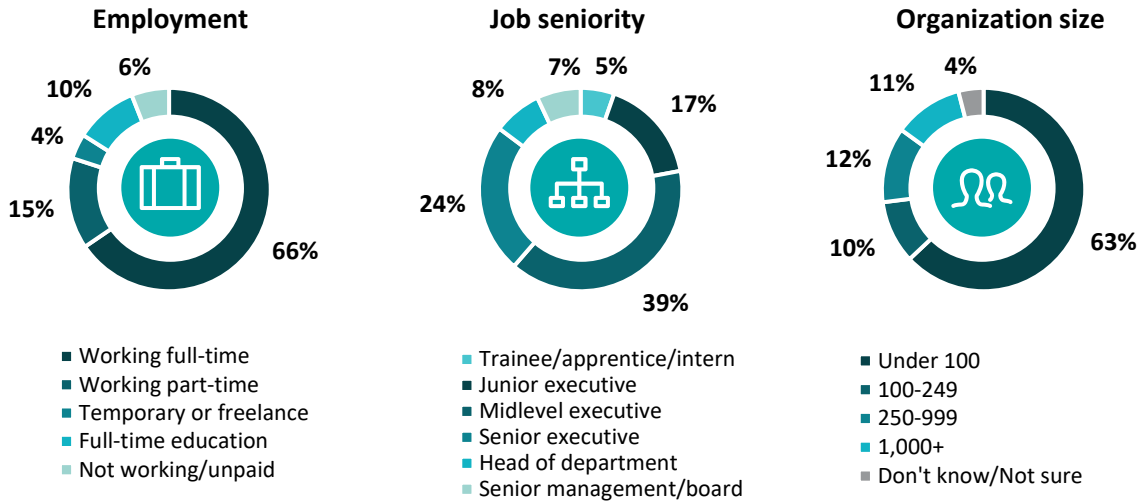
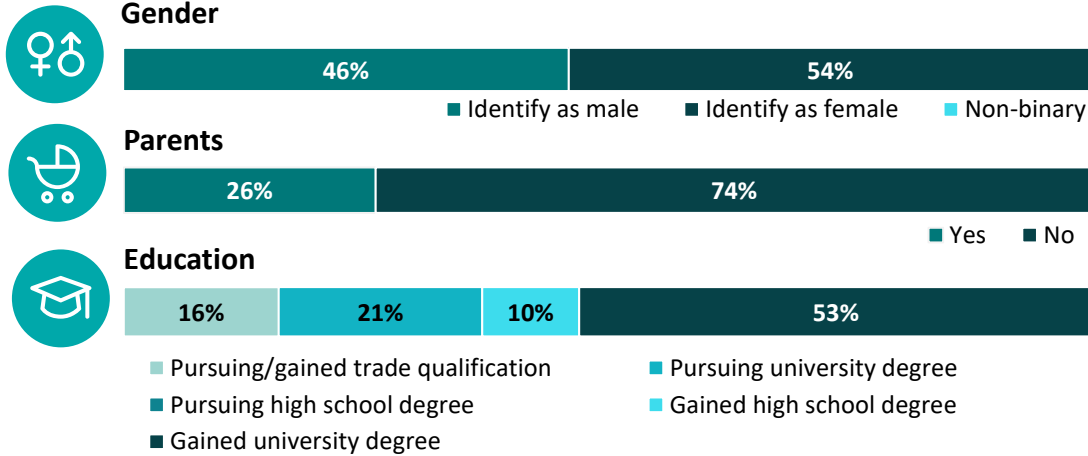


Country profile: Greece

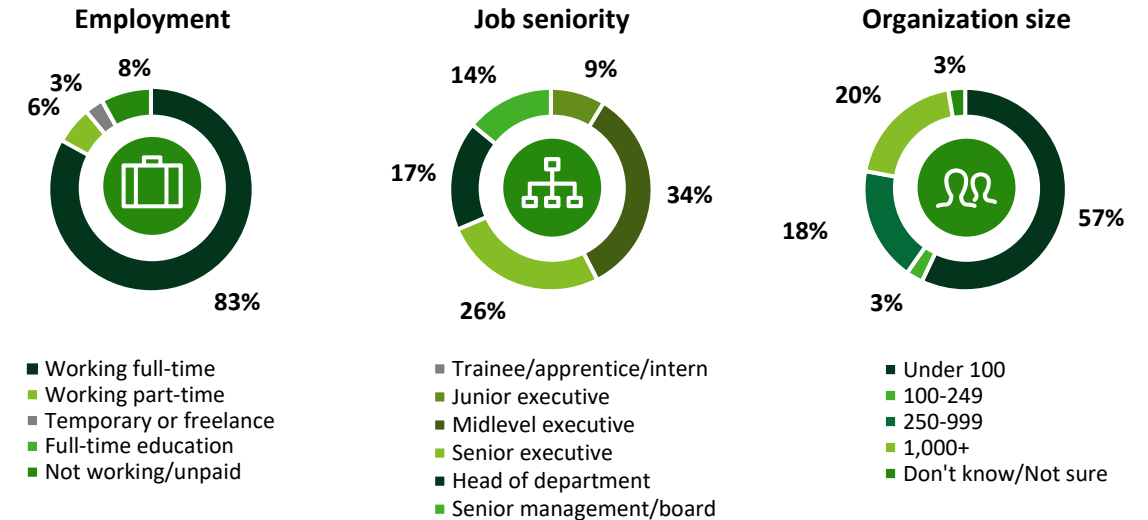
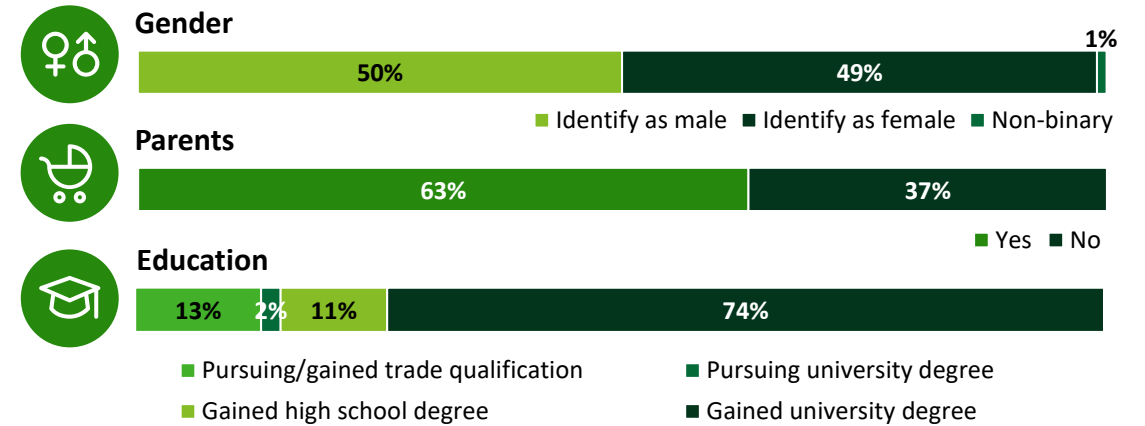
300 total respondents in Greece: 200 Gen Zs and 100 millennials



GEN Z PROFILE



MILLENNIAL PROFILE





The 'Maybe Later' Reality: Financial Pressure and Delayed Decisions

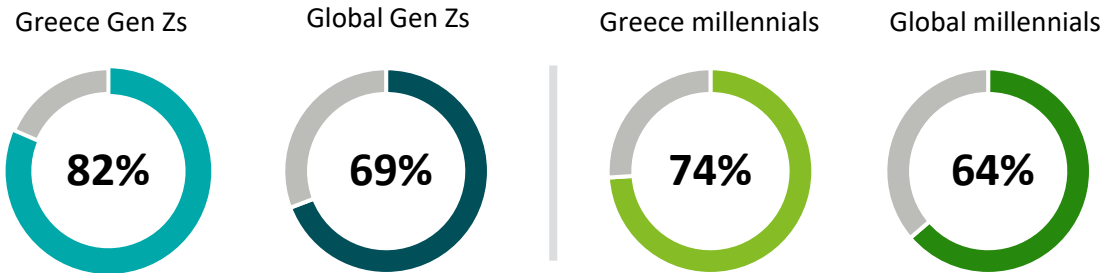


65% of Gen Zs and 60% of millennials in Greece say they have delayed major life decisions due to their financial situation

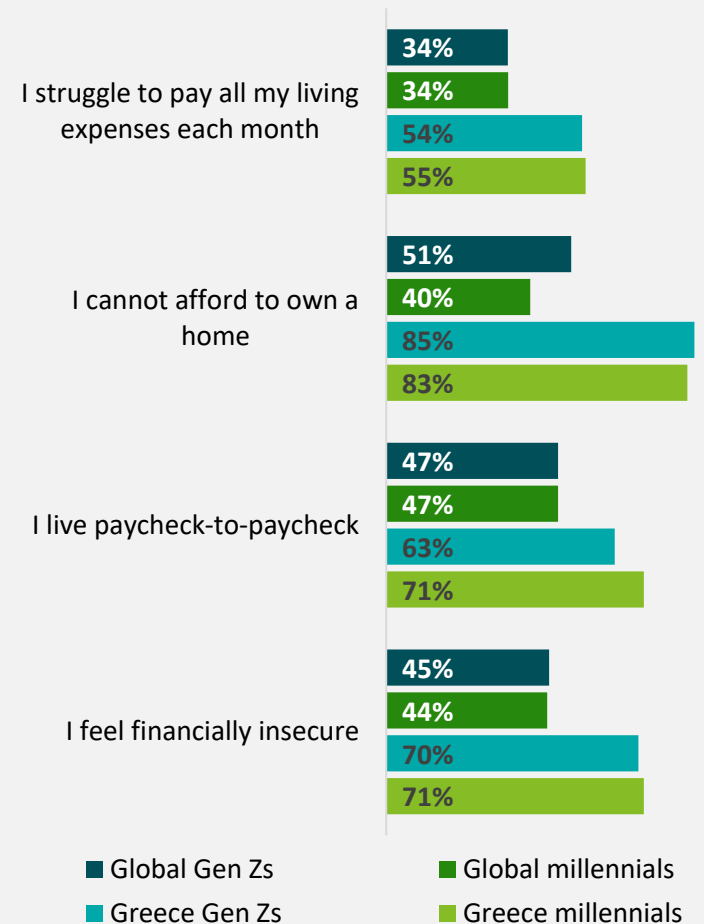
Top Concerns

	Cost of living	Mental health of my generation	Economic growth	Political instability / wars / conflicts between countries	Crime / personal safety
Greece Gen Zs	51%	23%	22%	19%	15%
	Cost of living	Crime / personal safety	Corruption within business or politics	Health care / disease prevention	Overall direction of your country
Greece millennials	54%	23%	20%	19%	19%

Percentage who say that the affordability of housing impacts their career decisions



Financial Stability





Leadership, Reconsidered



While 69% of Gen Zs and 57% of millennials in Greece are interested in pursuing leadership roles at some point in their careers, only 5% of Gen Zs and 10% of millennials say it is their primary career goal

Primary career goal

	Achieving financial independence	Maintaining a good work / life balance	Continuous learning and development	Achieving job stability and security	Becoming an expert in my field
Greece Gen Zs	29%	22%	16%	12%	6%
	Maintaining a good work / life balance	Achieving job stability and security	Continuous learning and development	Achieving financial independence	Achieving a leadership position
Greece millennials	31%	25%	14%	13%	10%

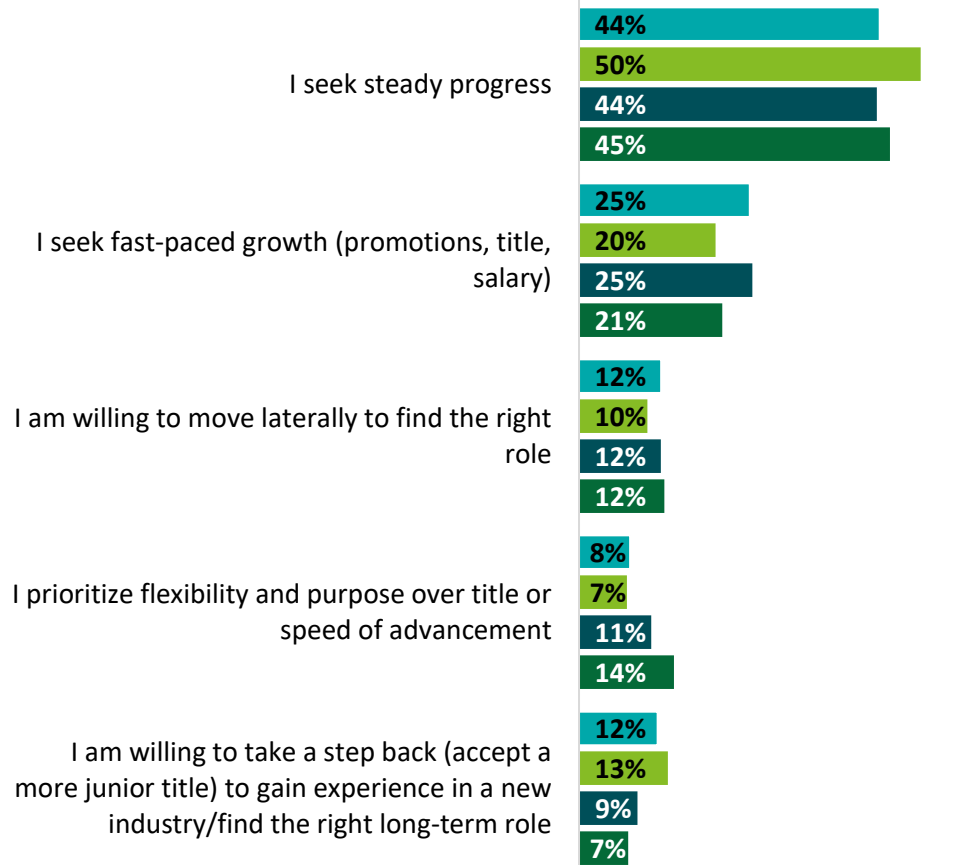


Leadership, Reconsidered



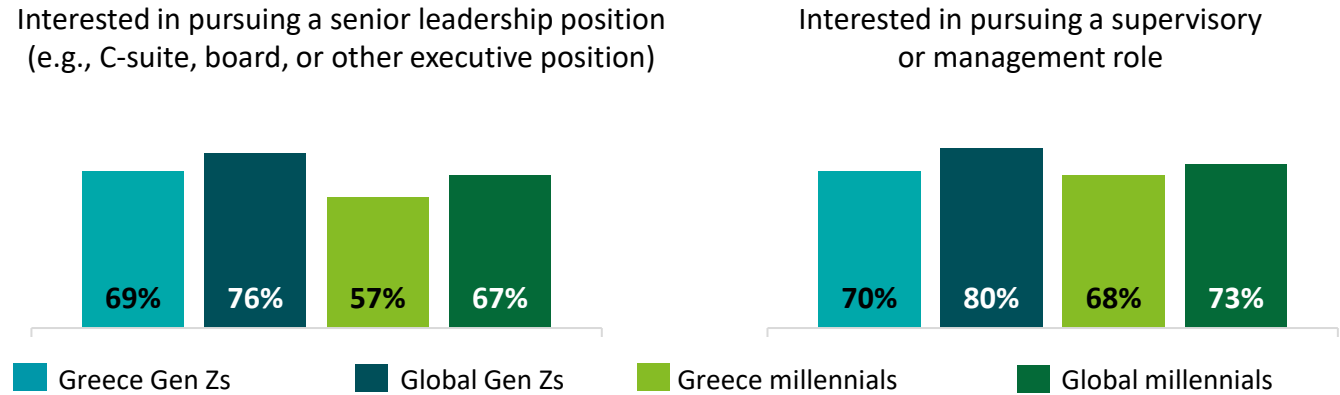
45% of Gen Zs and 61% of millennials globally, and 28% of Gen Zs and 40% of millennials in Greece manage or supervise teams or are executives leading organizations

How respondents think about their career path (Percentage selecting each option)



■ Greece Gen Zs ■ Greece millennials ■ Global Gen Zs ■ Global millennials

Percentage of respondents who agree they are interested in pursuing leadership roles



Top five factors that would increase interest in leadership roles

*asked of Gen Zs and millennials in Greece who say they are not interested in pursuing a leadership role



■ Greece Gen Zs ■ Greece millennials



Continuous Learning and Adaptability as a Career Strategy



Current and future skills

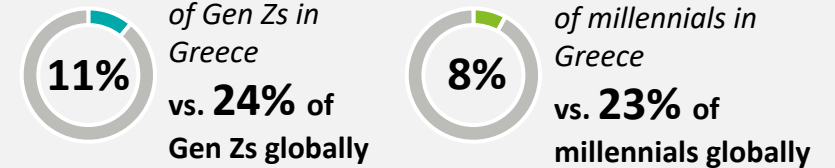
Percentage rating their skills as advanced in these areas (top 5)

	Work ethic	Empathy / emotional intelligence	Collaboration / teamwork	Critical thinking / problem solving	Adaptability
Greece Gen Zs	57%	53%	51%	47%	41%
	Work ethic	Collaboration / teamwork	Empathy / emotional intelligence	Adaptability	Critical thinking / problem solving
Greece millennials	66%	60%	59%	59%	55%

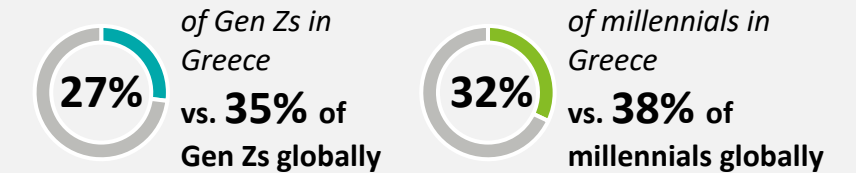
Percentage interested in developing this skill further (top 5)

	Public speaking	Leadership / setting vision / decision making	People management / coaching	Creativity	Digital literacy / IT skills
Greece Gen Zs	46%	32%	31%	31%	30%
	Public speaking	AI / automation tool fluency	People management / coaching	Leadership / setting vision / decision making	Project management
Greece millennials	44%	39%	32%	31%	31%

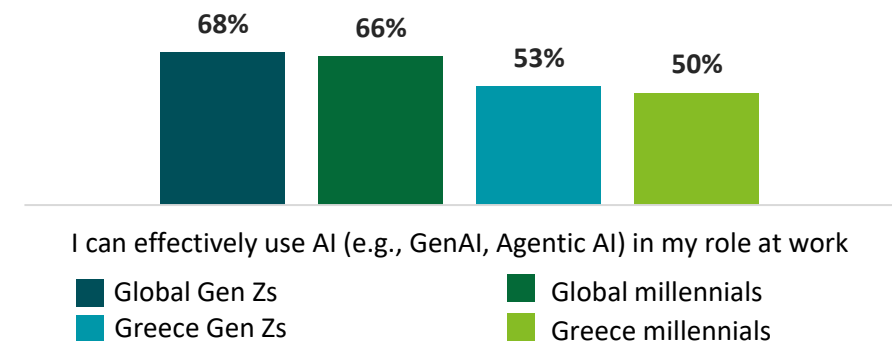
Percentage of respondents saying they have completed AI training



Percentage of respondents saying they continue to seek new AI training opportunities as the technology evolves



Percentage of respondents who are confident/very confident they can use AI in their roles at work





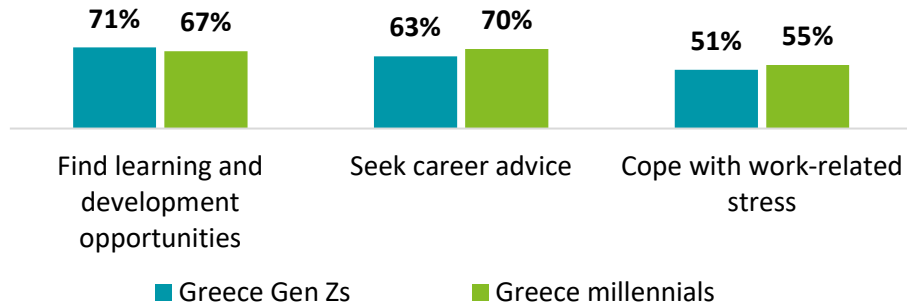
AI, Adaptability, and the Readiness Gap



61% of Gen Zs and 65% of millennials in Greece use AI in their day-to-day work

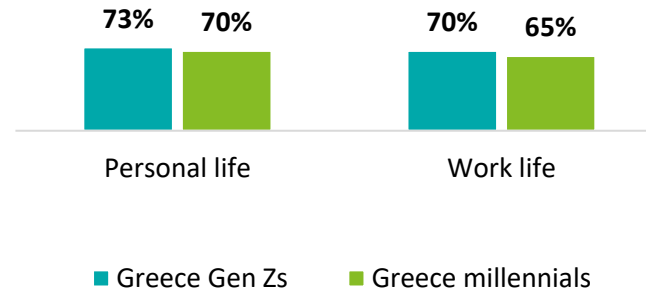
How respondents use AI for growth/well-being

Percentage saying agree/strongly agree

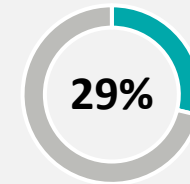


Those who say AI positively impacts their...

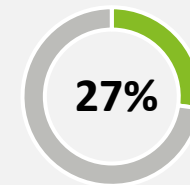
Percentage saying very/somewhat positive



Percentage of respondents who rate the AI tools provided by their employer are mostly/completely sufficient



of Gen Zs in Greece vs. **38%** of Gen Zs globally



of millennials in Greece vs. **40%** of millennials globally

Top five barriers to AI use at work

Percentage selecting each option

	I don't trust the outputs of AI tools	Lack of knowledge and experience	Compliance requirements limit use	AI tools don't address specific needs of my role	AI tools available lack creative capabilities
Greece Gen Zs	22%	20%	16%	15%	15%
	Lack of knowledge and experience	AI tools are not well integrated with other systems or workflows	AI tools available lack creative capabilities	I don't trust the outputs of AI tools	Lack of time
Greece millennials	28%	25%	24%	24%	22%



Well-Being as Infrastructure



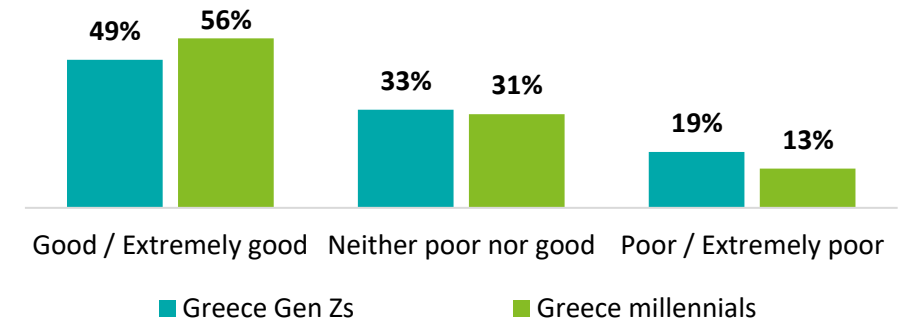
52% of Gen Zs and 57% of millennials in Greece say they feel stressed all or most of the time

Top five factors contributing a lot to anxiety/stress in Greece

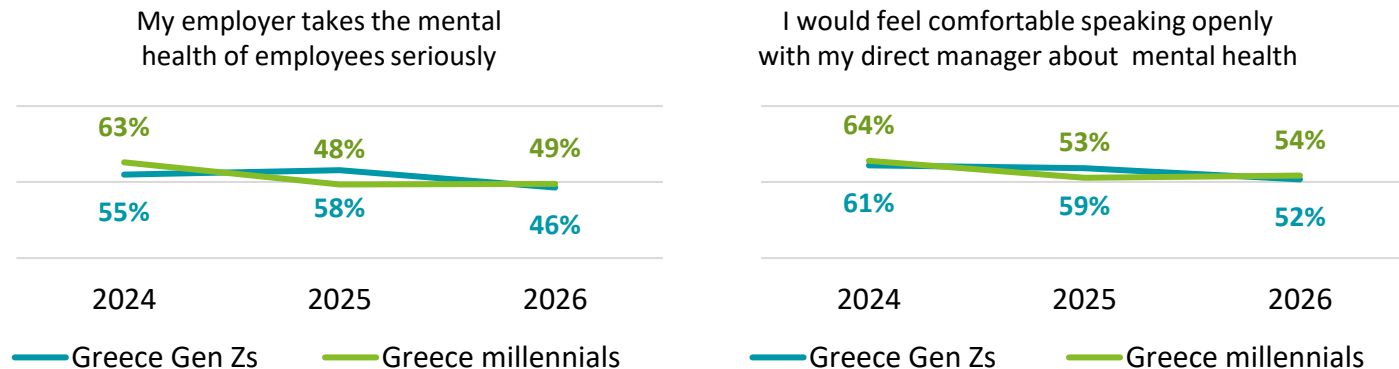
**asked only of those who feel anxious or stressed*

	The health / welfare of my family	My longer-term financial future	My day-to-day finances	Family / personal relationships	My physical health
Greece Gen Zs	63%	62%	61%	51%	50%
Greece millennials	66%	63%	53%	44%	40%

How respondents rate their overall mental well-being



Percentage who agree/strongly agree with the following statements about mental health in the workplace



Top three aspects of job contributing to anxiety/stress





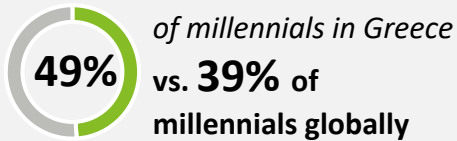
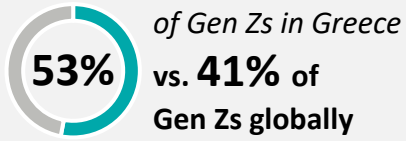
The Ideal Workplace: Where Purpose and Connection Converge



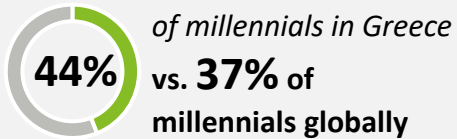
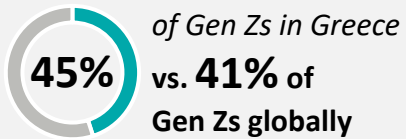
94% of Gen Zs and 97% of millennials in Greece say having a sense of purpose is important for their job satisfaction

Percentage of respondents who rejected an assignment/potential employer due to personal beliefs

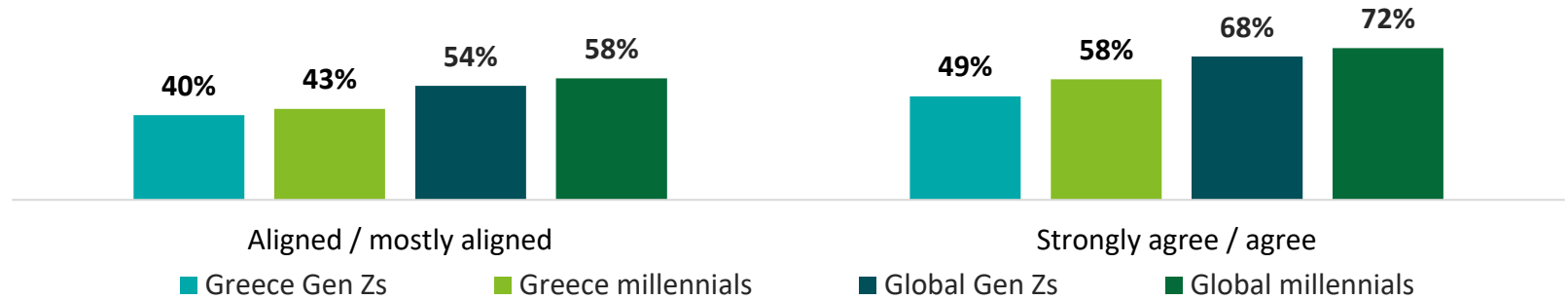
Potential employer



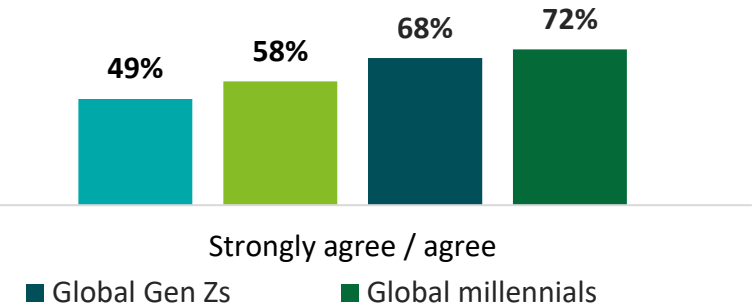
Assignment/project



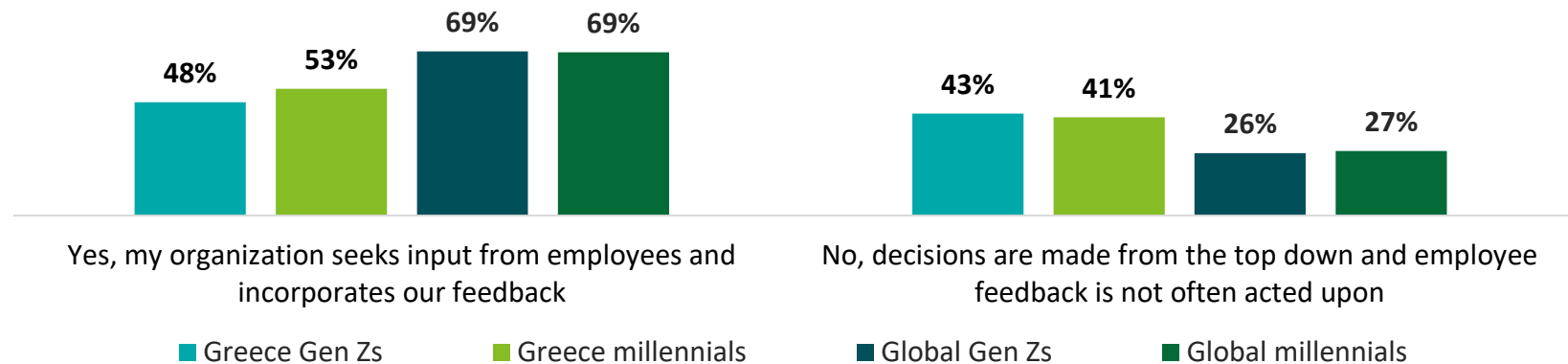
Percentage who say their current job aligns with their beliefs/values



Percentage who say their current job allows them to make a meaningful contribution to society



Belief in ability to drive change at work

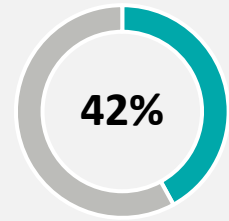




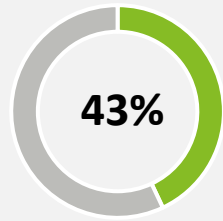
Workplace Connection: Relationships & Management



Percentage of respondents in Greece who say they have **work colleagues** that they consider **personal friends**.



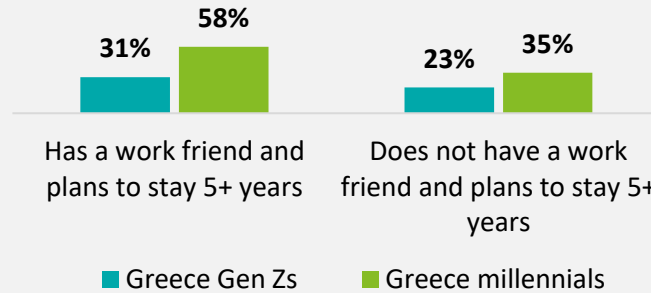
Greece Gen Zs



Greece millennials

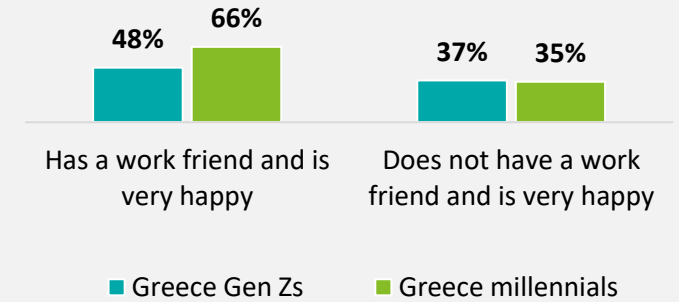
How work friendships correlate with planned work tenure

Percentage who plan to stay more than 5 years

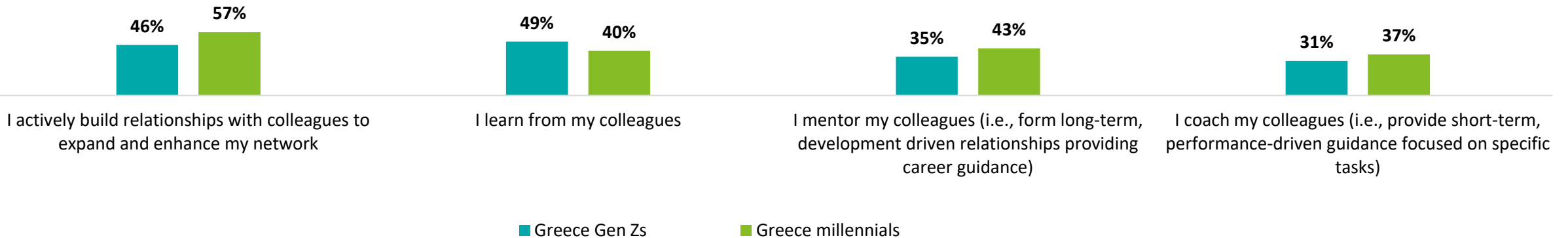


How work friendships correlate with happiness

Percentage who are very happy with their life



Engagement with work colleagues (percentage selecting each option)





The Future They're Preparing For



39% of Gen Zs and 45% of millennials in Greece say *their team could maintain performance if a key expert left*

Top five challenges concerning effective knowledge transfer (percentage selecting each option)

	Not enough time/prioritization	Lack of incentives/recognition	No standard templates or tools	Remote/hybrid work makes it harder to learn	Confidentiality concerns
Greece Gen Zs	30%	28%	25%	24%	23%
	Lack of incentives/recognition	Not enough time/prioritization	No clear owner for documentation	No standard templates or tools	High turnover disrupts continuity
Greece millennials	35%	29%	29%	29%	25%



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