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Deloitte Global 2026 Gen Z and Millennial Survey

Country profile: Ireland



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 **Ireland'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.

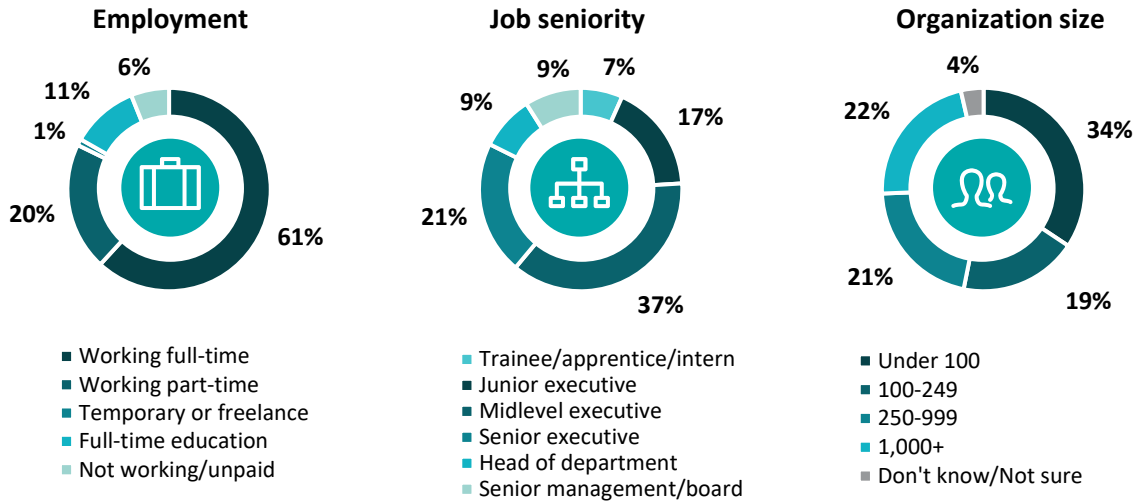
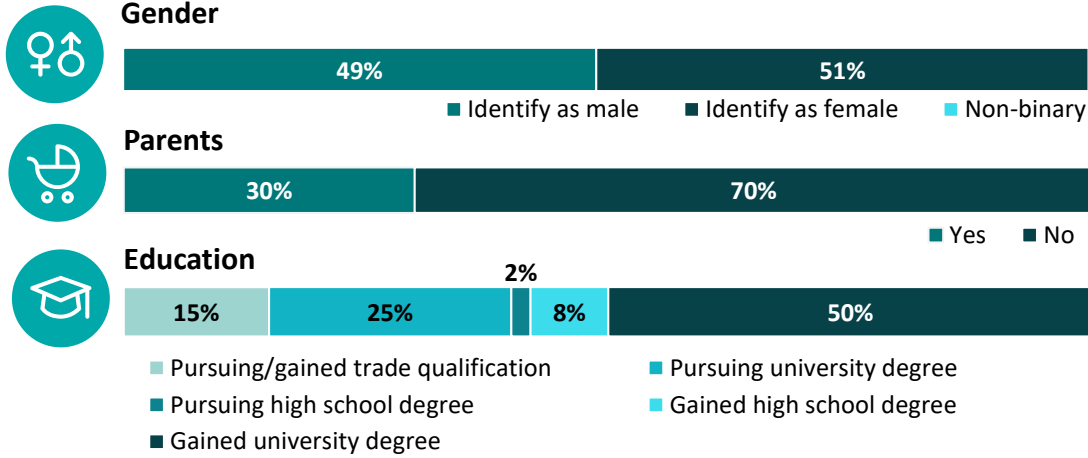


Country profile: Ireland

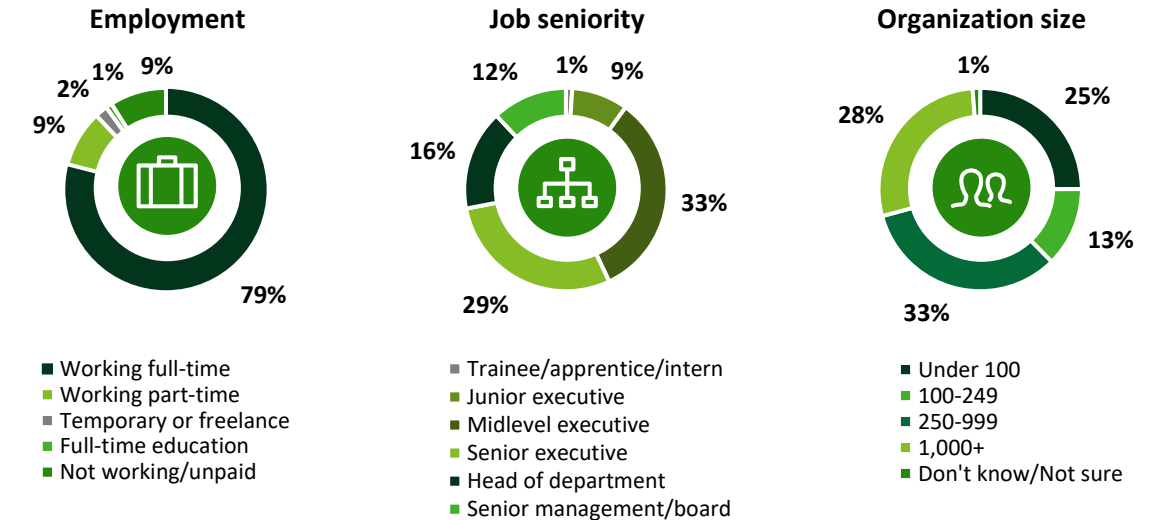
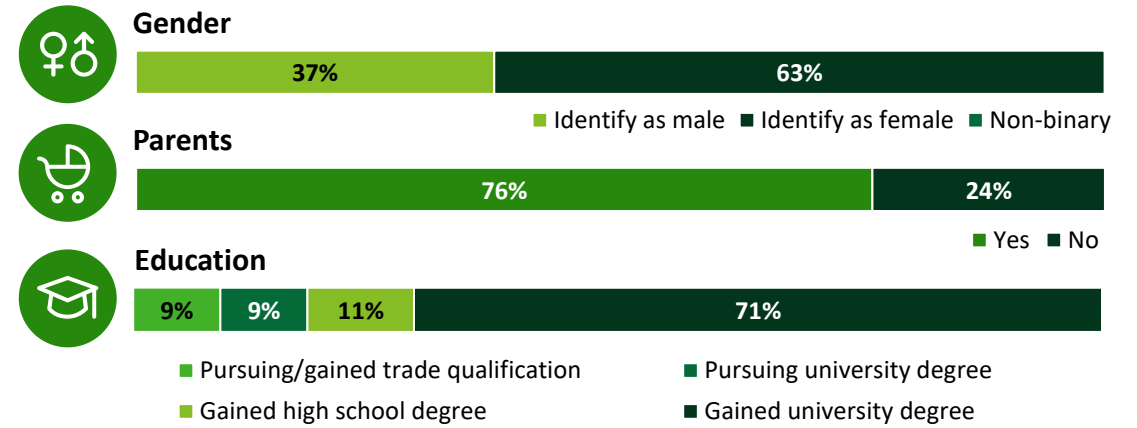
403 total respondents in Ireland: 303 Gen Zs and 100 millennials



GEN Z PROFILE



MILLENNIAL PROFILE





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



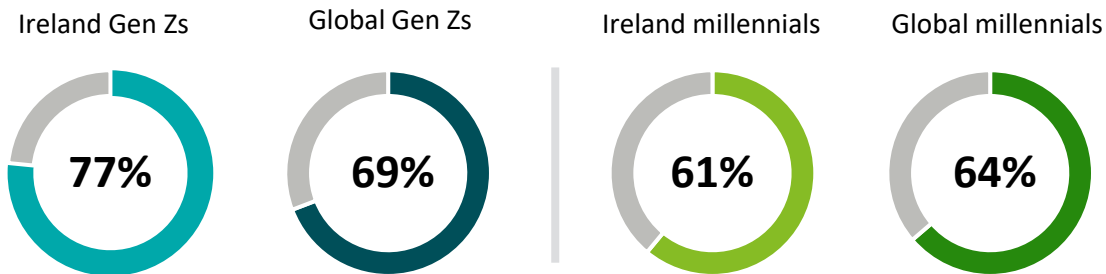
54% of Gen Zs and 54% of millennials in Ireland say they have delayed major life decisions due to their financial situation

Top Concerns

	Cost of living	Mental health of my generation	Crime / personal safety	Unemployment	Immigration / displaced populations
Ireland Gen Zs	44%	22%	17%	16%	14%

	Cost of living	Climate change / protecting the environment	Crime / personal safety	Health care / disease prevention	Immigration / displaced populations
Ireland millennials	63%	19%	18%	18%	17%

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



Financial Stability





Leadership, Reconsidered



While 72% of Gen Zs and 55% of millennials in Ireland are interested in pursuing leadership roles at some point in their careers, only 4% of Gen Zs and 5% of millennials say it is their primary career goal

Primary career goal

	Maintaining a good work / life balance	Achieving financial independence	Achieving job stability and security	Continuous learning and development	Becoming an expert in my field
Ireland Gen Zs	20%	18%	12%	11%	11%
	Maintaining a good work / life balance	Achieving financial independence	Continuous learning and development	Achieving job stability and security	Making a creative or innovative impact
Ireland millennials	27%	24%	11%	10%	9%

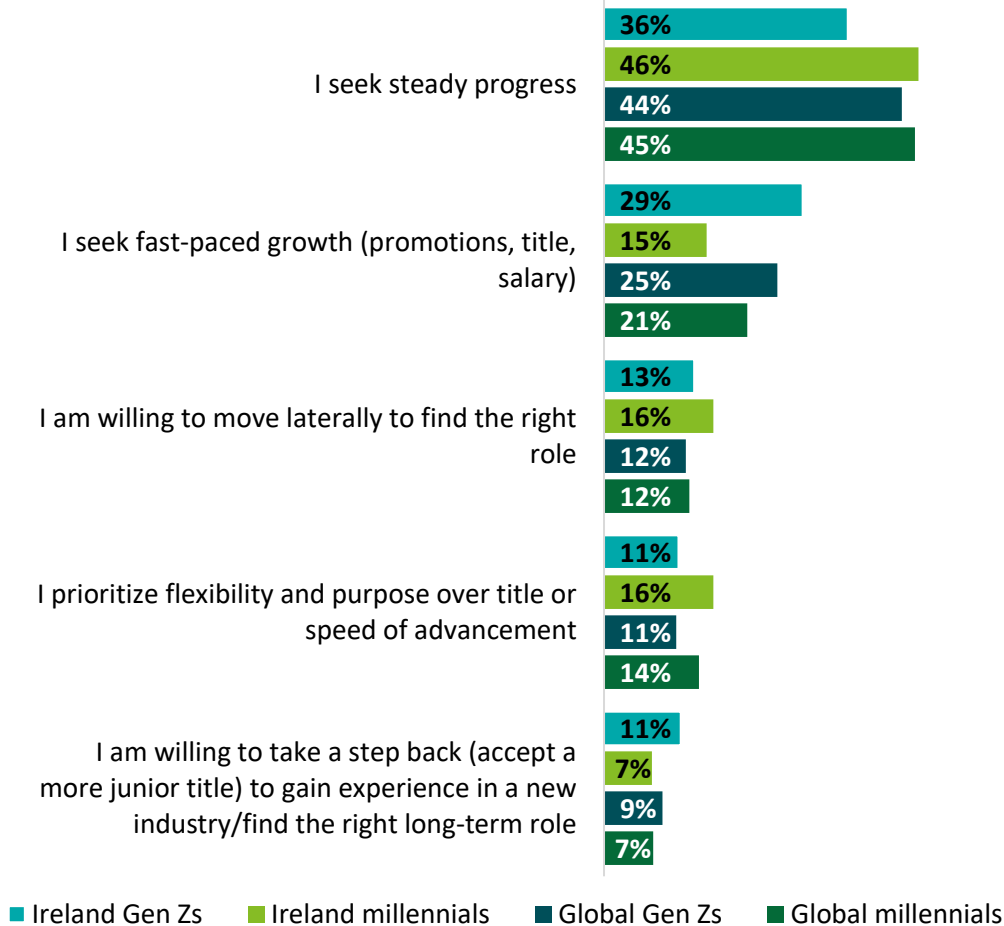


Leadership, Reconsidered

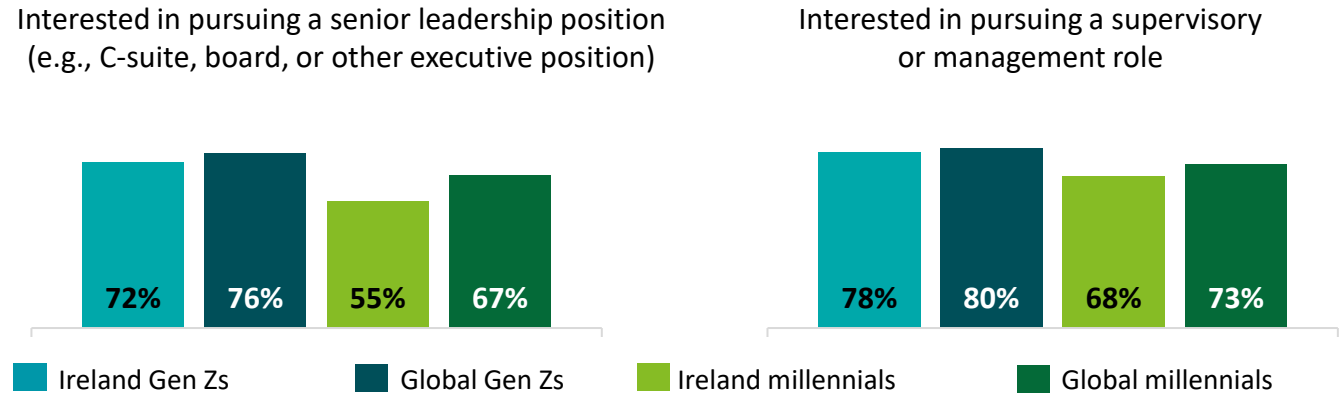


45% of Gen Zs and 61% of millennials globally, and 35% of Gen Zs and 52% of millennials in Ireland manage or supervise teams or are executives leading organizations

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



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 Ireland who say they are not interested in pursuing a leadership role





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	Creativity	Communication skills
Ireland Gen Zs	44%	41%	38%	38%	37%

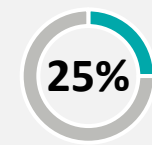
	Empathy / emotional intelligence	Collaboration / teamwork	Communication skills	Time management	Work ethic
Ireland millennials	44%	44%	42%	41%	41%

Percentage interested in developing this skill further (top 5)

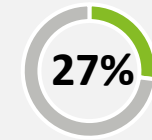
	Public speaking	Communication skills	Digital literacy / IT skills	People management / coaching	Leadership / setting vision / decision making
Ireland Gen Zs	43%	38%	36%	35%	35%

	Public speaking	AI / automation tool fluency	Critical thinking / problem solving	Creativity	Digital literacy / IT skills
Ireland millennials	39%	35%	34%	32%	30%

Percentage of respondents saying they have completed AI training

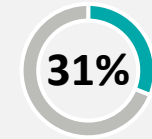


of Gen Zs in Ireland vs. 24% of Gen Zs globally

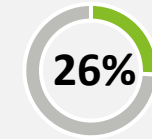


of millennials in Ireland vs. 23% of millennials globally

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

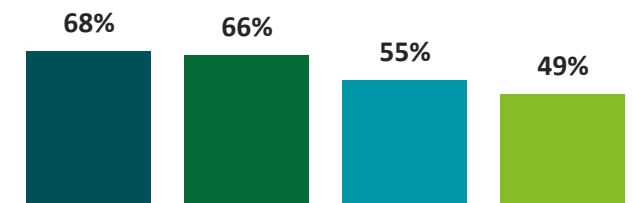


of Gen Zs in Ireland vs. 35% of Gen Zs globally



of millennials in Ireland vs. 38% of millennials globally

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



I can effectively use AI (e.g., GenAI, Agentic AI) in my role at work

- Global Gen Zs
- Global millennials
- Ireland Gen Zs
- Ireland millennials



AI, Adaptability, and the Readiness Gap



63% of Gen Zs and 61% of millennials in Ireland use AI in their day-to-day work

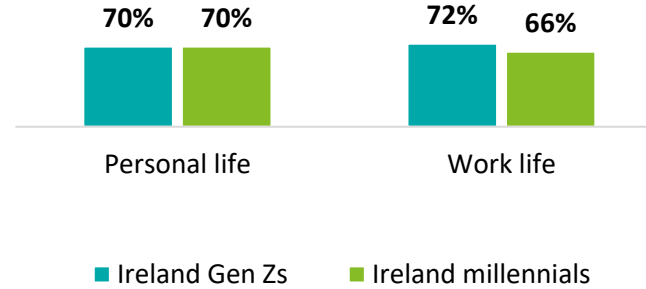
How respondents use AI for growth/well-being

Percentage saying agree/strongly agree

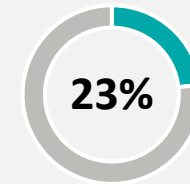


Those who say AI positively impacts their...

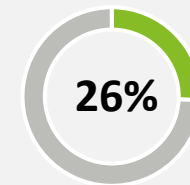
Percentage saying very/somewhat positive



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



23% of Gen Zs in Ireland vs. 38% of Gen Zs globally



26% of millennials in Ireland 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	It's easier/takes less time to do it myself	AI tools don't address specific needs of my role	Compliance requirements limit use
Ireland Gen Zs	23%	22%	20%	19%	19%
	Lack of effective training opportunities	AI tools don't address specific needs of my role	Compliance requirements limit use	AI tools are not well integrated with other systems or workflows	Lack of knowledge and experience
Ireland millennials	23%	23%	22%	21%	20%



Well-Being as Infrastructure



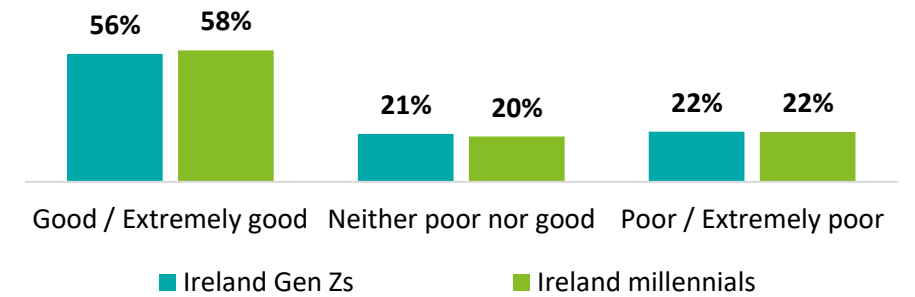
43% of Gen Zs and 41% of millennials in Ireland say they feel stressed all or most of the time

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

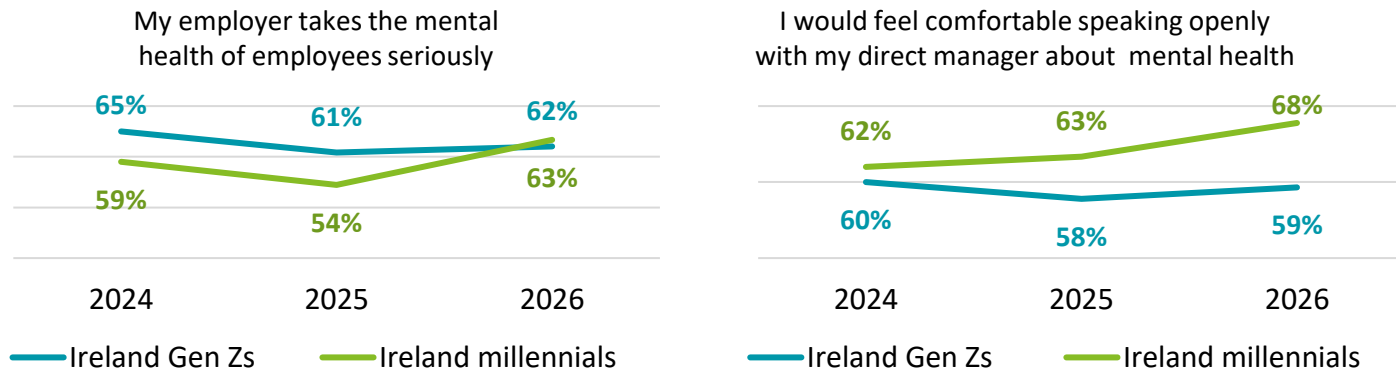
**asked only of those who feel anxious or stressed*

	My longer-term financial future	My day-to-day finances	The health / welfare of my family	Family / personal relationships	Concerns about my mental health
Ireland Gen Zs	45%	44%	38%	38%	31%
	My day-to-day finances	My longer-term financial future	The health / welfare of my family	Family / personal relationships	Domestic or caregiving responsibilities
Ireland millennials	45%	38%	37%	33%	31%

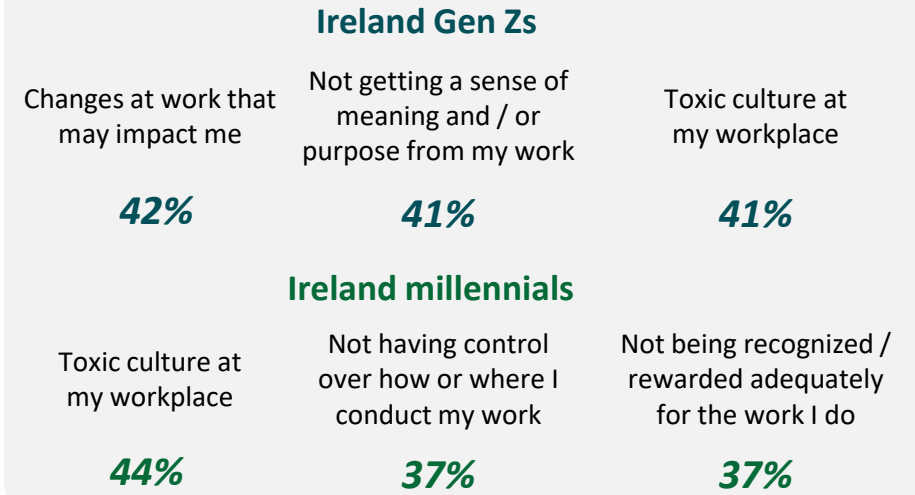
How respondents rate their overall mental well-being



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



Top three aspects of job contributing to anxiety/stress





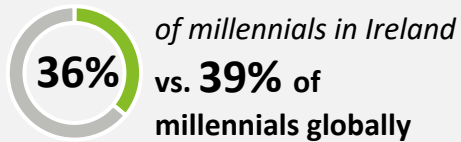
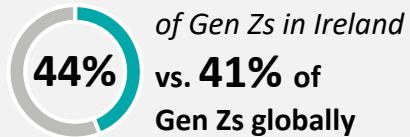
The Ideal Workplace: Where Purpose and Connection Converge



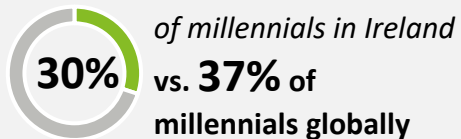
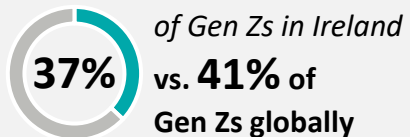
91% of Gen Zs and 93% of millennials in Ireland say having a sense of purpose is important for their job satisfaction

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

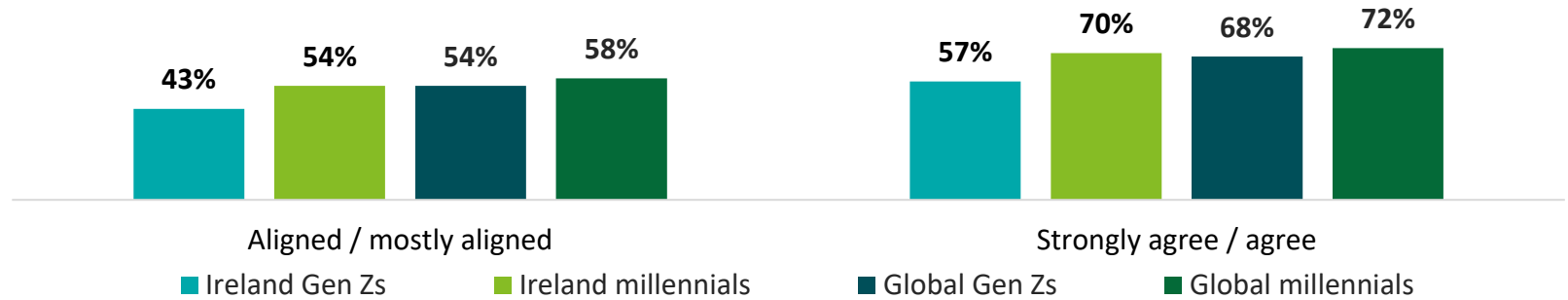
Potential employer



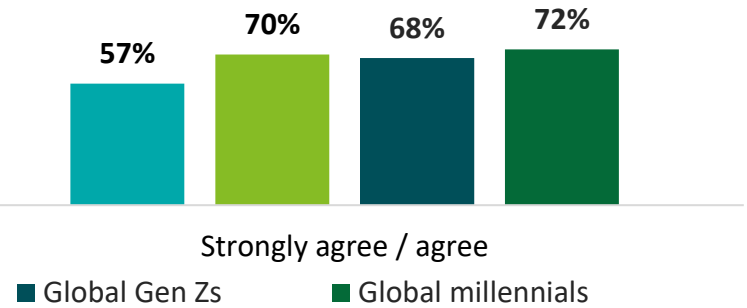
Assignment/project



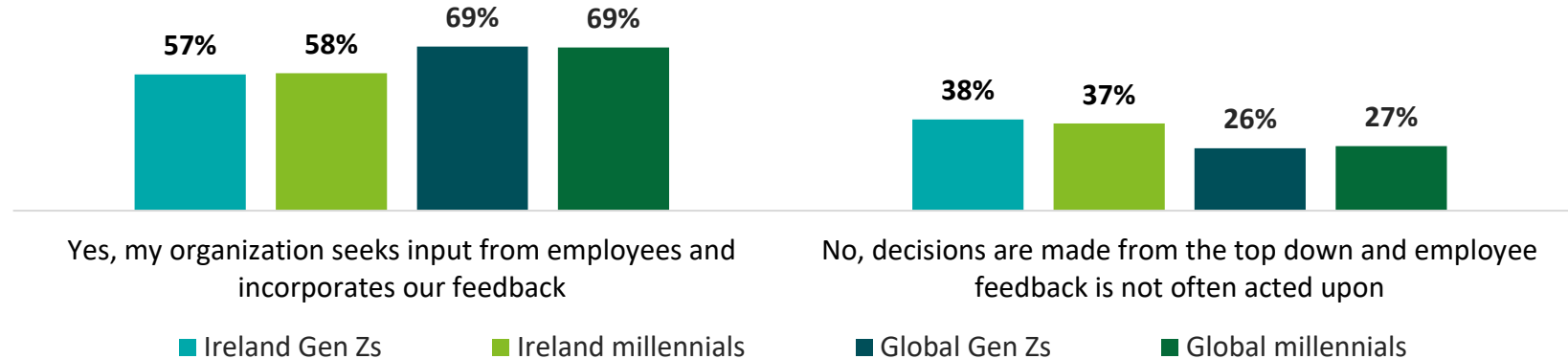
Percentage who say their current job aligns with their beliefs/values



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



Belief in ability to drive change at work

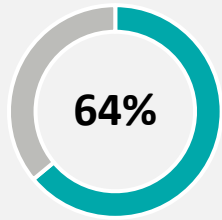




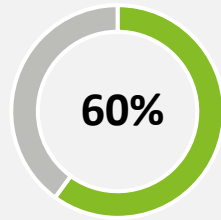
Workplace Connection: Relationships & Management



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



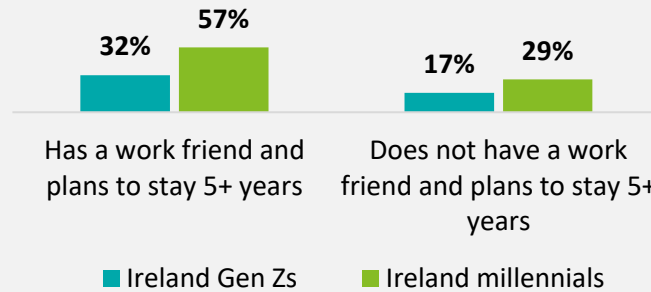
Ireland Gen Zs



Ireland millennials

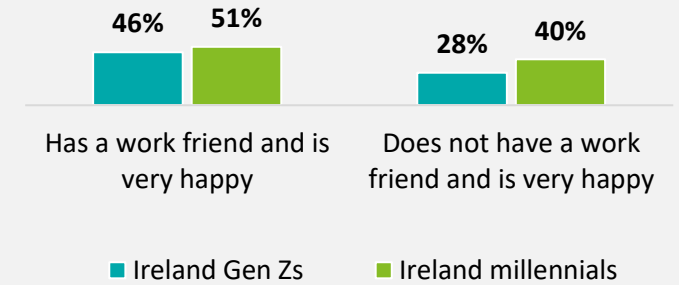
How work friendships correlate with planned work tenure

Percentage who plan to stay more than 5 years

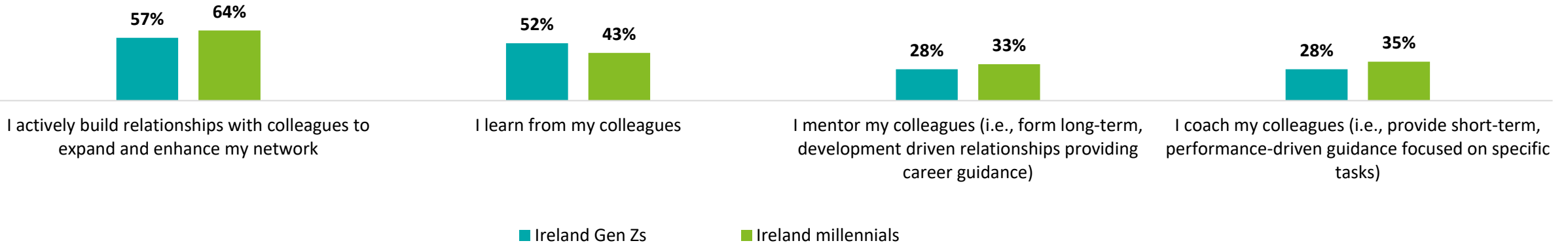


How work friendships correlate with happiness

Percentage who are very happy with their life



Engagement with work colleagues (percentage selecting each option)





The Future They're Preparing For



45% of Gen Zs and 58% of millennials in Ireland say their team could maintain performance if a key expert left

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

	Lack of incentives/recognition	Not enough time/prioritization	No clear owner for documentation	Confidentiality concerns	No standard templates or tools
Ireland Gen Zs	32%	29%	26%	25%	24%
	Lack of incentives/recognition	No standard templates or tools	No clear owner for documentation	Not enough time/prioritization	Confidentiality concerns
Ireland millennials	29%	28%	27%	24%	24%



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