

Presentation Title	Place in Schedule
<p>The Healthy Workplace and Generation Z: Designing for Need Satisfaction</p>	<p>Concurrent Session 2.3  <i>Day 2 – Wednesday</i>  <i>May 9<sup>th</sup>, 2018</i>  <i>2:30 – 3:45pm</i></p>
Description of Presentation	Presenter Name(s) And Credentials
<p>Projected to number more than 80 million by 2020, the diverse, tech-savvy members of Generation Z (Gen Z) are the youngest generation entering today’s workplaces. In this session, we ask: What do the values, ideas, and work style of this generation imply for healthy workplaces? How might we redesign workplace settings and practices to align with the needs of this generation? The Interdisciplinary Center for Healthy Workplaces at the University of California, Berkeley identified seven drivers of need satisfaction, each of which must be present in a workplace to promote worker health: comfort, connection, equity, flexibility, predictability, privacy, and safety. In this session, we translate this model to the specific needs of Gen Z by presenting findings from focus group research conducted over the past year with undergraduate students who have newly entered or are about to enter the workforce. We asked participants in these focus groups to define these drivers of need satisfaction in their own words and to identify, using words and images, elements of workplace design that would support these ideas. In this session, we will: summarize what members of Gen Z defined as essential to their health and productivity at work; contextualize these findings within broader sociological and demographic data on this generation; and discuss interventions, large and small, that organizations can implement to ensure that workplaces are productive, healthy settings for today’s youngest workers.</p>	<p>Caitlin DeClercq, PhD  <i>Interdisciplinary Center for Healthy Workplaces, UC Berkeley</i></p>