Voluntary turnover continued at historic levels last year. But recent survey results from Deloitte indicate that loyalty among certain segments of the workforce may be on the rise. Still, employers have a long way to go to meet the heightened expectations of these segments. Those who value and empower the youngest professionals in their workforce to drive change will be best positioned to attract and retain talent.

**PAY AND OPPORTUNITIES**

- **Good work/life balance**: 38% of Gen Zs and 35% of millennials say they would be “very satisfied” with their work/life balance if they were to leave their current job.
- **L&D opportunities**: 39% of Gen Zs and 29% of millennials say they would be “very satisfied” with their L&D opportunities if they were to leave their current job.

**MENTAL HEALTH AND WELL-BEING**

- **Burnout**: 44% of Gen Zs and 43% of millennials say many left their organization due to workload pressure.
- **Workload pressure**: 46% of Gen Zs and 45% of millennials feel burned out.

**PURPOSE**

- **Ethics**: Slightly more than one-third of Gen Zs and millennials have rejected a job or assignment based on their personal ethics.
- **Societal impact**: Those planning to stay beyond five years who are not satisfied with their organization’s societal impact are less likely to stay.

**WHERE ARE THEY GOING?**

We asked Gen Zs and millennials who have changed jobs over the last two years to share the top three reasons they chose to work for their current organizations.

- **Those planning to stay beyond five years**
  - Because they feel empowered to drive change within their organization and that their voices are heard
  - Even though they don’t feel heard

- **Those planning to stay beyond five years**
  - Who feel very satisfied with their organization’s societal impact
  - Who are not satisfied with their organization’s societal impact

**WHO’S LIKELY TO STAY?**

- **Gen Zs**: 66%
- **Millennials**: 65%

**WHO’S LIKELY TO LEAVE?**

- **Gen Zs**: 25%
- **Millennials**: 13%