

*"Become the inspiring leader...  
...you wish you had in your early days"*



## GEN Z LEADERSHIP DIAGNOSTIC

**Managing Younger Talent & Team Efficiency Assessment**  
**Confidential – For Leadership Development Purposes**

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### Purpose of This Assessment

This diagnostic is designed to:

- Identify leadership challenges encountered when managing Gen Z employees
- Quantify the operational impact on team efficiency
- Assess leadership confidence and coaching capability
- Establish a measurable baseline for improvement initiatives

**Estimated completion time:** 10–15 minutes

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## SECTION 1 – TEAM CONTEXT

### 1.1. How many direct reports do you currently manage?

1–5  
 6–10  
 11–20  
 20+

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### 1.2. Approximately what percentage of your team belongs to Gen Z (born 1997 or later)?

0–20%  
 20–40%  
 40–60%  
 60%+

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### 1.3. How long have you been managing Gen Z employees?

Less than 1 year  
 1–3 years  
 3–5 years  
 5+ years

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## SECTION 2 – PERCEIVED LEADERSHIP CHALLENGES

### Instruction:

Please rate the level of difficulty you experience in the following areas when managing Gen Z team members.

**Scale:** 1= No difficulty 2= Minor difficulty 3= Moderate difficulty 4= Significant difficulty 5= Major difficulty

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Leadership Area	1	2	3	4	5
Providing feedback that is well received	<input type="checkbox"/>				
Maintaining motivation over time	<input type="checkbox"/>				
Ensuring accountability for deadlines	<input type="checkbox"/>				
Managing expectations around flexibility	<input type="checkbox"/>				
Delegating responsibility without rework	<input type="checkbox"/>				
Handling questioning of decisions	<input type="checkbox"/>				
Encouraging long-term commitment	<input type="checkbox"/>				
Managing performance under pressure	<input type="checkbox"/>				
Balancing autonomy with supervision	<input type="checkbox"/>				
Aligning personal purpose with company objectives	<input type="checkbox"/>				

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## SECTION 3 – OBSERVED BEHAVIOURS

**Instruction:** Please indicate how frequently you observe the following behaviours.

**Scale:** 1= Rarely 2= Occasionally 3= Frequently 4= Very Frequently 5= Consistently

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Observed Behaviour	1	2	3	4	5
Requests for frequent feedback	<input type="checkbox"/>				
Desire for rapid progression	<input type="checkbox"/>				
Resistance to hierarchical authority	<input type="checkbox"/>				
Strong need for meaning in tasks	<input type="checkbox"/>				
Lower tolerance for repetitive work	<input type="checkbox"/>				
Increased stress or anxiety levels	<input type="checkbox"/>				
Preference for informal communication	<input type="checkbox"/>				
Sensitivity to perceived unfairness	<input type="checkbox"/>				
Difficulty prioritising independently	<input type="checkbox"/>				

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## SECTION 4 – IMPACT ON TEAM EFFICIENCY

**Instruction:** To what extent do these challenges impact your team's efficiency?

**Scale:** 1= No impact 2= Slight impact 3= Moderate impact 4= Significant impact 5= Severe impact

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Efficiency Impact Area	1	2	3	4	5
Delays in project delivery	<input type="checkbox"/>				
Increased supervision time required	<input type="checkbox"/>				
Rework due to unclear expectations	<input type="checkbox"/>				
Team morale fluctuations	<input type="checkbox"/>				
Internal conflicts	<input type="checkbox"/>				
Decision-making speed	<input type="checkbox"/>				
Productivity consistency	<input type="checkbox"/>				
Manager workload	<input type="checkbox"/>				

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## SECTION 5 – LEADERSHIP CONFIDENCE

**Instruction:** Please indicate your agreement with the following statements.

**Scale:** 1= Strongly disagree 2= Disagree 3= Neutral 4= Agree 5= Strongly agree

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Statement	1	2	3	4	5
I feel confident coaching Gen Z employees effectively	<input type="checkbox"/>				
I use structured delegation and follow-up methods	<input type="checkbox"/>				
I provide regular, structured feedback	<input type="checkbox"/>				
I connect daily tasks to broader strategic purpose	<input type="checkbox"/>				
I maintain authority while encouraging dialogue	<input type="checkbox"/>				
I feel equipped to manage generational tension	<input type="checkbox"/>				

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## SECTION 6 – QUANTIFYING OPERATIONAL IMPACT

**1. Approximately how much additional time per week do you spend managing issues related to younger staff expectations?**

- None
- 1–2 hours
- 3–5 hours
- 6–10 hours
- 10+ hours

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**2. Have you experienced higher turnover among Gen Z team members compared to other generations?**

- No
- Slightly higher
- Significantly higher
- Unsure

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**3. If higher, what is the estimated impact on team performance?**

- Minimal
- Moderate
- Significant
- Severe

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## SECTION 7 – OPEN REFLECTION

**4.1. What is the single most challenging aspect of managing Gen Z in your team?**

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**4.2. What leadership skill would most improve your effectiveness?**

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**4.3. If this issue were fully resolved, how would your team's performance improve?**

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