

GEN Z LEADERSHIP DIAGNOSTIC

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

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

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

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

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

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

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

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

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

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

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?

4.2. What leadership skill would most improve your effectiveness?

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