

Generational Views: Three Generations, Three Hiring Mindsets

INTRODUCTION

The current state of hiring reflects generational shifts, with all groups emphasizing the importance of respecting time and maintaining transparency throughout the process. Each generation, however, has unique preferences for their ideal work environments, ranging from hybrid and remote options to traditional in-office settings. These distinctions highlight the need for adaptable hiring strategies that cater to diverse workforce expectations.

What Are The Top 5 Most Important Factors In A Company's Hiring Process?

#1	A smooth, easy application process that respects my time
#2	Knowing the starting hourly rate or salary for the position I'm applying for
#3	Transparency on the status of my application
#4	A genuine commitment to employee well-being
#5	A commitment to helping me grow and advance in my career

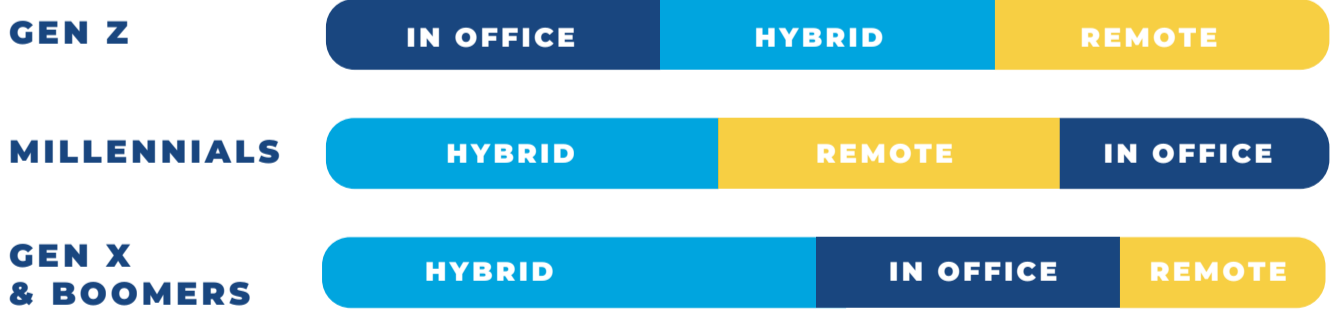
Do Generations Differ in Hiring Perspectives?

Top 5 Most Important Factors in the Hiring Process

GEN Z	MILLENNIALS	GEN X & BOOMERS
A SMOOTH, EASY APPLICATION PROCESS THAT RESPECTS MY TIME	KNOWING THE STARTING HOURLY RATE OR SALARY FOR THE POSITION I'M APPLYING FOR	KNOWING THE STARTING HOURLY RATE OR SALARY FOR THE POSITION I'M APPLYING FOR
KNOWING THE STARTING HOURLY RATE OR SALARY FOR THE POSITION I'M APPLYING FOR	A SMOOTH, EASY APPLICATION PROCESS THAT RESPECTS MY TIME	A SMOOTH, EASY APPLICATION PROCESS THAT RESPECTS MY TIME
TRANSPARENCY ON THE STATUS OF MY APPLICATION	TRANSPARENCY ON THE STATUS OF MY APPLICATION	TRANSPARENCY ON THE STATUS OF MY APPLICATION
A RECRUITER THAT MAKES ME FEEL APPRECIATED	A GENUINE COMMITMENT TO EMPLOYEE WELL-BEING	A GENUINE COMMITMENT TO EMPLOYEE WELL-BEING
A GENUINE COMMITMENT TO EMPLOYEE WELL-BEING	A COMMITMENT TO HELPING ME GROW AND ADVANCE IN MY CAREER	GETTING A FEEL FOR THE COMPANY CULTURE, SO I KNOW IF IT'S RIGHT FOR ME

The Year of RTO (Return to Office)

But What Do Employees Prioritize?



Redefine RTO: Recognition, Transparency, Opportunities—hiring strategies should cultivate a valued, trusted, and growth-driven workforce.

- George Rogers

CONCLUSION

HR professionals and businesses face the challenging task of navigating generational differences in hiring preferences, yet this presents an exciting opportunity to innovate and tailor strategies that embrace diversity. By fostering environments that respect time and promote transparency, organizations can inspire a multigenerational workforce to thrive together.

Check out all of our research and learn more about how it can support your organization's talent, HR, and learning objectives.
[LHRA.io/research](https://lhra.io/research)

ABOUT THE RESEARCH

The Lighthouse Research & Advisory 2025 Talent Acquisition study was gathered via online surveys in Q1 2025 from 1,092 global individuals actively looking for work.