



# The Gen Z Report



**The Ultimate Guide to Understanding,  
Attracting, Communicating with,  
Motivating & Retaining Gen Z Staff**



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# Lucy Walker

## RECRUITMENT

# Introduction

In the rapidly evolving landscape of the 21st-century workplace, Generation Z (Gen Z) is emerging as a distinctive force, shaping the future of organisations across the globe. This cohort enters the workforce with unique characteristics, expectations, and aspirations, compelling businesses to rethink traditional employment models and workplace cultures. This report delves into the defining traits of Gen Z employees, outlines effective strategies for attracting them, explores the diverse skills and perspectives they bring to the workplace, and offers insights into fostering a work environment that not only draws them in but also retains them.

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The aim of this report is to equip leaders and HR professionals with actionable insights to effectively integrate Gen Z into their teams. By understanding their unique characteristics, attracting them with meaningful opportunities, leveraging their strengths, and creating a supportive workplace, organisations can foster a dynamic and resilient workforce ready to thrive in the face of future challenges.

**Talent, we believe is your Organisation's' greatest asset but can also potentially be your scarcest resource. Having a business partner who understands the market like we do and is able to deliver the right people at the right time is critical for your success we believe.**

Please [keep in touch](#) and let us know if we can be of further assistance.



**Lucy Walker**

**Founder**

# Who actually are Gen Z?

Generation Z, often abbreviated as Gen Z and also known as 'Zoomers', represents the demographic cohort succeeding Millennials and preceding Generation Alpha. This group currently totals about 2.56 billion people globally, 32% of the population. It is typically defined as those born from the mid/late-1990s to the early 2010s, making it the first generation to have grown up entirely in the 21st century. So the oldest Gen Z are now approaching late 20's with the youngest not yet in the workforce.

Gen Z tend to be the children of Generation X, Older Millennials and to a lesser extent younger Boomers.

It is expected that during 2024 Gen Z will overtake Baby Boomers in the full-time workforce. (Glassdoor)

By the end of 2025, Gen Z will account for 27% (World Economic Forum) of the Global Workforce and 35% by 2035. Data from Paychex's The Rise of Generation Z Report indicates that while all other generations in the workforce are decreasing, Gen Z has increased their employment share by at least 2% every year since 2018.

A large, 3D gold-colored '27%' is centered within a solid purple circle.

**% of the Worldwide Workforce  
Gen Z will represent by 2025**

A large, 3D gold-colored '35%' is centered within a solid orange circle.

**% of the Worldwide Workforce  
Gen Z will represent by 2035**

## The Generations in the Workplace...Who are they?

Silent

Born 1928-1945

Boomers

'Boomers'  
Born 1946-1964

Gen X

Born 1965-1980  
Generation X

Gen Y

'Millennials'  
Born 1981-1996

Alpha

Born 2013-2025  
Generation Alpha

**Gen Z**  
**1997-2012**



**Gen Z bring to the office environment a different set of values, behaviours, and expectations than previous generations.**

**Here are some of the key findings from research.**

## **1. Gen Z expects change**

The world that Gen Zers came of age in was fundamentally different from that of their parents, Generation X and Millennials, people who were born in the early 1980s to 1996.

Their world and formative years have been defined by huge technological change. Such disruption has always been part of the world Gen Z experienced – for them, it’s a norm, not an exception.

As such there is an expectation of constant change with Gen Z.

Growing up amid uncertainty has given Gen Z a unique set of characteristics, including being flexible and resilient. It has opened them up to new ways of thinking about the future and doing things – and questioning the ways things are done, which leads to the next trait Gen Zers will bring with them to work.

## **2. Gen Z are pragmatic**

Gen Z have grown up in a world that has always been one search engine result away, think google! If they want to know more about something, they readily seek the answer out for themselves. They have often been dubbed the “Why Generation” due to their focus on wanting to understand.

Characteristically they are a generation that will question everything and everyone – from their peers, parents, or people at work, not necessarily seeing elders as the experts like earlier generations. They want to understand why something is done in a certain way. They’re very pragmatic.

They are also not afraid to challenge why things are done the way they are.



### 3. Gen Z are driven to make a difference!

As a generation they feel they have inherited a set of complex “world” problems – from climate change to inequality to racial injustice, to name but a few and they want to try and resolve it. They want to work for a place that they believe is doing good in the world as they have a desire to right the world’s wrongs.

Consequently, some Gen Zers are prepared to hold their employers accountable on the causes and issues that matter to them.

### 4. Gen Z values collaboration and teamwork

For some Gen Zers, the digital world helped shape their identity: Through social media and in online groups, they found subcultures to connect and interact with.

To get things done, they truly value collaboration.

There is a hope that everybody who is contributing is in it for the good of the whole and they want to contribute their curiosity and resourcefulness to improve their working environment for everyone.

### 5. Gen Z values leaders who guide by consensus

Gen Z is less hierarchical than previous generations.

They don’t believe in hierarchy for hierarchy’s sake.

Instead, Gen Zers prefer leadership that is dependent on expertise that is task or time specific. That could mean they favour management where team members take turns leading the group (known as a “rotating leadership” model). Another style they may prefer is “collaborative leadership,” in which people from across the organization participate in decision-making and problem-solving.

Transparency is also important.

## 6. Gen Z cares about Mental Health and work-life balance

Gen Z grew up in a period that saw the blurring of the 9-to-5 work schedule and the rise of flexible work models – a mode of working that led to older generations feeling a pressure to always be “on.”

Having a work-life balance and maintaining mental and physical health is so important to Gen Z.

They place a value on the human experience and recognise that life is more than work. As a result they will change jobs for greater flexibility and a better work-life balance. 72% indicated they would in a recent LinkedIn survey.

Gen Z also faces an unprecedented behavioral health crisis: This pessimism is fueled by growing global unrest, wars and disruptions, financial crises, and educational interruptions due to the COVID-19 pandemic. Feelings of “climate anxiety” are also widely reported: many Gen Zers report that they think about the fate of the planet on a daily basis.

They have already seen decreased economic opportunity and don’t assume a social safety net will be there to catch them as pensions shrink, saving for retirement gets more difficult, and the older population grows. Already, 58 percent of Gen Zers in a recent McKinsey survey reported not having a basic social need met—the largest percentage by far of any generation.



## 7. Gen Z thinks differently about loyalty

Gen Z grew up amid so much change, Gen Z has a different perspective on loyalty being raised in the shadows of the global financial crisis of 2008, an event that has had long-lasting impacts on employment and the nature of work.

Historically Gen X and Millennials didn't prefer frequent change and went to work for big companies thinking they'd be there for their entire career and that the company would watch out for them: providing health insurance, and so on.

Gen Z is very different and the gig economy has also been present throughout Gen Zers' lives, as has the rise of contract work. They are far more entrepreneurial, which is part of their pragmatic tendencies. Forecasts suggest that Gen Z will work a total of 18 jobs across 6 careers and could change jobs up to 10 times between the ages of 18 and 34.

## 8. Gen Z looks for trust and authenticity

Honesty and openness are important to them.



# The 10 Key Skills Gen Z Possess

## Creative Thinkers

**Gen Zs value diverse perspectives and thrive in collaborative teams. They embrace digital communication and adapt well to hybrid or remote roles.**

Candidates from Generation Z are used to analysing information from multiple sources to identify patterns and trends. Social media and internet usage—and their tendency to question established beliefs—means they're ready to address business challenges and offer alternative perspectives when they enter the workplace.

## Collaborators

## Adaptable

**Gen Z is an adaptable generation, shaped by the pandemic. They challenge traditional work models and speak up about inefficiencies. Respecting their opinions is crucial, as 61% of Gen Zs prioritise this in their job search.**

Generation Z candidates are adept at analysing information from various sources to identify patterns and trends. Social media, internet usage and their "Why" mentality give them a strong tendency to question established beliefs—means they're ready to address business challenges and offer alternative perspectives when they enter the workplace.

## Analytical

## Good Presenters

**Gen Z candidates excel in delivering compelling presentations to peers, colleagues, and stakeholders. Strong presentation skills are crucial for professional success.**

# The 10 Key Skills Gen Z Possess

Generation Z shows a high level of awareness regarding emotional health and mental well-being. This generation is more open about discussing mental health issues and tend to have higher emotional intelligence, fostering empathy and understanding in personal and professional relationships.

## Emotional Intelligence

## Social & Environmental Responsibility

**Many Gen Zers are deeply concerned about social, environmental and ethical issues. They are more likely than previous generations to advocate for sustainability, equality and social justice, and they often possess the ability to mobilise others towards these causes through digital platforms.**

Generation Z has developed the ability to juggle multiple tasks at once, thanks to their exposure to a world filled with constant notifications and multiple streams of information. This skill is particularly evident in their ability to switch effortlessly between different forms of media and comms platforms.

## Multi Tasking

## Entrepreneurial Spirit

**Influenced by the success stories of startups and entrepreneurs, they have grown up observing, many in Gen Z possess an entrepreneurial mindset. They are more likely to take risks, innovate and pursue their own business ventures.**

Having been raised in the digital age, Gen Zers are highly adept at navigating and utilising technology. This includes a deep understanding of the internet, social media, and various digital platforms, allowing them to quickly adapt to new technologies and processes.

## Digital Literacy



Not getting the volume or quality of response to fill your vacancies? No longer able to rely on a newspaper advert or an ad on your website? At a loss at what to do next? Maybe it's time to reconsider your attraction strategies.

In today's fast-paced digital world, attracting the newest generation of workers and consumers, Gen Z, requires a different approach, using more innovative strategies and a truly authentic approach.

Gen Z, the newest and fastest generation in the workforce, are the first generation to grow up entirely in the digital age, making their habits, preferences, and values distinct from their predecessors, so, if you're seriously looking to draw this vibrant group to your organization, understanding where and how to engage them is crucial.

Here are 8 different things, the team here at Lucy Walker Recruitment, one of the North of England's leading recruitment consultancies, believe you need to consider when focusing your advertising efforts to appeal to Gen Z.

## 1. Embrace the Power of Social Media

There are various sites but don't think Facebook, which is favoured by the older generations.

We are talking about the following platforms:

*TikTok:* This platform is a juggernaut for engaging with Gen Z, thanks to its dynamic short-form video content. Tap into trends, challenges, and authentic storytelling to capture their attention.

*Instagram:* With its visual focus, Instagram allows you to use posts, stories, and reels to convey your organisation's culture and values in a compelling way.

*Snapchat:* Despite the rise of other platforms, Snapchat remains a staple for quick snappy content and playful communication among Gen Z.

*X (formerly known as Twitter):* To a lesser extent, for real-time engagement and to stay on top of industry-relevant conversations, Twitter is your go-to platform.

## 2. Be Prepared to Leverage Video and Online Communities

Don't underestimate the value of these communities.

*YouTube:* Utilise long-form content to provide deeper insights into what your organization offers, from culture to career opportunities.

*Reddit and Discord:* For engaging with very niche communities, these platforms can help you connect with Gen Z on a more personal level.

## 3. Don't Overlook the Power of Professional Networking

*LinkedIn:* Increasingly popular among younger professionals, LinkedIn is a great place to showcase career opportunities and company insights but don't use it in isolation.



## 4. Remember that Content remains 'King'

*Influencer Partnerships:* For larger-scale recruitment campaigns, consider teaming up with Gen Z influencers who share your brand's values for more authentic engagement.

*Content Marketing:* Produce content that echoes Gen Z's values such as diversity, sustainability, and social justice through blogs, infographics, and podcasts.

*Interactive and AR Ads:* For niche opportunities consider platforms supporting augmented reality content can offer immersive advertising experiences that resonate well with this demographic.

*Mobile-First Advertising:* Given Gen Z's propensity for mobile browsing, ensure your content is mobile-optimised.

## 5. Email Marketing and Virtual Engagement work

*Personalised Email Campaigns:* Ensure you tailor your emails with data-driven insights to make them more engaging for the Gen Z audience.

*Virtual Events:* Host interactive webinars, career fairs, and workshops to engage with Gen Z in the digital spaces they frequent.

## 6. Talk Their Language!

Highlight the issues that resonate and are important to them. You must understand that more than with any other Generation, you need to convince Gen Z as to why they should join your organisation!

So talk to them about:-

*Corporate Social Responsibility:* Given the importance of this to Gen Z, highlight your commitment to causes such as environmental sustainability and social equity.

*Work-Life Balance:* Tell them how your organisation provides this.

*What's in it for Me?:* Talk to them about how your organisation can help their career journey and development, the growth opportunities, the salary (massive mistake many companies make is not to include salaries in Job Ads), the culture and what the role entails and how it relates to the bigger company purpose.



## 7. Use Analytics and Encourage Feedback

*Analytics:* Use insights from social media and web analytics to fine-tune your strategy based on what resonates with Gen Z. A recent Pareto survey showed that 16.7% were wary of companies with poor reviews on Job sites or review platforms such as Glassdoor.

*Feedback:* Encourage Gen Z to share their thoughts through surveys or social media polls to better understand their preferences.

## 8. Explore the Impact of the Gaming Universe

*Gaming Platforms:* Engaging with the gaming community through platforms like Twitch or in-game advertising can be a potent strategy, given the significant overlap between Gen Z and gaming enthusiasts.

## Leverage Technology in the Recruitment Process

Gen Z grew up in a digital world and is comfortable with technology in all aspects of their lives, including the job search. Utilizing social media, mobile-friendly application processes, and video interviews can not only streamline the hiring process but also appeal to their digital preferences. Incorporating AI-driven assessments or gamified elements can further engage these candidates by offering an innovative and interactive experience.

## Showcase Your Company's Values and Culture and how it benefits them

Gen Z candidates are not just looking for a job; they are looking for organizations whose values align with their own. During the interview process, clearly communicate your company's mission, values, and culture. Highlight initiatives related to sustainability, diversity and inclusion, and social responsibility, as these are often important factors for Gen Z candidates.



## Offer Opportunities for Growth and Development

Don't just offer them a job!

Professional development and career growth opportunities are top priorities for Gen Z. In interviews, discuss the potential career paths within the organization, mentorship programs, and any training or educational benefits you offer. Demonstrating a commitment to their growth and development can make your organization more attractive to these ambitious candidates.

## Emphasise Work-Life Balance and Flexibility

Flexibility and work-life balance are increasingly important to younger workers. Discuss flexible working arrangements, such as remote work options, flexible hours, and mental health days. Showing that your organization values and supports a healthy work-life balance can be a significant draw for Gen Z candidates.



## **Provide a Transparent and Efficient Interview Process**

Gen Z values transparency and efficiency. Keep them informed about each stage of the interview process, what they can expect, and the timelines involved. A clear and straightforward process respects their time and demonstrates organisational efficiency and transparency.

## **Engage in Two-Way Dialogue**

Instead of a traditional interview, consider having a conversation that allows for a two-way exchange of information. Encourage candidates to ask questions and express their thoughts and expectations. This approach not only helps you better understand the candidate but also allows them to gauge if the organization is a good fit for them.

## **Highlight Social and Collaborative Aspects of the Workplace**

Despite being the most digitally connected generation, Gen Z values face-to-face interactions and collaborative work environments. Discuss opportunities for teamwork, company events, and social activities that foster a sense of community and belonging within the organization.

To conclude, attracting Gen Z candidates requires more than just offering a job; it's about presenting an opportunity that aligns with their values, aspirations, and lifestyle. By adapting your interview process to highlight your organization's culture, values, and opportunities for growth and development, you can appeal to Gen Z candidates effectively. Remember, the goal is to create a mutual fit where both the organization and the candidate can thrive together.

## Embrace Digital Communication

For Gen Z, digital communication is second nature. They are accustomed to instant access to information and prefer communication that is quick and to the point. Employers should leverage technology and digital platforms for everyday communication such as Slack and Microsoft Teams. There are now countless messaging apps, emails, and project management tools that allow for quick updates and feedback. However, it's important to balance digital communication with in-person interactions to build stronger relationships.



## Promote Flexibility and Autonomy

Gen Z values flexibility, particularly in terms of work hours and location. Offering flexible working arrangements can be a strong incentive for Gen Z employees. They appreciate the trust and autonomy to manage their time and deliver work without strict supervision. Implementing flexible work policies can significantly enhance job satisfaction and productivity among Gen Z workers. It's no surprise subsequently that the majority of candidates on our database are drawn to hybrid working opportunities.

An IT organisation we partner with offers "flex hours," where employees can choose their working hours between 6 am and 8 pm as long as they complete their daily tasks and attend scheduled meetings. This flexibility acknowledges different personal schedules and productivity peaks, catering to individual preferences.

## Foster a Collaborative Environment

Despite their digital tendencies, Gen Z values collaboration and want to feel part of a community at work. Creating a collaborative work environment, both physically and virtually, encourages Gen Z employees to share ideas and contribute to team projects. Encourage open discussions, teamwork, and the use of collaborative tools that allow them to work together efficiently. They value their opinion being sought and heard.



## Provide Regular Feedback and Recognition

Gen Z craves feedback and recognition. They want to know how they're performing and seek opportunities for growth and improvement. Unlike previous generations that may have preferred annual reviews, Gen Z appreciates regular, constructive feedback. This could be through weekly check-ins or real-time feedback on projects. Acknowledging their achievements and contributions can also boost their motivation and engagement.

## Support Their Career Development

Gen Z is highly career-orientated and values opportunities for learning and advancement. Employers should provide clear pathways for career development, including training programs, mentorship opportunities, and the chance to work on diverse projects. Demonstrating a commitment to their professional growth can help retain Gen Z talent and encourage their longer-term loyalty to the company.

To this end a financial consulting firm, we are retained by, offers an "Emerging Leaders" program for Gen Z employees, featuring workshops, mentorship with senior leaders, and rotational assignments across different departments. This program is designed to fast-track their career growth and expose them to various aspects of the business.

## Promote a Culture of Inclusivity and Social Responsibility

Gen Z is the most diverse generation to date and is deeply concerned with issues of equality, inclusivity, and sustainability. Employers should strive to create an inclusive workplace where all employees feel valued and respected. Additionally, companies that prioritize social responsibility and environmental sustainability are more likely to attract and retain Gen Z employees who value ethical business practices.



## Cultivate Honesty and Transparency

Gen Z values honesty and transparency in the workplace, seeking employers who are forthright about the company's challenges, successes, and strategic direction. This generation appreciates when leaders share information openly, as it fosters trust and a sense of belonging. Employers can demonstrate transparency by regularly sharing company updates, financial health, and future plans through open meetings or digital newsletters. Additionally, creating a safe space where employees feel comfortable voicing their opinions and concerns without fear of retribution is crucial.

As an example, a software development company we work with implements a monthly "Ask Anything" forum with the CEO, where employees can submit questions anonymously, and the CEO addresses them in an open session. This approach not only promotes transparency but also strengthens the employee-employer relationship by showing that Gen Z voices are heard and valued. Encouraging this level of openness can lead to a more engaged, loyal, and productive workforce.

**Here's 8 ways that Gen Z are expected to impact the workforce:**



## **1. Digital Native Expertise**

Gen Z has been exposed to the internet, social networks, and mobile systems from a very young age, making them the first generation of true digital natives. As such their familiarity with technology translates into a workforce that is and will be incredibly adept at navigating digital tools and platforms, potentially leading to more efficient and innovative uses of technology in the workplace. Combined with AI developments this will undoubtedly have huge ramifications in respect or roles and operational efficiencies.

## **2. Higher Expectations for Technology and Flexibility**

Accustomed to the immediacy and convenience of digital technology, Gen Z workers expect their workplaces to be technologically advanced. They value flexibility, including the ability to work remotely and/or have flexible hours, more than previous generations. This push for flexibility will further accelerate the current growth of remote work technologies and flexible work policies.

## **3. Emphasis on Purpose and Values**

Gen Z is generally seen as a socially conscious group that cares deeply about the impact of their work on society and the environment. Consequently, they are increasingly attracted to employers whose values align with their own and are more likely to work for companies that openly demonstrate a commitment to social responsibility, environmental sustainability, and ethical practices.

## **4. Desire for Personal Development**

This generation values personal growth and seeks opportunities for learning and development within their careers. Organizations might need to offer more in the way of professional development, training, and career advancement opportunities to attract and retain Gen Z talent in their organisation.



## 5. Changing Communication Preferences

Gen Z value face-to-face interaction as well as clear, transparent and honest communication from their employers. Businesses may need to adapt their communication strategies to balance digital efficiency with personal interaction.

## 6. Entrepreneurial Spirit

Gen Z has a strong entrepreneurial spirit, with many showing interest in starting their own businesses or working in startups. This could lead to a workforce that is more innovative and risk-taking, but also one that might not be as attracted to traditional employment models or long-term corporate careers.

## 7. Focus on Mental Health

There's a growing awareness and concern for mental health and well-being among Gen Z. In response, so employers may need to consider more comprehensive wellness programs, mental health days, and a culture that truly prioritises work-life balance to support the well-being of their employees.

## 8. New Approaches to Education and Skill Development

Gen Z has a very pragmatic approach to education, favouring skills and practical experience over traditional degrees in some cases. This might influence how qualifications are viewed in the hiring process. Organizations might place more emphasis on skills, portfolio work, and experience rather than formal education credentials on CV's

As Gen Z continues to enter the workforce in greater numbers, their characteristics and values will undoubtedly shape workplace cultures, influence how work is done, and redefine employer-employee relationships in significant ways.

Naturally, Companies that understand and adapt to these changes can better attract, engage, and retain Gen Z talent, thereby securing a competitive edge in the evolving marketplace.

**Retaining Gen Z employees in your business requires an understanding their unique values, aspirations, and the way they engage with the world of work.**

**Here are some strategies to consider:**

**Offer Growth Opportunities:** Gen Z values personal and professional development. Providing clear career pathways, educational opportunities, mentorship programs, and regular feedback can help meet these aspirations.

**Promote Work-Life Balance:** Emphasize flexibility in work arrangements, such as remote working options, flexible hours, and understanding personal commitments. This generation values work-life balance and mental health.

**Incorporate Technology:** Gen Z is the first truly digital-native generation. Incorporating the latest technology and digital tools into your workplace can make the work environment more appealing and efficient for them.

**Foster an Inclusive Culture:** A diverse and inclusive work environment where everyone feels valued and able to express themselves is important. Initiatives that support diversity and inclusion can help retain Gen Z employees.

**Provide Competitive Remuneration:** While money isn't everything, competitive salaries and benefits packages that include health insurance, retirement plans, and paid time off are important.





**Engage in Social Responsibility:** Gen Z is socially conscious and prefers to work for companies that have a positive impact on society. Demonstrating a commitment to social responsibility, sustainability, and ethical practices can align with their values.

**Encourage Entrepreneurial Spirit:** Allowing Gen Z employees to work on projects they're passionate about, even if they're outside their primary job functions, can foster a sense of ownership and engagement.

**Communicate Purpose and Vision:** Clearly communicating the company's purpose, vision, and how each role contributes to the larger picture can help Gen Z employees feel more connected and engaged with their work.

**Embrace Authenticity:** Authentic leadership and transparent communication are highly valued. Be open about company challenges and successes, and foster an environment where honest feedback is encouraged.

**Utilise Social Media and Digital Platforms:** Engage with employees on the platforms they use. This can include internal social networks for sharing successes and ideas, as well as leveraging these platforms for learning and development.

Implementing these strategies requires a commitment to understanding and adapting to the needs of younger workers. Regularly soliciting feedback from your Gen Z employees can help you fine-tune these approaches over time.

The speed at which Gen Z are becoming the most dominant Generation within the Global Workforce has hopefully alerted you to the significance of having a clear understanding of how they can add real value to your organisation achieving its corporate goals going forward, providing you have the structure and systems in place.

## The Key Takeaways and where Lucy Walker Recruitment can add significant value to your processes and help you answer a multitude of questions.

### Maximising Your Opportunity

- Are you advertising on the right platforms and in the right manner?
- Are your advertisements likely to appeal to your Target market?
- Is Your Employer Brand strong?
- Is Your Employer Brand appealing to your Target Market?
- Have you relayed all the key Info in respect of the Salary and Benefits available?
- Are the Benefits attractive to your Target Market and comparable with other organisations?
- Have you relayed the development opportunities clearly?
- Have you explained the role and its duties and how they contribute to the business?

### Giving You Access to the Best Talent In the Market

- Do your existing processes consistently identify the best available talent on the market?
- Is your existing Recruitment partner falling short of the mark?
- Would you value an independent view from an invested and experienced partner on how you could successfully expand or reconsider your search criteria to land the talent you want?
- Does your existing hiring processes lead to considerable downtime?
- Would you consider a different approach in the way you work with a Recruitment Partner?

### Helping You Create an Excellent Candidate Journey

- Is your existing process seamless or is pushing talent away?
- Does your process allow for real '2 way' communications?
- Is your Interview process identifying the right candidates for you?
- Do you know what questions to ask and why?
- Do the Interviewers have clear and consistent criteria on which to judge the candidates?
- Does your process provide regular feedback to the candidate?
- Does your process incorporate relevant technology?
- Is your process flexible around the candidates needs?
- Does your process provide clear objectives?
- Do You allow the candidates the opportunity to ask detailed questions?
- Is Your process free from Unconscious bias?

### Providing a Partner in the Wings

- At Lucy Walker Recruitment, we are not just another Recruiter. We are an experienced Talent Management Team, who are skilled in the techniques of attraction, Identification and hiring of Human Talent.
- All our processes and techniques, if followed correctly can assist in improved retention rates too.
- So why not hire with your head rather than your heart and reach out to us for a confidential discussion on how we can help you achieve your goals.

## Contact Us



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**OUR PASSION**

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