

TEAMGAGE DATA REPORT

# Generational workplace insights



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# **What 4,000 Australian employees are telling us**

We analysed the demographic data and feedback from nearly 4,000 employees across a range of diverse Australian workplaces.

## **And what did it tell us?**

From Baby Boomers to Gen Z, the data paints a clear picture of what matters most to employees and where the biggest pressure points are.

*Let's dive in!*

# Younger generations are **the most positive**

**Gen Y and Gen Z** rated  
workplace metrics approximately



than their older counterparts,  
**Gen X and Baby Boomers.**

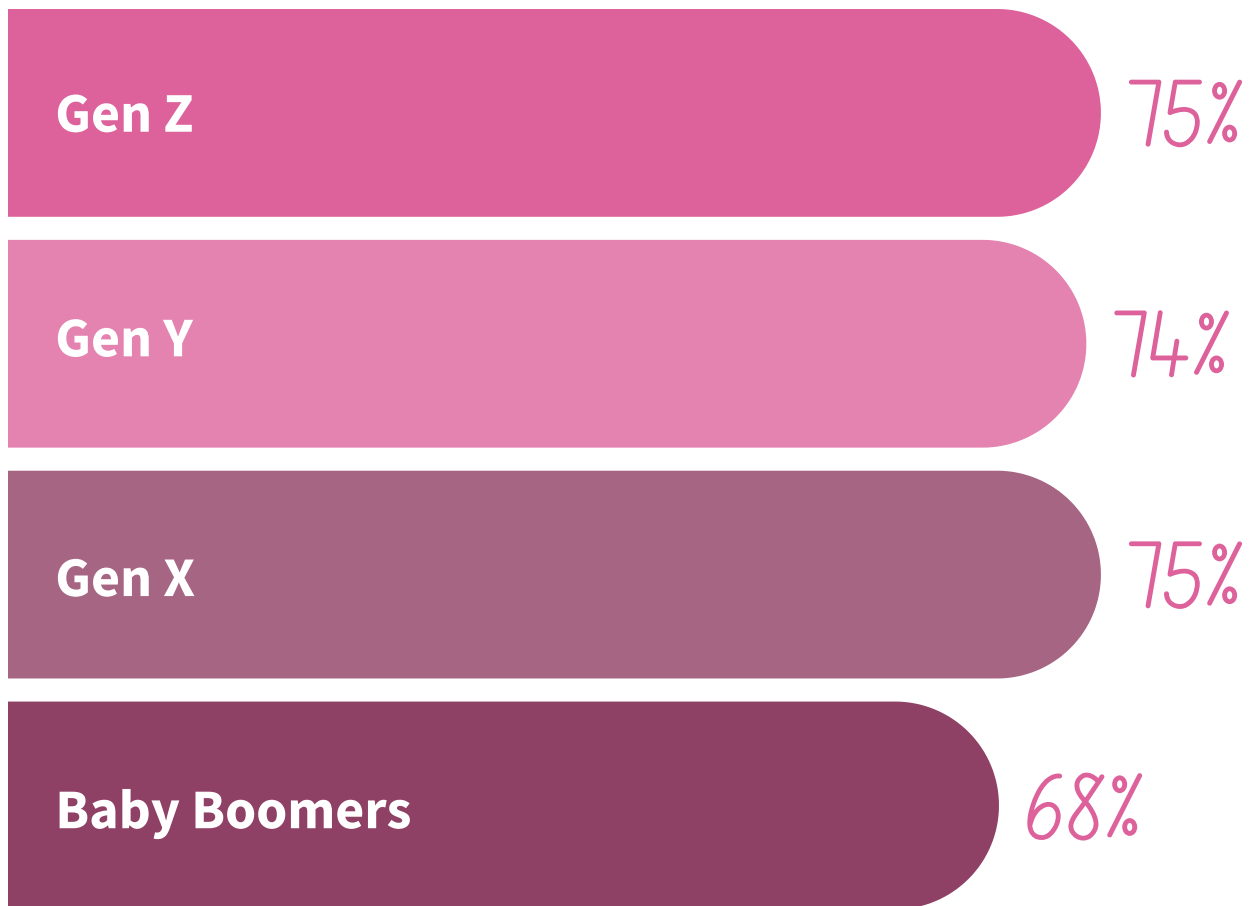
## **What does this suggest?**

Younger employees enter the workforce with fresh expectations and comparative optimism. Having grown up with a voice, they value being heard and are more positive about having a say.

# Baby Boomers are less likely to have a say

Survey participation is strong across all generations, but **Baby Boomers** are less likely to have their say.

## Survey Response Rates



# What matters most to each generation?

When it comes to the most positively mentioned topics, the generational divide is clear:

## Gen X & Baby Boomers



## Support

These groups truly value systems they know and can rely on, strong leadership, and a culture that backs them when challenges arise.

## Gen Z and Gen Y



## Teamwork

These younger cohorts thrive on collaboration and connection, valuing environments where they can contribute and grow together.

# What's a **universal pain point**?

Despite generational differences,  
one (*perhaps unsurprising*) issue unites:

## Workload

It was the most **negatively mentioned** topic across the board, signaling a widespread concern about burnout, capacity, and work-life balance.

### **What does this suggest?**

Consistent mentions of this topic show it needs active monitoring and regular team discussions.

This will help leaders catch pressure points early, adjust workloads before stress escalates, and create a culture where employees across the generations feel supported and heard.





# What are people **talking about the most?**

Interestingly, the most commented-on topics *(both positive and negative)* varied by generation:

## **Gen Z & Gen Y:** *Workload*

There's a desire here for sustainable work practices coupled with a greater mental health awareness.

## **Gen X & Baby Boomers:** *Communication*

We see a need for clarity, consistency, and being kept in the loop, especially during change.

# What this all means for leaders

Consider these **insights** as you continue to build a workplace that works for everyone.

## Your key considerations:

- Find ways for teams to gather so younger employees can learn and grow, with inclusive decision-making so they have a voice.
- Support older generations with reliable systems and leadership, while nudging them to share their experience and voice.
- Address workload concerns head-on by gaining data in this area, prioritising tasks, and promoting a culture of balance.
- Improve communication by providing as much clarity and context as possible, while encouraging open feedback loops.





## Worth remembering

While these insights may be valuable, it's important to remember that every organisation is unique.

*What will your real-time demographic data reveal?*

The reality within your teams may look very different from this research, and that's where real-time employee feedback becomes essential.

# Next steps

Chat to **our experts** about using demographic data.



## We can help you:

- Add demographic tags to employees like generation, gender, employment type, role-type, cohort and more.
- Use these tags to uncover hidden trends in your Teamgage results, tackle risks early and support every part of your organisation.



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