

# Resources for Living®

## Three workplace trends to expect in 2017

1st Quarter 2017 Manager Newsletter



[Return to index page](#)

The world is full of change. And the workplace isn't immune. With new technology, shifting demographics and other changes, it can help to know what's on the horizon.

So here are three workplace trends you might see in 2017.

### Generation Z

Just when you thought you'd adjusted to Millennials at work, here comes Generation Z. These are the folks born between the mid-1990's and 2010. And they began entering the workplace in 2016. So we'll see even more generations at work as we move forward.

This may create some challenges for managers. Generation Z, a group that was raised in the Internet age, will create an even wider digital gap with their Baby Boomer counterparts. And following the existing narrative of generational conflict, Millennials seems to view Generation Z as lazy.<sup>1</sup> So, as a manager, you may need to prepare yourself for possible conflicts between employees of varying ages.

### A wider definition of wellness

There's nothing new about wellness initiatives in the workplace. But moving forward, we may see more of these kinds of programs. And they're likely to be more focused on emotional wellbeing and more expansive than the traditional "call this number" approach.

One thing affecting this change is a growing appreciation for mental health. Groups like The Campaign to Change Direction have focused on raising awareness and reducing stigma. In fact, due to demand, the National Council recently expanded their Mental Health First Aid training to address concerns specific to the workplace.

In the future, your wellness programs likely won't distinguish between mental health and physical health. You'll probably see an effort to highlight more emotional wellbeing through education and techniques like mindfulness and deep breathing.

### More frequent performance reviews

Some experts are predicting that the age of annual or bi-annual reviews will soon be a thing of the past.<sup>2</sup> What will they do instead? Already, more companies are choosing to provide employees with informal and immediate feedback tied to their individual goals.

And there's merit to this change. First, many workers prefer more regular performance check-ins. Secondly, it can be hard to remember the details of a project you worked on six months ago when talking about your accomplishments. Finally, traditional reviews tend to emphasize the past rather than focusing on current performance and future development. And as a manager, current performance and growing your talent is the meat and potatoes of skill development.

We don't know for sure which, if any, of our predictions will materialize this year. The one thing we know is that while you can't always predict what will change, you can be sure that change will happen.

<sup>1</sup> [www.forbes.com/sites/danschawbel/2016/11/01/workplace-trends-2017/#6f6af9793457](http://www.forbes.com/sites/danschawbel/2016/11/01/workplace-trends-2017/#6f6af9793457)

<sup>2</sup> [hbr.org/2016/10/the-performance-management-revolution](http://hbr.org/2016/10/the-performance-management-revolution)