

Zuzana Benesova: My Generation's Mindset

The idea of my contribution was to point out a subtle change in our views of work life. While our parents used to keep one job for the most of their professional career, this does not sound appealing to Generation Y. However, this change goes beyond occasionally switching your job. More and more people are looking beyond their current profession and area of expertise. For instance, from my personal experience, a cabinet maker switched to being a truck driver, and a former HR specialist is now working as a commercial dispatcher at a gas storage headquarters.



These people show a lot of mental flexibility and courage to make such a bold move into a new professional future. They have various reasons for making this change— maybe they failed in their old job, maybe the market was down and business was slow ,or maybe they invested time and money into becoming a professional in their field but then realised that they didn't enjoy the work. Regardless of the motivation, the societal change is that there is no social stigma attached to such a decision anymore. No-one judges them for leaving their old career behind.

What we are witnessing is an emerging sense of tolerance to failure in the traditional sense. This doesn't mean that we are getting less ambitious. Success is as important to us as ever, but a career is not viewed as a constant linear path anymore. It rather consists of jumps. I strongly believe that tolerance to failure is a cornerstone to innovations and a way forward for Europe.