

But sure, return to the office.

Return to the office is starting. But will people show up a new study suggests, the tech savvy younger Generations, would, rather not ninety percent of Millennials and gen Z employees to return to working in the office full-time. According to a study done by Citrix, a reminder, Millennials are those between 27 and 41 old and gen Z. Those are between 9 and 26. So has the pandemic, inspired new work life. For working-age Millennials and gen Sears joining me now to discuss his jeans. She's psychology professor at San Diego State University who has studied differences between generations for decades her latest book. I Gen Y. Today's super connected kids are growing up less robotics.

That means for the rest of us doctor twangy. Why the generational differences on the return to work? Work and isn't number reason. So why is you look at the big survey data that we have overtime say looking at 18 year, olds gen Z or I Chen and Millennials are much more likely to Value work-life balance compared to Jack's. There's a Boomers at the same age, so they say, for example, I might not want a job or I would have to work too hard. They

In that.

I hear Boomers yelling at their TV sets, right now, they're lazy.

Well, we always have to recognize that generational differences are. Not all good, and not all bad. So there's always trade-offs involved. On the one hand, you might see this as work ethic, you know, they don't want to work that hard on the other. It is absolutely true. That Americans work, too many hours. We probably would be better off if it's me sound more time for leisure and for So there's two perspectives to this and we have to keep that in mind that you know it's not all good or all bad. So Gen's e, gen Z is the group. I get confused gen Z is the group that you referred to as ijen, right? Those who have come of age with a smartphone in their, in their pocket. I understand that they want to return to work Less in a conventional environment. Do they aspire to less material gain? Do they Aspire to less wealth than prior Generations. In other words are they okay with earning less as a result of not being in the office. Yeah. So they're they're not and Millennials weren't either. So that's where there is a little bit of a

disconnect that there's sometimes this idea that Millennials and gen Z, you know, want more purpose and meaning in their work and it turns

When you actually ask them, that's really not true. Instead, they really want that financial gain. Not surprising, in an age of income inequality and college loans to pay off and very high housing prices. Yet it is true. Some of this is going to collide with reality if they're saying, well, I don't want to work the hours but I still want to make the money. Well, it sounds to me, dr. Twangy. Like there's a reckoning coming. Probably at the end of summer early fall, as workplaces are now returning to some sense of normalcy. Because employers watching this, maybe they are already aware of the data, but somehow they're going to have to come to terms with that. Younger tech-savvy Workforce. Not wanting to return to the way things had been. How does it all get resolved? Yeah, I think we are going to see that conflict partially

Julian, just over all those. I keep working from home and then those you say look we need to be in the office to have that face-to-face interaction. Best case scenario is we get compromises of a hybrid model. So maybe going into the office once or twice a week or he at

home the rest of the time. Worst case scenario, it wouldn't surprise me if we see a lot of Millennials and gen Z quitting and saying, you know what? If you won't let me work at home at this job, Job, I'm going to go find another one. So it's going to be interesting to watch. Doctor 20. Thank you. As always, thanks so much. Still to come the service, has the word secret before it for a reason, the men and women who put their lives on the line to protect the president operate in the shadows. But a new book. Delves into the secret Services Noble, a troubled, history and evolution. The author of that book is next. Plus, lots of people asking why Republicans derailed the effort for a 911 style. January 6 commission. I have a different question. Why didn't Senate minority leader? Mitch McConnell sees this, as an opportunity to derailed. Trump for 2024, I'll answer that question for you to moment another, reminder make sure that you're answering this week's survey question at Smerconish.com did, the covid-19 virus originated naturally or by lab leak

I was always the last game of my mind space Stars influenced. It's all about a sense of awareness.

I see him thinking lines. It really helps me to go deeper into my Consciousness. I was always curious about the space that I was creating on a two-dimensional surface that I wanted to go physically inside certain sensibilities that I create within the work so that the viewers can also be a certain way with their gestures to discover. Our store is within and that for me is a greatest joy in working. That is my process.

Heritage. So I'm traveling across Italy to discover how the food is as unique as the people and their past. As I taste the flavors of the land and sea. Let's go fishing to discover what the food tells us about the people that craft it. Wow. And it's distinct regions. The Maestro is making a pizza. For me is I've ever had in my life. If you Believe in God, you believe in tortellini. It's like a religious.

This dish tells a story TaoTao, it has survived the darkest of times. The best sushi I've ever had. Original series Stanley, Tucci searching for Italy premieres June 20th,

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