GEN²

SOFT SKILLS ASSESSMENT FOR TEACHING GENERATION Z

Teaching Generation Z
Guidelines for Teachers

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0 Introduction

The overall objectives of our project for assessment and training of the social skills of teachers for the Generation Z are:

✓ Improved Teacher Effectiveness: Assessment and training of social skills can allow teachers to recognise their strengths and shortcomings in areas such as communication, teamwork, and conflict resolution. This information can then be utilised by them to train their professional development and enhance their classroom performance.

✓ Enhanced Student Outcomes: Teachers with excellent social skills are more suited to form positive relationships with students, recognise their needs, and provide an inclusive and supportive learning environment. This can result in increased student involvement, motivation, and academic achievement, all of which are essential to the success of vocational education and training.

✓ Better School Climate: Assessment and training of teachers' social skills can assist promote a culture of continuous improvement in schools, where instructors are encouraged to engage in professional development opportunities and enhance their talents. This can contribute to the development of a good and supportive school atmosphere that benefits both students and faculty.

✓ Adaptation to Changing Student Populations: Generation Z students have distinct learning styles, values, and expectations than earlier generations. Assessing and developing teachers' social skills might help them adjust to these changes and engage and support students from different generations more successfully.

In order to reach these objectives, we have developed a detailed Social Skills Assessment Tool and materials for individual training for those social skills (soft skills) which teachers in secondary and tertiary education need in their teaching of pupils and students from the Generation Z. These interactive tools are available in English and the languages of the partnership (Portuguese, German, Greek, Slovene, and Slovak) at a dedicated e-platform (https://training.mgenz.eu) and also as mobile app for smart phones. Parts of the contents are also available as audio files.

In these Guidelines, we have compiled the most important contents in order to give teachers of Generation Z students an overview about all those competences which they need for successful teaching.

Teachers will find a detailed description of eight skills clusters with altogether 49 skills and competences, with indications why these skills are important for Generation Z teachers. These Guidelines will enable them to better understand the results from the Assessment Tool and to create an inclusive and engaging learning environment, foster student collaboration and engagement, and support the development of critical thinking and problem-solving skills.

Reflective skills	Communication	Creative skills	Personal skills
Self-reflection	Active empathic listening	Creative thinking	Self-awareness
Emotional regulation	Assertiveness	Innovation	Emotional intelligence
Metacognition	Conflict resolving	Analytical skills	Resilience
Analysis & synthesis	Dialogue	Curiosity	Personal development
Evaluation	Perception	Logical thinking	Self-management skills
Feedback	Tactile body expressions	Open mindedness	Self-motivation
	Mirroring	Brainstorming	Positivity and optimism
	Writing skills	Networking	
	Digital Communication		
	Visualization skills		

Leadership skills	Organisational skills	Social coherence	Digital skills
Empathy	Time management	Self regulation	Generative AI skills
Effective communication	Integrity and professionalism	Self-reliance	Media and information literacy
Negotiation skills	Humility	Building trust	Technological literacy
Delegation skills	Work ethics	Cross-cultural competences	Working with digital devices and applications
Inspirational motivation	Adaptability	Inquiry skills	
Reflective skills	Motivation	Digital media competences	
Problem Solving	Planning and prioritizing		

1 Cluster 1: Reflective Skills

Reflective abilities are essential for personal and professional development, allowing individuals to learn from events and modify future behaviours and actions.

These competencies, essential for Generation Z educators and the Generation Z cohort, encompass:

1. Self-reflection enables individuals to examine their actions, feelings, and thoughts to get insights about their behaviours and motivations. This technique aids in comprehending personal objectives, strengths, and areas requiring enhancement.
2. Emotional regulation entails the management of emotions to sustain equilibrium and efficacy under many circumstances. This talent is essential for managing job stress, interpersonal problems, and personal challenges proficiently.
3. Metacognition denotes the process of reflecting on one's own cognitive processes. It assists individuals in planning, monitoring, and evaluating their cognitive methods for learning and problem-solving, resulting in enhanced decision-making and problem resolution.
4. Analysis and synthesis: These talents facilitate the disaggregation of intricate information into comprehensible components (analysis) and the amalgamation of these components into a unified entity (synthesis). This process is essential for comprehending intricate concepts, making judicious decisions, and devising innovative solutions.
5. Evaluation entails the critical assessment of situations, concepts, and information to derive informed judgements. This facet of reflective thinking aids in evaluating the quality of information and the feasibility of different alternatives, crucial for good decision-making.
6. Feedback: The capacity to provide and accept feedback constructively is essential for sustaining relationships and enhancing performance. For Millennials, who frequently prioritise collaborative and supportive work settings, the capacity to cultivate rapport through effective feedback is particularly important.

Significance of reflective skills for Generation Z teachers

Reflective abilities are essential for managing the difficulties and opportunities of today's dynamic environment. This generation prioritises:

✓ Technological integration: Reflective skills enhance the ability to adapt and integrate new technologies into various aspects of life.
✓ Social consciousness: These skills are crucial in understanding and acting on social, economic, and environmental issues.
✓ Collaborative environments: Effective reflection and feedback mechanisms are fundamental in fostering teamwork and enhancing group dynamics.
✓ Work-life balance: Emotional regulation and self-reflection contribute significantly to managing work pressures while fulfilling personal aspirations.

1.1   Self-Reflection

Self-reflection is an essential skill that guides individuals through a complicated and fast changing environment where conventional career trajectories and societal standards are perpetually transforming. Self-reflection, in a broad sense, is the introspective examination of one's ideas, feelings, actions, and behaviours to acquire insights and enhance personal and professional results. This talent is not only beneficial but crucial for tackling specific generational difficulties and utilising their unique characteristics and preferences.

Self-reflection fundamentally involves profound self-understanding. It necessitates a retreat from routine tasks to reflect on personal experiences, emotional reactions, and the consequences of one's actions. This approach allows individuals to discern their talents, shortcomings, motivations, and values. For millennials, who frequently pursue purpose and identity in their professional and personal endeavours, self-reflection may be essential for aligning their behaviours with their overarching life objectives.

Why are self-reflection skills important for Generation Z teachers?
- ✓ Improved communication skills: Even those teachers who are already digital natives may find it difficult to engage with people in person. They should examine their communication methods, identify nonverbal clues they might overlook, and enhance their face-to-face interaction skills by engaging in self-reflection. Effective interpersonal communication requires empathy and a deeper understanding of others' viewpoints, both of which can be developed by reflecting on discussions and interactions.
- ✓ Conflict resolution: There are drawbacks to favouring agreement over conflict. Although it encourages teamwork, it may make it more difficult to resolve disputes directly. Through self-reflection, millennials can analyse their conflict resolution techniques critically, comprehend their reluctance to conflict, and, when needed, adopt more forceful techniques. This ability is essential in work environments because resolving conflicts and advancing initiatives frequently call for direct, concise communication.
- ✓ Clarity in making decisions: The experience's abundance of options and information overload might cause indecision. Understanding one's decision-making processes, prejudices, and influences is facilitated by self-reflection. Millennials may learn to prioritise well, cut through the clutter, and make decisions with greater assurance—even when under pressure—by routinely practicing reflection.
- ✓ Leadership development: A collaborative leadership approach is typically preferred by millennials working as Generation Z teachers. They can better comprehend the effects of their style and adapt it to fit various situations by engaging in self-reflection. Millennials can become more adaptable leaders by analysing their leadership experiences and striking a balance between their innate collaborative tendencies and the assertiveness needed in conventional hierarchical systems.
- ✓ Professional networking and relationships: Although they are skilled at networking online, more in-depth professional relationships call for more than simply digital exchanges. Millennials can examine their relational skills and find strategies for creating deeper connections at work by engaging in self-reflection. Better teamwork, mentorship opportunities, and professional advancement may result from this.

1.2   Emotional Regulation

Effective emotional control is essential for both personal and professional performance, especially for those, who face a distinct set of opportunities and problems in the fast-paced, technologically-driven world of today. This competency entails the capacity to control and react to an emotional event in a positive, healthy manner. It has a big influence on how people deal with and overcome the difficulties of contemporary life, affecting everything from interpersonal relationships to workplace dynamics.

The methods through which people control the emotions they experience, when they experience them, and how they exhibit them are referred to as emotional regulation. Among other techniques, effective emotional regulation includes expressive suppression (preventing the external manifestations of internal emotions) and cognitive reappraisal (altering one's perspective on potentially emotionally charged situations). Gaining proficiency in this area is essential for millennials to handle the demands of contemporary organisations as well as the intricacies of digital communication.

Why isf emotional regulation important for Generation Z teachers?

- ✓ Handling digital communication: Having been up in an era where digital communication was commonplace, Generation Z teachers (millennials) frequently engage in a combination of online and in-person contacts. Emotional control facilitates effective reaction management in a variety of media. It's particularly crucial in digital settings where tone and nonverbal clues are lacking, increasing the likelihood of miscommunication.

- ✓ Improved interaction at work: Generation Z educators frequently want a collaborative work atmosphere. This inclination is supported by effective emotional regulation, which enables people to control their stress, settle disputes calmly, and remain professional even under duress.

- ✓ Making decisions: They must deal with an unprecedented amount of options and information, which could cause stress and inability to make decisions. Effective decision-making and clearer thinking are made possible by emotional regulation, which helps manage these stressors.

- ✓ Personal relationships: For those who appreciate genuine connections, emotional control is essential to establishing and preserving relationships in both the personal and professional spheres. It enhances interactions and strengthens ties by facilitating improved empathy, understanding, and conflict resolution.

- ✓ Adaptability: People must be able to adjust to the rapidly shifting socioeconomic environments. This is supported by emotional control, which enables people to be calm and productive in a variety of circumstances, such as negotiating cultural changes, transitioning to a new work, or coping with financial strains.

1.3   Metacognition

Metacognition, frequently referred to as "thinking about thinking," is an essential skill encompassing self-awareness and self-regulation of cognitive processes. It includes an individual's capacity to strategise, evaluate, and appraise their comprehension and performance. Metacognition is especially vital for millennials, who have distinct obstacles in their personal and professional life due to the swift advancement of technology and cultural transformations.

Metacognition comprises two fundamental elements: metacognitive knowledge and metacognitive regulation. Metacognitive knowledge encompasses the comprehension of one's learning processes, the identification of the most effective learning strategies, and the acknowledgement of the limitations of one's knowledge. Metacognitive control encompasses the planning, monitoring, and assessment of cognitive activities during learning and problem-solving contexts.

Why is metacognition important for Generation Z teachers:

- ✓ Adjusting to technological changes: As new technologies are constantly being developed, the target group is frequently at the forefront of their adoption. Through metacognition, they can assess how well they adjust to and incorporate new technologies into their personal and professional lives, ensuring that they continue to be productive and efficient.

- ✓ Career Advancement: One must quickly pick up and master new abilities as the workplace changes. They may evaluate their own learning processes, discover skill gaps, and determine the best strategies to advance their careers with the use of metacognitive skills.

- ✓ Managing information overload: Because Generation Z teachers are constantly connected and have access to digital media, they frequently deal with information overload. They can separate pertinent information from extraneous information thanks to metacognitive techniques, which improves their ability to make decisions and think critically.

- ✓ Personal relationships: Millennials can use metacognition to examine and enhance their interpersonal relationships in their personal life. Gaining insight into their mental processes enables individuals to communicate and interact with others more skilfully.

- ✓ Health and well-being: By empowering millennials to evaluate their habits and mental health critically, metacognition helps them make better lifestyle decisions and improves their personal health and well-being.

1.4   Analysis and Synthesis

Analysis and synthesis are essential cognitive abilities that significantly influence how humans manage complicated and information-dense surroundings. These skills are crucial for analysing information, recognising fundamental elements, comprehending relationships, and synthesising this knowledge into coherent and practical conclusions. Teachers, known for their adaptability, technological proficiency, and collaborative tendencies, can greatly improve decision-making, problem-solving, and invention through mastery of analysis and synthesis.

Analysis entails deconstructing intricate knowledge or issues into smaller, manageable components for enhanced comprehension. This method entails analysing data, trends, and concepts to discern patterns, causes, and effects. It involves posing pertinent enquiries, exercising critical thinking, and scrutinising the specifics.

Synthesis entails the amalgamation of disparate pieces of information to create a cohesive entity. It involves linking disparate datasets, concepts, or theories to generate novel insights or solutions. Synthesis necessitates creativity, critical thinking, and the capacity to anticipate future connections and implications.

Why are analysis and synthesis important for Generation Z teachers?

- ✓ Complex problem solving: In the contemporary, rapid-paced environment, millennials frequently encounter intricate challenges that lack simple resolutions. Analysis enables the disaggregation of obstacles into comprehensible components, whereas synthesis facilitates the amalgamation of diverse insights to foster innovation and efficiently address problems.
- ✓ Workplace adaptability: The contemporary work environment is dynamic and necessitates ongoing learning and adjustment. Analysis enables rapid comprehension of new information or systems, whereas synthesis facilitates the successful integration of this knowledge into established frameworks.
- ✓ Digital fluency: Analytical skills enable individuals to interpret and comprehend data, discerning the most pertinent information. Synthesis skills allow individuals to amalgamate diverse digital information to provide thorough insights or solutions.
- ✓ Leadership and collaboration: Analysis and synthesis are essential components of effective leadership and collaboration, attributes that are greatly esteemed. Analysis establishes a basis for educated decision-making, whereas synthesis promotes original thought and strategic development, essential for leadership in a collaborative setting.
- ✓ Social and ethical responsibility: With a heightened emphasis on the social and ethical ramifications of actions, millennials can leverage these competencies to evaluate and ensure their decisions are congruent with overarching societal ideals and positively influence their communities.

1.5   Evaluation

The ability to critically assess information is more important than ever in a time of complex societal changes, information overload, and rapid technology advancements. In terms of technology, communication, and workplace dynamics, the millennial generation of teachers must negotiate a special fusion of traditional and modern paradigms. A fundamental aspect of critical thinking is evaluation, which entails assessing the reliability of information sources, the calibre of arguments, and the soundness of conclusions. It is a talent that helps millennials overcome the obstacles of contemporary life, encourage creativity, and make well-informed judgements.

In critical thinking, evaluation is the process of methodically going over and analysing data to ascertain its veracity, applicability, and merit. This calls for more than merely ingesting information; it also calls for actively engaging with the content, challenging presumptions, looking for biases, and evaluating arguments supported by data. Having keen evaluation abilities is crucial for millennials, who are frequently exposed to a wide variety of information via digital media, in order to discern what is accurate and what is not.

Why are evaluation skills important for Generation Z teachers?

- ✓ Navigating: The millennial generation is the first to have grown up with cellphones, social media, and the internet. The ability to assess the legitimacy and dependability of internet content—whether it be news, research findings, or user-generated content on social media platforms—is essential due to the constant exposure to enormous volumes of information.
- ✓ Professional advancement: Teachers frequently struggle to adjust to rapidly changing economic situations and rapidly growing technologies in the profession. They may evaluate project results, examine workflows, and comment on techniques thanks to evaluation skills, which guarantee ongoing development and efficient problem-solving.
- ✓ Social and civic engagement: People's capacity to assess political claims, media messages, and public policies critically is essential as they become increasingly active in social and political spheres. This ability enables them to advocate for causes that are important to them and to engage in democracy more successfully.
- ✓ Personal and professional relationships: People must negotiate intricate social dynamics in interpersonal interactions, which is another area where critical evaluation is applicable. They can create connections that are better and more open by critically evaluating the words and actions of others.
- ✓ Adapting to globalisation: Teachers engage with a variety of cultures and viewpoints due to the globalised nature of the modern world. Evaluation abilities improve intercultural cooperation and communication by assisting them in comprehending and incorporating various points of view.

1.6   Feedback and rapport

Feedback and rapport are essential skills in contemporary professional and personal environments, espe-- cially for Generation Z educators. As Generation Z has been raised entirely within a digital environment, teachers have distinct communication obstacles and opportunities which are absent in other generations. Robust feedback systems and the capacity to cultivate rapport are essential for managing these complexity, promoting professional development, efficient collaboration, and interpersonal relationships.

Feedback encompasses the exchange of information regarding performances or behaviours aimed at en- hancing the circumstances or the individual's abilities. Feedback in the workplace can pinpoint areas for enhancement, reward constructive behaviours, and facilitate professional advancement. Rapport denotes the capacity to establish pleasant, harmonious connections with others, grounded in mutual understanding and empathy.

Generation Z educators encounter the problem of surmounting potential obstacles in digital communi- cation, where comments may be misconstrued and rapport may be more difficult to cultivate. This generation possesses the advantage of adaptability and technological proficiency, which may be utilised to create creative feedback mechanisms and rapport-building strategies tailored to contemporary commu- nication channels.

Effective feedback and rapport-building are essential not just for enhancing present performance and rela- tionships but also for establishing a foundation for sustained professional and personal development. For millennials, who prioritise authenticity and significant interactions, these abilities are crucial for realising their potential in both professional and personal spheres.

Why are feedback and rapport important for Generation Z teachers?
- ✓ Digital communication proficiencies: The millennial age frequently depends on digital communica- tion methods, like texting, social media, and emails, which may lack the subtleties of in-person conversations. Acquiring proficiency in providing and receiving feedback effectively, as well as fostering rapport in these contexts, is crucial for clear and constructive communication.
- ✓ Career development: Feedback serves as a mechanism for ongoing enhancement, crucial in a swiftly evolving employment landscape. Many educators of the Millennial generation place significant importance on personal growth and development, and constructive comments can facilitate the identification of chances for learning and progression.
- ✓ Team collaboration: They favour teamwork and prioritise collaboration. Constructive criticism and strong rapport within a team can improve productivity, cultivate a happy work atmosphere, and result in more imaginative solutions.
- ✓ Leadership: Transitioning into leadership positions necessitates the capacity to deliver clear, empa- thic feedback and to cultivate robust relationships with different team members. These competen- cies enable leaders to effectively direct and inspire their teams.
- ✓ Personal relationships: In personal speces, feedback and rapport are essential for cultivating and sustaining healthy partnerships. These qualities empower individuals to manage social subtleties and cultivate supportive networks.

2   Cluster 2: Communication Skills

Communication skills are essential in both personal and professional contexts, enabling effective interaction and understanding between people. For Millennials, who are often characterized by their adaptability, technological proficiency, and collaborative spirit, mastering a diverse set of communication skills is particularly important.

Our overview of these skills comprises:

1. Active empathic listening: This involves fully concentrating, understanding, responding, and then remembering what is being said. This skill is crucial for building rapport and trust.
2. Assertiveness: The ability to express one's opinions and needs directly and honestly, while still respecting others. It's essential for maintaining personal boundaries and avoiding passive or aggressive communication patterns.
3. Conflict resolving: It involves identifying and addressing disputes in a rational, balanced, and effective manner. This is vital in a workplace that values teamwork and diversity.
4. Dialogue (debating and persuasion): Engaging in constructive debates and persuading others with reasoned arguments. It helps in influencing decisions and motivating change.
5. Perception: The ability to understand and interpret the emotional cues of others, crucial in interpersonal interactions. Alexithymia, a condition where a person has difficulty identifying and expressing emotions, underscores the importance of emotional intelligence in communication.
6. Tactile body expressions: Using touch to convey messages and emotions, which can be essential in more intimate or direct communication settings.
7. Mirroring: Reflecting the gestures, speech patterns, or attitudes of others. This can help in creating empathy and understanding in conversations.
8. Writing skills: The ability to convey ideas clearly and effectively in written form, which is indispensable in the digital age for emails, reports, and social media.
9. Digital sommunication: Engaging effectively across various digital platforms, an essential skill given the prevalence of remote work and digital media.
10. Visualization skills: The ability to visualize complex ideas to simplify communication and enhance understanding, particularly useful in professional settings that involve data and processes.

There are numerous reasons why these communication abilities are essential for teachers:
- ✓ Technological proficiency: Their aptitude for technology is well-suited to their digital communication and visualisation abilities, which enable them to effectively communicate using these tools.
- ✓ Workplace dynamics: Active listening, assertiveness, and conflict resolution are essential skills for navigating team dynamics and leadership roles, as both Millennials and Generation Z frequently flourish in collaborative environments.
- ✓ Diverse and global environments: They benefit from improved perceptual skills and empathic listening to more effectively comprehend and engage with diverse populations, as they have a proclivity for global thinking and social awareness.

- ✓ Career advancement and networking: This target group is able to effectively articulate their ideas and establish professional networks by possessing strong debating, writing, and digital communication skills, which are essential for career growth.
- ✓ Personal development: In a generation that prioritises authenticity and profound connections, the acquisition of skills such as tactile communication and mirroring is essential for the development of personal relationships.

2.1　Active Listening

Active empathic listening is a foundational skill in both personal and professional relationships, especially crucial for millennials (teacher) and Generation Z. Both generations, navigating a rapidly changing digital and global landscape, finds itself in environments where communication styles are diverse and often virtual. Active empathic listening extends beyond mere hearing—it involves understanding, engaging with, and responding to others in a way that fosters deeper connection and mutual respect.

Active empathic listening is a three-part process that combines attentive listening, empathic understanding, and active engagement. It's not just about the words being said but also about the emotions, intentions, and thoughts underlying them. This form of listening requires one to fully concentrate, understand, respond, and then remember what is being said. It's an active process where feedback flows from listener to speaker in a way that promotes deeper understanding and connection.

Why are active empathic listening skills important for Generation Z teachers?
- ✓ Enhanced interpersonal relationships: Millennial teachers value authentic and meaningful relation-ships. Active empathic listening helps build trust and respect, essential for strong personal and professional relationships.
- ✓ Workplace collaboration and leadership: As teamwork and collaboration are highly valued in modern workplaces, the ability to listen empathically can lead to more effective teamwork and conflict resolution. For millennials (teachers) stepping into leadership roles, these skills are crucial for managing diverse teams and leading empathetically.
- ✓ Digital communication nuances: Given millennialsand Generation Z propensity for digital communi-cation, active empathic listening helps mitigate the challenges posed by the lack of non-verbal cues in online interactions, ensuring that the true intent and emotion behind digital communi-cations are understood.
- ✓ Cultural competence: With global interactions becoming commonplace, understanding and respecting cultural nuances is vital. Active empathic listening aids in navigating cross-cultural communications smoothly.
- ✓ Emotional intelligence: This skill is part of the broader emotional intelligence spectrum that is critical for personal development and success in all areas of life, allowing millennials to better manage their own and others' emotions.

Despite their connectivity, both target groups (teachers and students) often face criticism for lacking deep communication skills, partly due to the prevalence of quick, surface-level digital interactions. Additionally, the fast-paced nature of modern life can make sustained, deep listening seem time-consuming or even impractical.

In daily life, they can apply active empathic listening in various ways: Actively listening can foster a colla-borative spirit and reduce misunderstandings in the workplace. In personal relationships, listening empa-thically strengthens bonds and ensures that others feel valued and understood. In conflict situations, effective listening might de-escalate conflicts and lead to more satisfactory resolutions for all parties involved.

2.2   Assertiveness

Particularly for this target demographic, assertiveness stands out as a crucial talent in a world where communication dynamics are always changing. This generation—in fact, Generation Z and Millennia**ls—finds themselves negotiating a complicated web of societal expectations, employment hierarchy, and both new and outdated communication mediums. Being assertive entails respecting people while communicating one's needs, wants, and views in an honest, straightforward, and open manner. It promotes a balanced approach that is particularly advantageous in the contemporary, collaborative workplace and varied social settings by bridging the gap between passive and aggressive communication.

Assertiveness is about being self-assured and confident without being aggressive. It's a communication style and a way of behaving that allows individuals to express their opinions and stand up for their personal rights, expressing thoughts and feelings in a socially appropriate, non-destructive manner. This skill is vital for effective negotiation, conflict resolution, and relationship management.

Why are assertiveness skills important for Generation Z teachers?
- ✓ Developing assertiveness can help mitigate the limitations of digital communication, such as the lack of tone and body language, ensuring clear and effective exchanges.
- ✓ As the workplace becomes more diverse and collaborative, assertiveness allows Generation Z teachers to voice their ideas and concerns transparently and constructively. This is crucial not only for individual career growth but also for organizational success.
- ✓ Generation Z teachers prefer a collaborative approach to conflict resolution. Assertiveness plays a key role in such settings, enabling individuals to express differing viewpoints constructively without resorting to passivity or aggression.
- ✓ For personal growth, assertiveness helps Generation Z teachers set healthy boundaries and pursue their goals with confidence. It aids in self-advocacy and the maintenance of personal values and rights in all aspects of life.
- ✓ As this target group steps into leadership roles, assertiveness becomes essential in guiding teams, making tough decisions, and managing stakeholder expectations effectively.

Despite its benefits, practicing assertiveness can be challenging for those who may fear overstepping social boundaries or facing backlash, especially in hierarchical or traditional settings. Moreover, finding the right balance between assertiveness and aggressiveness can be difficult, requiring ongoing adjustment based on social cues and responses.

2.3   Conflict Resolution

Conflict resolution is an indispensable skill set in today's interconnected and rapidly changing world. For millennials, who are often characterized by their collaborative nature, technological savviness, and pre-ference for non-hierarchical structures, effective conflict resolution skills are not just beneficial—they are necessary. This generation faces unique challenges that demand sophisticated interpersonal skills, including the ability to navigate conflicts in both digital and real-world settings.

Conflict resolution involves identifying and addressing disputes in a manner that is constructive and mutually beneficial to all parties involved. It requires a combination of empathy, problem-solving, communication, and negotiation skills to manage and resolve disagreements in a way that strengthens relationships rather than breaks them down.

Why are conflict resolving skills important for Generation Z teacherst?
- ✓ Generation Z teachers frequently work in multicultural settings that encourage cooperation and teamwork among people with varied backgrounds and viewpoints. Harmonious and fruitful interactions are guaranteed by effective conflict resolution.
- ✓ Misunderstandings may increase if digital communication loses some of the subtleties of in-person conversations. They might not have obvious emotional cues and must be skilled at settling disputes that occur online.
- ✓ This generation is at the front of numerous social movements and transformations, frequently spearheading conversations on touchy subjects like business ethics, sustainability, and equality. In these situations, the ability to resolve conflicts is essential for effectively and constructively advocating for change.
- ✓ Keeping solid personal relationships is very important to them. Maintaining long-term connections in their personal lives depends on their ability to settle disputes graciously.
- ✓ Since conflict resolution is a highly regarded ability in organisational leadership, having it can lead to improved leadership prospects and career advancement.

Despite the necessity of conflict resolution skills, teachers may face several challenges in this area:
- ✓ Over-reliance on digital communication: Because digital communication lacks in-person interaction and non-verbal clues, it might make dispute resolution less successful.
- ✓ Avoidance of confrontation: Millennials as Generation Z teachers may put off resolving conflicts because they prefer peace and consensus over required confrontations.
- ✓ Global perspectives: Due to disparate cultural conceptions of conflict and conflict resolution techniques, working in international environments can provide challenges.

2.4   Dialogue

In an era characterized by rapid technological advancements and shifting socio-political landscapes, the ability to engage effectively in dialogue, debate, and persuasion is more crucial than ever. The millennial generation, which has grown up amid digital revolution and global interconnectedness, faces unique challenges and opportunities that demand sophisticated communication skills. Understanding how to effectively argue a point, persuade others, and engage in productive dialogue is essential for personal, professional, and societal progress.

Dialogue involves open-ended conversations where participants seek mutual understanding and explore different perspectives. Debating is more structured and aims at arriving at a conclusion through argumentation. Persuasion is the ability to convince others to change their attitudes, beliefs, or actions through logical, emotional, or cooperative appeals.

Each of these communication forms requires clarity of thought, effective delivery, and an understanding of the audience. For Millennials (Generation Z teachers), these skills are vital across various settings, from the workplace to personal relationships and civic engagement.

Why is dialogue important for Generation Z teachers?
- ✓ Advocating for ideas, leading initiatives, or navigating office dynamics are frequently necessary for professional advancement. You can effectively communicate their arguments and garner support by demonstrating persuasive and debating abilities.
- ✓ Skills in dialogue and persuasion are essential for cultivating meaningful online interactions and shaping narratives. It is essential to be able to engage in constructive dialogue, advocate for social change, and debate policies, regardless of whether one is involved in community organising or political discourse.
- ✓ Conflicts are inevitable in both personal and professional environments. The capacity to engage in constructive dialogue is instrumental in the amicable resolution of disputes, the preservation of relationships, and the promotion of a cooperative environment. It is essential to comprehend diverse cultural viewpoints and participate in cross-cultural dialogues in light of the increasing global connectivity. In order to be effective on a global scale, persuasive and debating abilities must be customised to accommodate a variety of audiences.

Millennials as Generation Z teachers may face specific challenges in these areas, including:
- ✓ Digital communication pitfalls: Online platforms frequently promote rapid, occasionally cursory communication that might lead to miscommunications.
- ✓ Information overload: It might be challenging to formulate concise, convincing arguments without becoming bogged down in the minutiae due to the abundance of information available.
- ✓ Polarisation: It might be difficult to have fruitful conversations without using violence in highly polarised settings.

2.5   Perception

The lens through which we interpret and make sense of the world is called perception. It encompasses our mental processes, feelings, and cultural heritage in addition to the physical senses. Developing perceptual skills is essential for millennials, who must navigate a quickly evolving and frequently chaotic environment, in order to make wise judgements, comprehend others, and develop self-awareness. This involves the capacity to navigate various viewpoints, comprehend social signs, and identify and analyse emotions.

A variety of cognitive functions, such as sensation, attention, memory, and interpretation, are all part of perception. It encompasses not just what we see, hear, and feel, but also how we interpret these sensory experiences. Our idea of reality is shaped by perception, which is impacted by things like expectations, beliefs, cultural background, and prior experiences.

Why are perception skills important for Generation Z teachers?
- ✓ Enhancing one's awareness of complex information, navigating ambiguity, and efficiently adapting to change are all made possible by perception skills.
- ✓ Building solid relationships, handling conflict, and developing empathy all depend on being able to identify and comprehend emotions in oneself and others. Emotional intelligence is facilitated by perception skills, which let millennials handle social situations with tact and understanding.
- ✓ Critical analysis and decision-making is essential to the processes of critical thinking and decision-making. Millennials can make more informed and logical judgements in both personal and professional contexts by correctly evaluating information and identifying biases.
- ✓ Cultural competency is essential in a world that is becoming more interconnected by the day. In multicultural settings, perception skills promote cooperation and inclusivity by enabling millennials to recognise and value different points of view.
- ✓ Personal development requires an understanding of one's own ideas, feelings, and actions. The person that possess perception skills, such as self-awareness and introspection, are able to recognise their strengths and places for development, which promotes ongoing development and self-actualization.

Despite its importance, perception is not without challenges for this target group. Factors such as information overload, digital distractions, and cultural biases can distort perceptions and hinder accurate understanding. Additionally, the prevalence of social media and online echo chambers can reinforce narrow perspectives and limit exposure to diverse viewpoints.

2.6   Tactile body expression

The capacity to communicate, express feelings, and establish relationships through body language and physical contact is referred to as tactile body expression skills. These abilities are more important than ever in a time where digital communication predominates and in-person encounters are either completely supplanted or augmented by screens and keyboards, particularly for millennials. Being raised in a world of social media and smartphones, this generation has particular difficulties navigating in-person encounters. For this reason, developing tactile body expression abilities is crucial to establishing deep connections, encouraging empathy, and improving general wellbeing.

A vast array of non-verbal clues sent by touch, posture, gestures, facial emotions, and eye contact are all included in tactile body expression. It is important for interpersonal communication because it enables people to express intentions, feelings, and social indications without using words. In ways that words alone cannot, tactile body expression—from a reassuring pat on the back to a comforting hug—can communicate warmth, empathy, support, and understanding.

Why are tactile body expression skills important for Generation Z teachers?
- ✓ Generations of Millennials and Generation Z yearn for real human connection in a world that is becoming more and more computerised. They can develop closer relationships with people by using their tactile bodily expression skills, which promote intimacy, trust, and emotional connection.
- ✓ An essential component of emotional intelligence is the ability to recognise and decipher nonverbal clues. Proficiency in tactile bodily expression enables millennials to respond effectively to emotional cues, navigate social situations, and empathise with others.
- ✓ Through the addition of subtleties and layers of meaning to spoken messages, tactile body expression improves communication. It enables millennials to communicate more meaningfully and effectively by demonstrating authenticity, empathy, and sincerity in their interactions.
- ✓ Understanding cultural variations in tactile body language is essential in today's multicultural, globalised environment. Millennials that are cross-culturally competent in tactile body expression are able to respectfully and sensitively negotiate a variety of social situations.
- ✓ Numerous health advantages, such as pain relief, stress reduction, and mood enhancement, have been demonstrated to be associated with physical touch. Touch can be a potent tool for boosting mental health and well-being among millennials who are skilled at using tactile body expression.

Despite its significance, developing tactile body expression abilities might be difficult for some reasons, such as:
- ✓ Teachers who grew up in the digital age might rely more on online communication channels than in-person contacts, which would limit their ability to learn tactile body expressive techniques.
- ✓ Different cultures have different tactile body language, and misreading cultural clues can cause social awkwardness or misunderstandings.
- ✓ When employing tactile bodily expression, it is crucial to respect individual boundaries. Millennials have to strike a careful balance between being warm and keeping a suitable physical distance.

2.7   Mirroring

Mirroring skills refer to the ability to subtly mimic or reflect the behaviors, gestures, and expressions of others during social interactions. This mirroring process is often subconscious and serves to establish rapport, build empathy, and enhance communication between individuals. In an era dominated by digital communication and virtual interactions, mastering mirroring skills is crucial for millennials to foster meaningful connections, navigate social dynamics, and build strong relationships both online and offline.

Mirroring occurs when individuals unconsciously mimic the non-verbal cues, gestures, and expressions of those around them. This mirroring behavior serves several purposes:
- ✓ Mirroring creates a sense of similarity and rapport between individuals, signaling mutual understanding and acceptance.
- ✓ By mirroring others' expressions and gestures, individuals can better empathize with their emotions and experiences.
- ✓ Mirroring fosters smoother and more effective communication by aligning non-verbal cues between individuals.

Why are mirroring skills important for Generation Z teachers?
- ✓ Mirroring abilities are crucial for building rapport and a sense of connection in online contacts in an increasingly digital environment when in-person encounters are frequently supplanted by virtual communication.
- ✓ From social gatherings to professional networking events, millennials frequently find themselves in a variety of social contexts. Their ability to mirror allows them to build relationships with a variety of people and adjust to various social situations.
- ✓ Mirroring promotes trust and stronger bonds in interpersonal and professional interactions by demonstrating empathy and understanding.
- ✓ Mirroring strategies are frequently employed by successful leaders to establish relationships with team members, foster trust, and have a good impact on others.
- ✓ By encouraging empathy and understanding between disputing parties, mirroring can help defuse tensions and result in more amicable settlements.

Although mirroring is a natural and frequently subconscious behaviour, intentionally practicing mirroring skills can provide a number of difficulties, such as:
- ✓ Authenticity: For mirroring to be successful, it needs to be sincere and understated. Exaggerated or purposeful mirroring can come out as manipulative or inauthentic.
- ✓ Cultural differences: What is deemed proper or acceptable in one society may not be in another, and mirroring behaviours varies among civilisations.
- ✓ Awareness and control: It takes experience and introspection to become aware of one's own non-verbal clues and learn how to regulate mirroring behaviours in various situations.
- ✓ Digital limitations: Nonverbal clues may be scarce in virtual communication, which makes rapport-building and successful mirroring difficult.

Building relationships and rapport with people can be facilitated by mirroring body language and communication patterns. Deeper relationships with friends and acquaintances can be cultivated and social interactions improved by mirroring movements, attitudes, and energy levels. By expressing empathy and understanding, mirroring can help defuse tensions and promote more productive dialogue and dispute settlement. In order to establish connection with team members, inspire trust, and promote cooperation and unity, effective leaders employ mirroring strategies.

2.8   Writing Skills

Proficiency in written communication is crucial for both personal and professional success, whether in the form of emails, social media posts, blog pieces, or official papers. When it comes to developing their writing abilities, millennials, who were up in a world where technology influences almost every element of every-day life, confront particular chances and obstacles. Millennials may succeed in many facets of life and manage the pressures of contemporary communication by comprehending and utilising these traits.

The following unique traits of millennials (Generation Z teachers) influence how they approach writing:
- ✓ Being raised surrounded by digital technology, they are the first generation to do so. They frequent-ly favour digital communication over conventional means and are at ease using computers, smart-phones, and the internet.
- ✓ They are skilled at balancing several jobs and information sources at once. Their writing style may be influenced by their capacity to multitask, which may result in shorter attention spans and a propensity for succinct, direct communication.
- ✓ They are well-known for their social activity, social consciousness, and commitment to change the world for the better. Their writing may become more focused on topics like diversity, inclusion, and sustainability as a result of this social conscience.
- ✓ They frequently look for chances to express themselves and admire originality and creativity. This inventiveness can be seen in their writing, as millennials express themselves through words in novel and unusual ways.

Why are writing skills important for Generation Z teachers?
- ✓ Being able to write well is crucial for success in the modern workplace. It is important to be a pro-ficient communicator in order to progress in one's job, from writing business-like emails to creating reports and presentations.
- ✓ It makes sense to utilise writing to develop one's professional and personal brands in an increasing-ly digital world. Writing helps millennials stand out in a competitive job market by showcasing their knowledge on personal blogs and LinkedIn accounts.
- ✓ Writing enables people to influence others and make their voices heard, whether through blog posts or social media updates.
- ✓ A person who writes must be able to think critically, evaluate data, and arrange their ideas logically. From solving problems to making decisions, these critical thinking abilities are extremely useful in every aspect of life.
- ✓ Strong writing abilities open doors to new chances, whether one is seeking additional schooling, beginning a new job, or just using their creativity.

Although the millennial generation is accustomed to using digital devices, they encounter certain obstacles when trying to improve their writing abilities:
- ✓ They are inundated with data from multiple sources, which makes it difficult for them to sort through and identify pertinent data for their writing.
- ✓ Because social media and cellphones are always competing for their attention, individuals could find it difficult to concentrate on writing assignments for long stretches of time.

✓ They could expect instant results from their writing endeavours because we live in a culture of instant gratification, which can cause frustration when development is longer than anticipated.

✓ Conventions concerning language and communication are always changing, especially in online contexts. To make sure that their writing is successful and relevant, they must keep abreast of these developments.

2.9   Digital Communication

Digital communication has revolutionized the way people interact, connect, and collaborate in the modern world. For millennials, born between 1981 and 1996, digital communication is not just a tool but an integral part of daily life. From texting and social media to email and video calls, millennials have grown up in a digital age where technology shapes nearly every aspect of their personal and professional interactions. Understanding the characteristics of millennials and their relationship with digital communication is essential for navigating this rapidly evolving landscape effectively.

Characteristics of »Digital Natives« in digital communication:
- ✓ Tech-savvy: Having grown up with technology as a constant in their lives, they are frequently referred to as digital natives. They quickly pick up new digital tools and platforms and are at ease using computers, smartphones, and the internet.
- ✓ Socially connected: They cherish social ties and keep up their interactions with friends, family, and coworkers using digital communication channels. Their social life are greatly impacted by social media in particular, which enables them to maintain relationships and interactions with others.
- ✓ Multitaskers: They frequently manage several digital communication channels at once and are skilled at multitasking. Millennials easily incorporate digital communication into their everyday habits, whether it's texting while watching TV or checking emails during meetings.
- ✓ Informal communication style: Especially in digital settings, they frequently communicate in an informal manner. Their inclination for informal and relaxed communication is seen in the frequent usage of emoticons, acronyms, and slang in social media and texting.
- ✓ Preference for visual content: In digital communication, they are attracted to visual content like images, videos, and memes. Millennials, who appreciate sharing and consuming visually stimulating content, are especially fond of visual networks like Instagram and Snapchat.

Why are digital communication skills important for Generation Z teachers?
- ✓ Networking opportunities are offered by digital communication sites such as LinkedIn. Digital communication abilities are critical for success in the current era, whether one is sending business emails or participating in virtual environments.
- ✓ Regardless of physical distance, digital communication enables people to maintain relationships with friends and family. A sense of community and belonging is fostered by social media platforms which enable real-time connection and the sharing of updates and experiences.
- ✓ Information access makes it possible to obtain news, information, and resources on a variety of subjects through digital communication channels. Digital platforms offer immediate access to knowledge and information through podcasts, webinars, blogs, and online articles.
- ✓ Digital channels for communication provide chances for imaginative narrative and self-expression. Digital tools can be used to share ideas, experiences, and viewpoints with the world through anything from blog articles and YouTube videos to social media graphics and memes.

Even though digital communication skills have numerous advantages, navigating this complicated environment can present a number of difficulties:
- ✓ Information overload from various digital sources, which makes it difficult to separate important information from irrelevant information.

- ✓ Social media and cellphones can cause digital distractions that divert focus from crucial tasks and priorities.
- ✓ It may be challenging to separate fact from fiction and make wise decisions due to the spread of false information and fake news on digital platforms.
- ✓ Digital etiquette requires navigating its intricacies, which include topics like cyberbullying, online privacy, and proper social media usage.

2.10 Visualization

In the digital age, visualisation skills—the capacity to conjure and modify ideas or images in the mind—are becoming more and more important, particularly for millennials. Millennials and Generation Z are digital natives who have grown up surrounded by visual stimulus, from virtual reality experiences to social media feeds and digital ads. Knowing the traits and how they relate to visualisation can help one better understand how they use this ability to achieve and traverse different facets of life.

Characteristics of Generation Z teachers in visualisation

It's crucial to remember that both Generation Z and Millennials are skilled at using digital apps and technology, which enables them to process and comprehend visual data displayed on displays. Their preferences and visual literacy were influenced by the interactive interfaces, multimedia information, and video games they were exposed to as children.

Many of them learn best using pictures, diagrams, and videos rather than standard textual instructions because they are predominantly visual learners. Their inclination for visual learning affects how they process information, interact with it, and solve problems.

They appreciate creativity and innovation precisely because of these realities, and their ability to visualise helps them think creatively and utilise visualisation to develop and share novel ideas. Additionally, multitasking across several displays and platforms enhances their cognitive flexibility and visualisation abilities.

Why are visualization skills important for Generation Z teachers?
- ✓ In a variety of situations, from data analysis and pattern recognition to future planning and strategy, visualisation abilities are critical for problem-solving and decision-making.
- ✓ New ideas, thoughts, and solutions can be produced thanks to visualisation, which stimulates creativity and innovation.
- ✓ Learning and gaining new knowledge in the digital age require the application of visualisation skills. Consequently, it is critical that educators understand the value of visualisation as a pedagogic tool.
- ✓ Younger generations benefit greatly from the use of visualisation in the learning process since it encourages focus and dedication.
- ✓ Modern teaching employs visual learning strategies like mind mapping, vision boards, journaling, and more.

Notwithstanding the advantages of visualisation, mastering this ability presents a number of difficulties:
- ✓ Visual inputs from multiple sources cause information overload, making it difficult to block out distractions and concentrate on important information.
- ✓ It can be challenging to fully connect with complicated visual information if one's attention span is restricted to short-form content.
- ✓ Prolonged use of screens and digital content can cause ocular strain and digital tiredness, which impair concentration and the capacity to interact with visual contents.

3   Cluster 3: Creative Skills

Creative skills encompass a broad range of competencies that enable individuals to effectively generate innovative ideas, solve complex problems, and adapt to new situations. These skills are essential for Generation Z, who lives in an era of constant technological and social change.

1. The cluster description brings a comprehensive overview of these skills and their significance for the teachers of this generation:
2. Creative thinking: The ability to conceive new and original ideas by thinking outside of the traditional frameworks. It involves seeing patterns and connections that are not obvious to others.
3. Innovation: Applying creative ideas to produce something new or improve existing processes, products, or services. Innovation is crucial in today's fast-paced economy, where staying ahead often requires thinking ahead.
4. Analytical skills: The capability to visualize, articulate, and solve both complex and uncomplicated problems and concepts, and make decisions that are sensible and based on available information. This skill is vital for assessing problems and identifying effective solutions quickly and efficiently.
5. Curiosity: A strong desire to learn and understand more drives curiosity. It is the foundation of all creative pursuits because it pushes individuals to explore beyond the usual scope of knowledge.
6. Logical thinking: The ability to assess situations, recognize patterns, and systematically analyze various outcomes. Logical thinking supports creative problem solving by providing a structured approach to idea evaluation.
7. Open-mindedness: Being receptive to new ideas and different viewpoints. Open-mindedness enhances creativity by allowing individuals to consider and experiment with alternative solutions.
8. Brainstorming: A group creativity technique designed to generate a large number of ideas for the solution to a problem. Brainstorming encourages uninhibited and non-judgmental thinking, which is crucial for the creative process.
9. Networking: Building and maintaining relationships with a diverse group of people. Networking can spark creativity by exposing individuals to new ideas and perspectives and fostering collaboration.

Characteristics of Generation Z teachers

Generation Z teachers can be from the Baby Boomers, Generation X and Millennials. These three generations share the following common characteristics:
- ✓ Adaptability and flexibility: They witnessed major technological advancements and workplace changes, such as the advent of the Internet. This has made them adaptable and technologically versatile.
- ✓ Cultural and social diversity: They grew up at the time of the civil rights and equality movements, which made them generally more sensitive and responsive to diversity and inclusion. They value participation in their communities, which reflects their desire to contribute to collective well-being and leave a positive legacy.

✓ Digital gap: Although they are adept at technology, there is still a significant difference with the younger generations when it comes to the ease and naturalness with which they use recent technologies.

The significance of creative skills for the teachers of these generations is multifaceted:

✓ Workplace evolution: as the modern workplace is continuously evolving and requiring creative solutions to new challenges, teachers must be equipped with strong creative and innovative skills to be more capable of giving their learners the skills to lead with those transformations.

✓ Technology and digital proficiency: teachers must continue their training in the digital area so that they are up to date and can give their learners guidance in this area.

✓ Global and cultural awareness: teachers should value diversity and inclusion, open-mindedness and curiosity. These factors help learners engage and work more effectively across cultural boundaries.

✓ Entrepreneurial spirit: teachers should encourage creative thinking and networking, which are key skills for learners who want to start their businesses.

✓ Social Impact: teachers should encourage positive thinking, innovation and the creation of new ideas, which are essential for learners to develop new solutions to social and environmental issues.

3.1   Creative Thinking

Creative thinking, the ability to generate innovative ideas and solutions, is a vital skill for Generation Z navigating today's rapidly changing world. Shaped by their unique characteristics and experiences, they approach creativity with a blend of digital fluency, social consciousness, and a desire for self-expression. Understanding the role of creative thinking in the Generation Z mindset provides valuable insights into how they harness creativity to solve problems, drive innovation, and shape their personal and professional lives.

Why is creative thinking important for Generation Z teachers?

Teachers' creative skills are marked by a unique combination of historical context, technological advances and diverse cultural influences. This generation has used the tools and opportunities available to innovate in areas as diverse as music, cinema, technology and more, leaving a lasting legacy in culture, technology and business. In this sense, teachers of this generation must use creative thinking in order to develop self-awareness in learners concerning:

- ✓ Problem-solving and innovation: Creative thinking is essential for learners to navigate complex challenges and drive innovation in a rapidly evolving world. Whether devising solutions to environmental crises, addressing social inequalities, or developing new technologies, creative thinking enables learners to think outside the box and pioneer groundbreaking ideas.
- ✓ Career advancement: Creative thinking is a valuable asset in the workplace, enhancing learners' ability to adapt to change, think critically, and generate innovative solutions. Employers increasingly seek out creative thinkers who can bring fresh perspectives and drive innovation in their organizations, making creative thinking a key factor in career advancement and professional success.
- ✓ Personal fulfilment: Creativity brings joy, fulfilment, and a sense of purpose to learners' lives. Whether pursuing artistic endeavors, engaging in creative hobbies, or expressing themselves through various forms of self-expression, creative thinking allows learners to tap into their passions and unleash their full potential.
- ✓ Social impact: Creative thinking empowers learners to effect positive change in their communities and beyond.
- ✓ Self-expression and identity: Creative thinking provides learners with a means of self-expression and identity formation.

Despite the benefits of creative thinking, Generation Z teachers face several challenges in developing and nurturing this skill:

- ✓ Fear of failure: learners may fear failure or criticism, inhibiting their willingness to take creative risks and explore unconventional ideas.
- ✓ Digital distractions: with constant access to digital devices and social media, learners may struggle to find time for uninterrupted creative reflection and deep thinking.
- ✓ Pressure to conform: in a culture of social comparison and online validation, learners may feel pressured to conform to societal norms and expectations, stifling their creativity and originality.
- ✓ Information overload: learners are bombarded with information from various sources, making it challenging to filter out distractions and focus on creative pursuits.

Creative Thinking is applicable in various aspects:

- ✓ Professional environment: applying creative thinking to problem-solving, brainstorming innovative ideas, and driving organizational change and growth in the workplace.
- ✓ In the classroom: teachers must equip themselves with creative tools to help their learners. The use of cinema, music, literature, or digital media can be incorporated into classroom activities.
- ✓ Social environment: using creativity to raise awareness of social issues, advocate for positive change, and mobilize communities to take action on pressing global challenges

3.2   Innovation

Innovation is considered fundamental for Generation Z. They live in a world where complexity and change are daily constants. The combination of digital fluency, a spirit of innovation and social awareness means that this generation views innovation as normal.

Understanding the role of innovation in the mentality of generation Z offers a perspective on how this generation drives change, disrupts industries and shapes the future through its innovative endeavours.

Why is innovation important for Generation Z teachers?
Innovation of teachers (Generation X) played a key role in the transition to the digital age and in creating many of the technological and cultural innovations that shape the world today. The ability to adapt to rapid technological change and their entrepreneurial streak were fundamental to the development of the infrastructures and concepts that underpin modern society.

Generation Z has driven innovation in various sectors, taking advantage of their familiarity with technology to change the future in a way that emphasises interactivity, flexibility and social responsibility. Their high ability to navigate and integrate new technologies, from very early on in their lives, is changing markets and industries and society as a whole.

- ✓ Boosting economic growth: Innovation is a key driver of economic growth and prosperity. Generation Z has an important role to play in promoting innovation in various sectors, from technology and healthcare to finance and entertainment. By developing innovative solutions to pressing challenges, this generation drives economic development, creates jobs and stimulates entrepreneurship and innovation.
- ✓ The Gig economy and freelancing: Remote and flexible working: Generation Z is embracing the Gig economy, valuing the flexibility and diversity of experience that freelance work can offer.
- ✓ Freelancing platforms: This generation uses digital platforms to offer and acquire services, transforming the way skills and talents are marketed.
- ✓ Solving complex problems: Innovation enables learners to tackle complex problems and address systemic challenges facing society. Whether developing sustainable technologies, improving healthcare delivery, or advancing education initiatives, learners leverage innovation to create positive change and improve quality of life for individuals and communities.
- ✓ Fostering entrepreneurship: Innovation is essential for fostering entrepreneurship and empowering learners to launch startups, create new business models, and disrupt established industries. By developing innovative products, services, and solutions, learners drive entrepreneurship and innovation, contributing to economic growth and job creation.
- ✓ Promoting social impact: Innovation enables students to develop solutions that address pressing social and environmental challenges, such as poverty, inequality, and climate change. Whether through social enterprises, nonprofit organizations, or corporate social responsibility initiatives, learners leverage innovation to promote social impact and create a more equitable and sustainable world.
- ✓ Enhancing personal and professional growth: Innovation foster personal and professional growth, empowering learners to think creatively, adapt to change, and pursue their passions and interests.

By developing a mindset of innovation, learners unlock their full potential, pursue their dreams, and achieve success in their personal and professional lives.

Despite the benefits of innovation, Generation Z teachers face several challenges in developing and nurturing this skill:

- ✓ Risk aversion: learners' of this generation may be risk-averse, fearing failure or criticism, which can inhibit their willingness to take creative risks and pursue innovative ideas.
- ✓ Resource constraints: limited access to capital, resources, and support networks can hinder learns' of this generation ability to pursue entrepreneurial ventures and innovative projects.
- ✓ Resistance to change: Generation Z learners may encounter resistance to change and innovation from established institutions, industries, and cultural norms, making it challenging to implement new ideas and approaches.

Innovation is applicable in various aspects:

- ✓ Professional environment: Innovation in the workplace can lead to significant improvements in working methods, which will give teachers more time for their essential work: mentoring their learners and providing constant support, rather than continuing to be tied down with bureaucratic and organisationally burdensome situations. Applying innovative ideas to existing processes, working on them with their peers, can be the starting point for making the working environment lighter and creating the ongoing motivation that is fundamental for today's teacher.
- ✓ In the classroom: Teachers must equip themselves with innovative ideas to engage learners of this generation to a sense of belonging at the group "classroom". The use innovation requires that teachers change the actual order of things at the classroom and promote methods and techniques that allow learners of Generation Z to embrace their "inborn" innovation mind-set.
- ✓ Social impact: Innovation at the classroom will enable these learners to engage in actions/movements among learners' community and the surrounding community regarding a strong commitment to social and environmental causes.

3.3   Analytical Skills-

Analytical skills are essential for Generation Z to navigate today's data-driven world. Shaped by their unique characteristics and experiences, Generation Z approaches analysis with a blend of digital fluency, critical thinking, and a thirst for knowledge. Understanding the role of analytical skills in the Generation Z mind-set provides valuable insights into how they interpret information, solve problems, and make informed decisions in various aspects of their lives.

Why are analytical skills important for Generation Z teachers?
Teachers creativity skills are marked by a unique combination of historical context, technological advances and diverse cultural influences. This generation has used the tools and opportunities available to innovate in areas as diverse as music, cinema, technology and more, leaving a lasting legacy in culture, technology and business. In this sense, the teacher of this generation must use analytical skills to develop self-awareness in learners concerning:

- ✓ Data-driven decision making: Analytical skills enable Generation Z to make informed decisions based on data and evidence rather than intuition or anecdotal evidence. Whether in the workplace, academia, or personal life, Generation Z leverages data analysis to evaluate options, assess risks, and identify opportunities for growth and improvement.
- ✓ Problem-solving and innovation: Analytical skills are essential for problem-solving and innovation, enabling Generation Z to identify patterns, trends, and correlations in data, leading to insights and solutions that drive innovation and change. Whether developing new products, optimizing processes, or addressing social challenges, analytical skills empower Generation Z to tackle complex problems and drive positive change.
- ✓ Career advancement: Analytical skills are highly sought after in the job market, with employers valuing candidates who can analyse data, extract insights, and make data-driven decisions. Generation Z with strong analytical skills have a competitive edge in the workplace, positioning them for career advancement and leadership opportunities across various industries and sectors.
- ✓ Critical thinking and evaluation: Analytical skills foster critical thinking and evaluation, enabling Generation Z to assess information critically, identify biases and assumptions, and draw well-reasoned conclusions. In an era of misinformation and fake news, analytical skills empower Generation Z to navigate information overload and make sound judgments based on evidence and logic.
- ✓ Continuous improvement: Analytical skills facilitate continuous improvement and learning, allowing Generation Z to analyse performance metrics, identify areas for improvement, and iterate on strategies and approaches to achieve better outcomes. Whether in personal development, professional growth, or organizational performance, analytical skills drive continuous improvement and optimization.

Despite the benefits of Analytical Skills, Generation Z teachers face several challenges in developing and nurturing this skill:
- ✓ Information overload: Generation Z is bombarded with vast amounts of data and information from various sources, making it challenging to sift through the noise and extract meaningful insights.

- ✓ Technical complexity: Analytical tools and methodologies can be complex and intimidating, requiring technical expertise and specialized knowledge to use effectively. Generation Z may struggle to master these tools and techniques without proper training and guidance.
- ✓ Confirmation bias: Generation Z may be susceptible to confirmation bias, selectively interpreting data to confirm preconceived beliefs or assumptions rather than objectively evaluating evidence.
- ✓ Ethical considerations: Analytical skills raise ethical considerations related to data privacy, security, and bias. Generation Z must navigate these ethical dilemmas responsibly and ethically in their analysis and decision-making processes.

Analytical Skills are applicable in various aspects:

- ✓ Professional Environment: Analytical skills are crucial to problem-solving, identifying issues, understanding their root causes, and developing effective solutions;
- ✓ In the Classroom: Analytical skills involve critical thinking, identifying issues and developing solutions, searching data from various sources and synthesizing information paying attention to details.
- ✓ Social Environment: Analysing social issues, evaluating interventions, and advocating for policy changes based on evidence-based research and analysis.

3.4 Curiosity

Curiosity skill is the proactive pursuit of knowledge and understanding, driven by a strong desire to explore, learn, and discover new information and experiences. This skill encompasses a set of behaviours and attitudes that involve questioning, investigating, and seeking out new and varied sources of information. It is a dynamic and multifaceted skill that propels individuals to seek continuous learning and personal growth, fostering a deeper understanding of the world.

Why is curiosity important for Generation Z teachers?
The skill of curiosity is vital for Generation Z teachers as it enables them to remain adaptable, innovative, and effective in a rapidly changing educational environment. By fostering a curious mind-set, teachers can better support their learners' learning and development, ultimately preparing them for success in an ever-evolving world. So, this skill is important for Generation Z teachers for several reasons:

✓ Adapting to rapid technological change: Curiosity drives teachers to stay updated with the latest technological advancements and educational tools, ensuring their teaching methods remain relevant and effective. By exploring new technologies, curious teachers can integrate innovative digital tools and platforms into their classrooms, enhancing learner engagement and learning.

✓ Promoting lifelong learning: Teachers who demonstrate curiosity model lifelong learning for their learners, inspiring them to adopt a similar attitude toward education and personal growth. Curious teachers are committed to their professional development, constantly seeking ways to improve their teaching practices and better support their learners.

✓ Engaging diverse learners: Curiosity about learners' backgrounds, interests, and learning styles helps teachers create more inclusive and personalized learning experiences. By exploring various teaching strategies and educational philosophies, curious teachers can find creative and effective ways to reach and motivate diverse learners.

✓ Fostering critical thinking: Curious teachers encourage learners to ask questions, think critically, and explore subjects deeply, fostering a classroom environment that values inquiry and intellectual curiosity. By promoting a curious mind-set, teachers help learners develop essential problem-solving skills that are valuable both in academic settings and in real-life situations.

✓ Adapting to educational challenges: The educational landscape is constantly evolving, with new challenges and opportunities arising regularly. Curiosity equips teachers to navigate these changes proactively and adapt their approaches as needed. Curious teachers are more likely to be resilient and flexible, qualities that are crucial for handling the uncertainties and complexities of modern education.

✓ Building a collaborative culture: Curiosity about new ideas and best practices can lead to greater collaboration and knowledge sharing among teachers, fostering a supportive and innovative professional community. Curious teachers are often more willing to explore and integrate concepts from different disciplines, enriching the learning experience and promoting interdisciplinary thinking.

✓ Enhancing learners' motivation and achievement: Curiosity-driven teachers design engaging and thought-provoking lessons that capture Learners' interests and motivate them to learn. By being curious about what learners are capable of, teachers can set high expectations and support learners in reaching their full potential.

Despite the benefits of curiosity, teachers of Generation Z face several challenges in developing and nurturing this skill:

- ✓ Risk aversion: Learners' of this generation may be risk-averse, fearing failure or criticism, which can inhibit their willingness to take creative risks and pursue innovative ideas.
- ✓ Resource constraints: Limited access to capital, resources, and support networks can hinder learners' of this generation ability to pursue entrepreneurial ventures and innovative projects.
- ✓ Resistance to change: Generation Z learners may encounter resistance to change and innovation from established institutions, industries, and cultural norms, making it challenging to implement new ideas and approaches.
- ✓ Information overload: Teachers are bombarded with vast amounts of information and distractions in the digital age, making it challenging to focus their curiosity and prioritize their interests.

Curiosity is applicable in various aspects:

- ✓ Professional environment: The skill of curiosity is a powerful asset in the professional environment, promoting continuous learning, innovation, effective problem-solving, adaptability, enhanced collaboration, and overall organizational improvement. Cultivating curiosity within the workplace can lead to significant personal and professional growth, driving both individual and collective success.
- ✓ In the classroom: The skill of curiosity can transform it into a dynamic, engaging, and effective learning environment. It promotes deeper understanding, critical thinking, innovation, and a lifelong love of learning among learners while empowering teachers to continuously improve their practice and better meet the needs of their learners.
- ✓ Social environment: The skill of curiosity significantly enriches social environments by enhancing interpersonal relationships, fostering effective teamwork, driving community engagement, and contributing to personal growth. By cultivating curiosity, individuals can create more meaningful connections, innovate collaboratively, and make a positive impact in their communities.

3.5   Logical Thinking

Logical thinking skills are essential for Generation Z navigating a complex and rapidly changing world. Shaped by their unique characteristics and experiences, Generation Z approach logical thinking with a blend of digital fluency, critical reasoning, and adaptability. Understanding the role of logical thinking in the Generation Z mind-set provides valuable insights into how they analyze information, solve problems, and make informed decisions in various aspects of their lives.

Why is logical thinking important for Generation Z teachers?

Teachers' creative skills are marked by a unique combination of historical context, technological advances and diverse cultural influences. This generation has used the tools and opportunities available to innovate in areas as diverse as music, cinema, technology and more, leaving a lasting legacy in culture, technology and business. In this sense, the teacher of this generation must use logical thinking skills in order to develop self-awareness in learners concerning:

✓ Decision making: Logical thinking skills are essential for decision-making, enabling Generation Z to assess options, evaluate risks, and make informed choices based on evidence and reasoning. Whether in personal finances, career choices, or social issues, logical thinking empowers Generation Z to navigate complex decision-making processes with confidence and clarity.

✓ Problem-solving: Logical thinking is critical for problem-solving, allowing Generation Z to analyse problems systematically, identify root causes, and develop effective solutions. Whether troubleshooting technical issues, resolving conflicts, or addressing organizational challenges, logical thinking skills enable Generation Z to tackle problems with precision and efficiency.

✓ Critical thinking: Logical thinking fosters critical thinking, enabling Generation Z to evaluate arguments, assess evidence, and draw well-reasoned conclusions. In an era of misinformation and fake news, logical thinking skills empower Generation Z to discern fact from fiction and make sound judgments based on evidence and logic.

✓ Innovation and creativity: Logical thinking is foundational to innovation and creativity, providing a framework for generating ideas, evaluating alternatives, and refining solutions. Whether developing new products, services, or social initiatives, logical thinking skills enable Generation Z to innovate with confidence and precision.

✓ Communication and persuasion: Logical thinking enhances communication and persuasion skills, enabling Generation Z to articulate their ideas clearly, present evidence effectively, and persuade others through reasoned argumentation. Whether in professional presentations, academic debates, or social advocacy, logical thinking skills empower Generation Z to communicate with clarity and conviction.

Despite the benefits of logical thinking, Generation Z teachers face several challenges in developing and nurturing this skill:

✓ Information overload: Generation Z are bombarded with vast amounts of information and data in the digital age, making it challenging to sift through the noise and identify relevant information for logical analysis.

✓ Cognitive bias: Generation Z may be susceptible to cognitive biases, such as confirmation bias or availability bias, which can distort their reasoning and lead to flawed conclusions.

✓ Emotional decision making: Generation Z may rely on emotions rather than logic in decision-making processes, leading to irrational choices or impulsive actions.

✓ Complexity and uncertainty: Generation Z may struggle to navigate complex problems or ambiguous situations that require nuanced thinking and judgment.

Logical thinking is applicable in various aspects:

✓ Professional environment: Logical thinking skills are crucial to problem-solving, identifying issues, understand their root causes, and develop effective solutions.

✓ In the classroom: Logical thinking is essential for developing critical thinking skills and problem-solving abilities.

✓ Social impact: Logical thinking plays a significant role in driving positive social impact like identifying root causes of social issues, allowing for more effective solutions.

3.6   Open-mindedness

Open-mindedness is a valuable skill that fosters receptiveness to new ideas, adaptability, tolerance for ambiguity, respect for diversity, and critical thinking. It enhances personal and professional interactions, contributes to problem-solving, and supports ongoing personal development.

Why is open-mindedness important for Generation Z teachers?
Open-mindedness is particularly important for Generation Z teachers for several reasons:

- ✓ Embracing diverse classrooms: Generation Z teachers are likely to encounter increasingly diverse learner populations, including learners from various cultural, socioeconomic, and personal backgrounds. Open-mindedness helps teachers effectively address the diverse needs of their learners, fostering an inclusive and respectful learning environment. By being open to different cultural perspectives and learning styles, teachers can tailor their approach to support all learners and promote equity in education.
- ✓ Adapting to technological advancements: The rapid pace of technological innovation impacts how education is delivered and experienced. Open-minded teachers are more receptive to new educational technologies and methods. This adaptability allows them to integrate emerging tools and platforms into their teaching practices, enhancing learner engagement and learning outcomes.
- ✓ Innovative teaching methods: Modern education increasingly values creative and innovative approaches to teaching and learning. Open-mindedness encourages teachers to explore and implement innovative teaching strategies and pedagogical theories. This willingness to experiment with new methods can lead to more effective and engaging classroom practices.
- ✓ Collaborative learning: Teamwork and collaboration are integral to today's educational environment, both among teachers and between learners. Open-minded teachers are more likely to collaborate with colleagues, share ideas, and build on others' expertise. This collaborative spirit fosters a culture of continuous improvement and professional development.
- ✓ Effective problem-solving: Teachers often face complex challenges in the classroom, from behavioral issues to curriculum development. An open-minded approach enables teachers to consider multiple perspectives and solutions, leading to more effective problem-solving. It helps in evaluating different strategies and choosing the most suitable ones for their learners' needs.
- ✓ Building strong relationships: Positive relationships with learners, parents, and colleagues are crucial for a successful teaching experience. Open-mindedness fosters empathy and understanding, which are essential for building strong, trusting relationships. It allows teachers to better connect with learners, address their concerns, and create a supportive learning environment.
- ✓ Personal and professional growth: The education field is dynamic, requiring teachers to continuously grow and adapt. Open-minded teachers are more open to feedback and self-reflection. They are willing to learn from their experiences and others, facilitating ongoing personal and professional growth.
- ✓ Addressing bias and assumptions: Unconscious biases and assumptions can impact teaching practices and learners' interactions. Open-mindedness helps teachers recognize and challenge their own biases, leading to fairer and more objective teaching. It supports a reflective practice that promotes a more equitable and inclusive educational environment.

Despite the benefits of open-mindedness, teachers of Generation Z face several challenges in developing and nurturing this skill:

- ✓ Risk aversion: Learners' of this generation may be risk-averse, fearing failure or criticism, which can inhibit their willingness to take creative risks and pursue innovative ideas.
- ✓ Resource constraints: Limited access to capital, resources, and support networks can hinder learners' of this generation ability to pursue entrepreneurial ventures and innovative projects. Teachers often face significant time constraints due to lesson planning, grading, and other responsibilities, leaving little time for exploration of new ideas or practices.
- ✓ Resistance to change: Generation Z learners may encounter resistance to change and innovation from established institutions, industries, and cultural norms, making it challenging to implement new ideas and approaches.
- ✓ Managing diverse perspectives: Navigating and integrating diverse perspectives in the classroom can be complex, especially when dealing with conflicting views or sensitive topics. Teachers might feel uncertain about how to address controversial or diverse viewpoints effectively and inclusively. Develop skills in facilitation and conflict resolution, seek training in cultural competence, and create a classroom environment that values and respects all perspectives.

Open-mindedness skills are applicable in various aspects:

- ✓ Professional environment: Open-mindedness enhances creativity, collaboration, adaptability, and communication. It supports effective problem-solving, relationship-building, and personal growth, making it a valuable skill for thriving in today's dynamic and diverse workplace.
- ✓ In the classroom: Open-mindedness enhances inclusivity, engagement, adaptability, and conflict resolution. It supports diverse learning needs, promotes critical thinking, and fosters positive relationships, ultimately contributing to a more effective and harmonious learning environment.
- ✓ Social environment: Open-mindedness enhances relationships, communication, and community engagement. It supports conflict resolution, empathy, and personal growth, contributing to a more inclusive, respectful, and adaptable social atmosphere.

3.7　Brainstorming

Brainstorming is a vital skill for Generation Z in today's fast-paced and innovative world. Shaped by their unique characteristics and experiences, Generation Z approach brainstorming with a blend of digital fluency, collaboration, and creativity. Understanding the role of brainstorming in the Generation Z mind-set provides valuable insights into how they generate ideas, solve problems, and drive innovation in various aspects of their lives.

Why is brainstorming important for Generation Z teachers?

Teachers' creative skills are marked by a unique combination of historical context, technological advances and diverse cultural influences. This generation has used the tools and opportunities available to innovate in areas as diverse as music, cinema, technology and more, leaving a lasting legacy in culture, technology and business. In this sense, the teacher of this generation must use brainstorming skill in order to develop self-awareness in learners concerning:

- ✓ Idea generation: Brainstorming is essential for idea generation, enabling Generation Z to generate a wide range of ideas and solutions to address challenges and opportunities in their personal and professional lives. Whether brainstorming new product concepts, marketing strategies, or social initiatives, Generation Z rely on brainstorming to spark creativity and innovation.
- ✓ Problem-solving: Brainstorming facilitates problem-solving by providing a structured framework for identifying and evaluating potential solutions. Generation Z leverage brainstorming sessions to break down complex problems into manageable components, explore alternative approaches, and develop creative solutions that address root causes and meet stakeholders' needs.
- ✓ Team collaboration: Brainstorming fosters collaboration and teamwork, enabling Generation Z to work effectively with others to generate ideas and solve problems. Whether in academic settings, professional environments, or community organizations, Generation Z engage in collaborative brainstorming sessions to harness the collective wisdom and creativity of diverse teams.
- ✓ Decision-making: Brainstorming informs decision-making by providing a variety of perspectives and options for consideration. Generation Z use brainstorming sessions to weigh the pros and cons of different ideas, prioritize initiatives based on strategic objectives, and make informed decisions that drive positive outcomes.
- ✓ Innovation culture: Brainstorming cultivates an innovation culture that encourages experimentation, risk-taking, and continuous improvement. Generation Z thrive in environments that foster creativity and openness, where they feel empowered to share their ideas, challenge the status quo, and drive positive change through innovation.

Despite the benefits of brainstorming, Generation Z teachers face several challenges in developing and nurturing this skill:

- ✓ Groupthink: Generation Z may be susceptible to groupthink in brainstorming sessions, where conformity and consensus-seeking inhibit creativity and innovation.
- ✓ Digital distractions: Generation Z may struggle to stay focused and engaged in virtual brainstorming sessions due to digital distractions and multitasking.

✓ Hierarchy and power dynamics: Generation Z may feel intimidated or reluctant to share their ideas in hierarchical or competitive environments where power dynamics and status hierarchies are prevalent.

✓ Overreliance on technology: Generation Z may over-rely on technology to facilitate brainstorming sessions, overlooking the value of face-to-face interaction and spontaneous idea generation.

Brainstorming is applicable in various aspects:

✓ Professional environment: Brainstorming is essential to generate ideas and encourage colleagues to expand on others' suggestions for collaborative improvement.

✓ In the classroom: Brainstorming skill can be used to teach learners to expand on and refine each other's ideas collaboratively.

✓ Social impact: Brainstorming skill can be useful to generate initiatives and projects to address social or environmental issues in community organizations.

3.8   Networking

Networking is a vital skill for Generation Z navigating today's interconnected and dynamic professional landscape. Shaped by their unique characteristics and experiences, Generation Z approach networking with a blend of digital fluency, authenticity, and relationship-building savvy. Understanding the role of networking in the Generation Z minds-et provides valuable insights into how they cultivate professional connections, leverage digital platforms, and harness the power of social capital to advance their careers and achieve their goals.

Why is networking important for Generation Z teachers?

Teachers' creative skills are marked by a unique combination of historical context, technological advances and diverse cultural influences. This generation has used the tools and opportunities available to innovate in areas as diverse as music, cinema, technology and more, leaving a lasting legacy in culture, technology and business. In this sense, the teacher of this generation must use analytical skills in order to develop self-awareness in learners concerning:

- ✓ Career advancement: Networking is essential for career advancement, enabling Generation Z to access job opportunities, mentorship, and professional development resources. By building a strong professional network, Generation Z can tap into hidden job markets, gain valuable insights into industry trends, and receive guidance and support from experienced professionals.
- ✓ Knowledge sharing: Networking facilitates knowledge sharing and collaboration, allowing Generation Z to exchange ideas, insights, and best practices with their peers and industry contacts. By participating in networking events, online forums, and professional communities, Generation Z can stay informed about emerging trends, innovations, and opportunities in their field.
- ✓ Opportunity identification: Networking helps Generation Z identify new career opportunities, partnerships, and projects that align with their skills, interests, and career goals. By expanding their network and cultivating relationships with industry insiders, Generation Z can access insider information about job openings, contract opportunities, and collaborative ventures before they are publicly available.
- ✓ Professional support: Networking provides Generation Z with access to professional support and mentorship, enabling them to navigate career challenges, setbacks, and transitions with confidence and resilience. By building relationships with experienced professionals and mentors, Generation Z can receive valuable advice, guidance, and encouragement to overcome obstacles and achieve their full potential.
- ✓ Personal branding: Networking contributes to Generation Z' personal branding efforts, helping them establish a positive reputation and professional identity within their industry or field. By showcasing their expertise, achievements, and contributions to their network contacts, Generation Z can enhance their visibility, credibility, and career prospects.

Despite the benefits of networking, Generation Z teachers face several challenges in developing and nurturing this skill:

- ✓ Digital overload: Generation Z may feel overwhelmed by the sheer volume of digital networking opportunities and struggle to prioritize their efforts and focus on building meaningful connections.

- ✓ Imposter syndrome: Generation Z may experience imposter syndrome and self-doubt in networking situations, feeling inadequate or unworthy of connecting with more experienced or influential professionals in their field.
- ✓ Networking anxiety: Generation Z may experience networking anxiety or social awkwardness in face-to-face networking events, making it difficult to initiate conversations, approach strangers, or maintain engaging interactions.
- ✓ Time constraints: Generation Z may struggle to find time for networking amidst their busy schedules and competing priorities, leading to inconsistent or sporadic networking efforts that fail to yield meaningful results.

Networking is applicable in various aspects:

- ✓ Professional environment: Networking should be used focusing on building relationships through regular follow-ups and showing interest in others. Networks are a resource to offer help and mentorship, maintain a strong professional presence, engage in internal networking across departments, practice active listening, and communicate clearly.
- ✓ In the classroom: Networking facilitates open discussions where students can express their thoughts and learn from one another.
- ✓ Social impact: Networking enables connections with individuals and organizations that align with your goals.

4   Cluster 4: Personal Skills

Personal skills, sometimes known as "soft skills" or "interpersonal skills," are essential attributes of an individual's character that profoundly affect their self-management, interactions with others, and navigation of diverse life situations. These skills are particularly essential for Generation Z educators from the Millennials generation, who encounter a distinct array of difficulties and possibilities in contemporary workplaces and society. This is an initial overview of these skills and their significance for them:

1. Self-awareness: The capacity to comprehend one's emotions, strengths, flaws, motivations, values, and objectives. Self-awareness is essential for personal development, since it facilitates improved decision-making and self-regulation.
2. Emotional Intelligence entails the recognition, comprehension, and regulation of one's own emotions as well as those of others. Elevated emotional intelligence improves relationships, professional achievements, and daily interactions.
3. Resilience: The ability to swiftly rebound from adversity; resilience. Resilience enables individuals to manage stress, surmount adversity, and progress despite failure.
4. Self-Improvement: An ongoing endeavour of self-enhancement that encompasses the augmentation of knowledge, abilities, and personal attributes. This endeavour is crucial for professional progression and general contentment in life.
5. Personal Development : Encompasses time management, stress management, and the capacity to regulate one's behaviour and emotions. Efficient self-management is essential for attaining objectives and sustaining a good work-life equilibrium.
6. Self-motivation : The motivation to attain personal and professional objectives independently of external support. Self-motivation correlates with enhanced productivity, improved job success, and greater personal fulfilment.
7. Positivity and Optimism: The inclination to uphold an optimistic perspective and perceive the most favourable aspects in any circumstance. Optimism enhances resilience and correlates with improved health, less stress, and extended longevity.

Significance of personal skills for Generation Z teachers

They traverse a multifaceted environment that integrates digital connectivity with tangible obstacles. The importance of personal abilities encompasses:
- ✓ Navigating workplace dynamics: As they assume increasingly prominent positions in the workforce, emotional intelligence and self-management abilities enable them to lead successfully, manage diverse teams, and cultivate productive workplace cultures.
- ✓ Adapting to rapid change: The swift progression of technical and societal transformations necessitates resilience and personal growth to enable adaptation and success in diverse environments.
- ✓ Enhancing digital Interactions: Emotional intelligence and self-awareness are essential in an environment where numerous interactions occur online, facilitating successful communication across digital platforms.

- ✓ Personal well-being: In light of contemporary obstacles, such as economic constraints and social media effects, attributes like positivity, optimism, and self-motivation are crucial for sustaining mental health and general well-being.
- ✓ Attaining work-life balance: As a generation that prioritises flexibility and equilibrium, proficient self-management abilities are essential to achieve personal and professional objectives without experiencing burnout.

4.1   Self-Awareness

Self-awareness is a foundational skill for millennials navigating the complexities of the modern world. Defined as the ability to recognize and understand one's own thoughts, feelings, and behaviors, self-awareness enables millennials to cultivate authenticity, make informed decisions, and navigate life's challenges with clarity and confidence. Shaped by their unique characteristics and experiences, the generation approach self-awareness as a journey of self-discovery, growth, and personal development.

Characteristics of Generation Z teachers in self-awareness:

- ✓ Digital natives: The younger part of the Millennial generation has already been raised in a digital-centric environment, where technology was integral to their everyday existence. They effortlessly incorporate digital tools, social media platforms, and online networks into their personal and professional environments. These digital resources enable self-expression, self-reflection, and self-discovery, permitting individuals to explore their identities, share their narratives, and interact with like-minded persons worldwide.
- ✓ Autenticity and transparency: They prioritise sincerity and transparency in their interactions. Comprehending their authentic selves and articulating their identities without apprehension of criticism is paramount. By cultivating self-awareness, individuals synchronise their behaviours with their values, beliefs, and objectives, thereby constructing a life that embodies integrity and personal fulfilment.
- ✓ Emotional intelligence: Emotional intelligence is a fundamental asset, enabling individuals to empathise with others and manage interpersonal relationships with empathy. To improve their emotional resilience and overall well-being, they participate in self-awareness techniques including mindfulness, writing, and therapy. These practices facilitate good emotional processing and sustain mental and emotional equilibrium.
- ✓ Growth orientation: They adopt a growth mentality, perceiving self-awareness as an ongoing pursuit of knowledge and personal development. Instead of viewing losses as failures, they regard problems as chances for introspection and growth. Through the proactive pursuit of feedback and self-evaluation, they foster resilience and adaptability in response to change.
- ✓ Community and support systems: Acknowledging the significance of social relationships, they pursue community and support networks to facilitate their personal and professional development. Through mentorship, peer support, and collaborative activities like workshops and group discussions, individuals exchange experiences, acquire insights, and traverse the path of self-discovery with communal assistance.

Why is self-awareness important for Generation Z teachers?
- ✓ Personal development: Self-awareness is crucial for personal development, allowing individuals to understand their strengths, flaws, and opportunities for growth. By comprehending their values, objectives, and motivations, millennials may make informed choices, establish significant goals, and undertake proactive measures to achieve their full potential.
- ✓ Interpersonal relationships: Self-awareness improves interpersonal relationships by cultivating empathy, enhancing communication, and refining conflict resolution abilities. Self-aware millennials

possess enhanced emotional understanding and regulation, efficient communication skills, and the ability to cultivate true, empathetic relationships characterised by trust and mutual support.

✓ Work success: Self-awareness is a crucial determinant of work success, allowing millennials to recognise their passions, abilities, and professional ambitions. By comprehending their talents and interests, millennials can make educated professional decisions, explore opportunities that correspond with their values and objectives, and negotiate job changes with assurance and lucidity.

✓ Emotional well-being: Self-awareness fosters emotional well-being by improving mindfulness, self-regulation, and resilience when confronted with stress and adversity. Self-aware millennials are more adept at regulating their emotions, navigating challenges, and sustaining equilibrium and perspective in their lives.

✓ Leadership effectiveness: Self-awareness is fundamental to effective leadership, allowing millennials to lead with sincerity, empathy, and integrity. Self-aware leaders possess a heightened understanding of their influence on others, foster robust relationships with team members, and cultivate trust, collaboration, and creativity inside their organisations.

Notwithstanding the advantages of self-awareness, millennials may encounter some obstacles in properly developing and sustaining this competency:

✓ Digital distractions: Millennials may be hindered by the incessant influx of digital information and stimulation, impeding their ability to engage in profound self-reflection and introspection.

✓ Self-doubt and insecurity: Millennials often grapple with self-doubt and insecurity, resulting in diminished confidence in their abilities, decisions, and self-worth.

✓ Comparison and social comparison: Millennials may partake in social comparison and self-criticism, unfavourably evaluating themselves against others and thus experiencing feelings of inadequacy or unworthiness.

✓ Fear of vulnerability: Millennials may apprehend vulnerability and self-disclosure, evading introspection and self-awareness techniques that necessitate confronting painful realities or feelings.

4.2   Emotional Intelligence

Emotional intelligence is a crucial skill to navigating the complexities of the modern world. Defined as the ability to recognize, understand, and manage one's own emotions, as well as effectively navigate social interactions and empathize with others, it empowers millennials to build strong relationships, make informed decisions, and thrive in both their personal and professional lives. Shaped by their unique characteristics and experiences, millennials approach emotional intelligence as a multifaceted journey of self-discovery, empathy, and resilience.

Characteristics of Generation Z teachers in emotional intelligence

They prioritise sincerity and vulnerability in their interactions, aiming to comprehend and articulate their genuine emotions without apprehension of judgement or rejection. They perceive vulnerability as a strength, acknowledging that transparency and sincerity cultivate profound connections and trust in their interactions.

Generation Z teachers exhibit elevated degrees of empathy and compassion, facilitating an understanding and connection with the feelings and experiences of others. They engage in active listening, affirm, and assist their friends, coworkers, and community members, cultivating a culture of empathy and inclusivity within their personal and professional networks. They perceive failures as opportunities for development and education, utilising their emotional resources to recover with greater strength and resilience than previously. Frequently participate in mindfulness practices and self-regulation approaches to mitigate stress, anxiety, and overwhelm in their daily lives. They emphasise self-care, relaxation, and mental well-being, acknowledging the significance of sustaining equilibrium and harmony among their emotional, physical, and mental health.

Why is emotional intelligence important for Generation Z teachers?
- ✓ Emotional intelligence is crucial for establishing and sustaining robust interpersonal relationships, allowing millennials to communicate proficiently, settle issues constructively, and cultivate trust and collaboration within their personal and professional networks.
- ✓ Emotional intelligence is a crucial determinant of leadership efficacy, allowing millennials to inspire, motivate, and influence others via empathy, honesty, and integrity. Leaders exhibiting elevated emotional intelligence cultivate a culture of psychological safety, innovation, and superior performance inside their teams and organisations.
- ✓ It improves the capacity to manage conflicts and disagreements constructively, promoting mutually beneficial solutions and compromises that satisfy the needs and interests of all parties involved. By regulating their emotions and employing active listening and empathy, millennials may mitigate conflicts and foster consensus in their relationships and jobs.
- ✓ It informs decision-making processes, facilitating the formulation of informed, rational conclusions that integrate both logical thinking and emotional insights. By using their emotional intelligence, millennials can assess the potential consequences of their decisions on themselves and others, thereby making choices that are congruent with their beliefs and objectives.
- ✓ Emotional intelligence equips individuals with the abilities to effectively handle stress, anxiety, and overwhelm, thereby fostering resilience and well-being in both personal and professional spheres.

Through the cultivation of mindfulness, self-regulation, and self-care, millennials can mitigate the adverse effects of stress on their physical, emotional, and mental well-being, promoting a sense of equilibrium and vitality.

Despite the benefits of emotional intelligence, millennials (Generation Z educators) may encounter many obstacles in the proper development and enhancement of this capacity:

- ✓ Digital distractions: Individuals may be hindered by the incessant influx of digital information and stimulation, impeding their ability to foster mindfulness and emotional awareness in their daily existence.
- ✓ Emotional suppression: Individuals may repress or disregard their emotions, fearing vulnerability or criticism from others, resulting in emotional dysregulation and challenges in properly expressing and controlling their feelings.
- ✓ Overwhelm and burnout: Individuals may encounter overwhelm and burnout due to the pressures of employment, academic commitments, and social duties, complicating the prioritisation of self-care and emotional well-being amid conflicting responsibilities.
- ✓ Social comparison and self-criticism: Individuals may partake in social comparison and self-criticism, unfavourably contrasting themselves with others, leading to feelings of inadequacy and unworthiness, so eroding their self-confidence and emotional resilience.

4.3　Resilience

Resilience is an essential quality for millennials as they traverse the fluctuating and frequently unpredictable environment of contemporary society. Resilience, characterised by the capacity to adapt and recover from adversity, enables millennials to surmount obstacles, endure adversities, and emerge fortified and more resilient than prior. Influenced by their own traits and experiences, millennials perceive resilience as a complex journey of self-exploration, growth, and personal advancement.

Why is resilience important for Generation Z teachers?
- ✓ Resilience is crucial for human growth and development, allowing individuals to surmount obstacles, derive lessons from failure, and emerge more robust and resilient than prior. By perceiving challenges as opportunities for development and education.
- ✓ Resilience is a crucial determinant of career success, facilitating navigation through workplace difficulties, overcoming hurdles, and enduring setbacks and challenges. By cultivating an optimistic perspective and a resilient mentality, an individual can recover from failures, capitalise on opportunities, and attain their professional objectives.
- ✓ It also fosters mental health and well-being by improving coping mechanisms, stress management, and emotional control in challenging situations. Resilient individuals are more adept at handling stress, anxiety, and sadness, promoting a sense of equilibrium and vigour in their life.
- ✓ Resilience enhances interpersonal connections by cultivating empathy, communication, and reciprocal support among family, friends, and romantic partners. Resilient individuals are more adept at managing conflicts, resolving disputes, and fostering trust and resilience in their relationships.
- ✓ It is essential for effective leadership, facilitating the ability to inspire, motivate, and influence people with confidence, optimism, and tenacity. Leaders exhibiting resilience cultivate a culture of resilience, innovation, and exceptional performance throughout their teams and organisations.

Generation Z teachers may face several challenges in building and enhancing this skill effectively:
- ✓ Digital distractions: Millennials may be hindered by the incessant influx of digital information and stimulation, impeding their ability to engage in profound introspection and self-care practices that foster resilience and well-being.
- ✓ Comparison and self-criticism: Millennials often partake in social comparison and self-criticism, evaluating themselves unfavourably against others, which can lead to feelings of inadequacy and unworthiness, so eroding their confidence and resilience.
- ✓ Work-life balance: Millennials may encounter difficulties in achieving a healthy work-life balance, resulting in burnout, fatigue, and diminished resilience when confronted with stress and adversity.
- ✓ Isolation and loneliness: Millennials may encounter emotions of isolation and loneliness, especially in the digital era where social interactions are frequently facilitated by technology. This feeling of isolation can diminish resilience and well-being over time.

Resilience applications in everyday life:
- ✓ Personal growth: Resilience empowers educators to surmount obstacles, derive lessons from failures, and foster a growth mentality that perceives change and adversity as avenues for self-exploration and advancement.

✓ Job success: Resilience is crucial for job success, facilitating the navigation of workplace problems, recovery from failures, and the pursuit of progression and growth possibilities.

✓ Mental health and well-being: Resilience fosters mental health and well-being by improving coping mechanisms, stress management, and emotional regulation throughout adversity. Resilient individuals are better suited to handle stress, worry, and sadness, promoting a sense of equilibrium and vigour in their life.

✓ Interpersonal relationships: Resilience enhances interpersonal relationships by cultivating empathy, effective communication, and reciprocal support among family members, friends, and romantic partners.

✓ Leadership effectiveness: Resilience is essential for effective leadership, facilitating the ability to inspire, motivate, and influence people with confidence, optimism, and tenacity. Leaders exhibiting resilience cultivate a culture of resilience, creativity, and superior performance throughout their teams and organisations.

4.4   Personal Development

Personal development is an essential competency that enhances an individual's overall growth and success. It encompasses self-improvement, goal formulation, skill augmentation, and self-awareness, facilitating individuals in becoming superior versions of themselves. This enduring process enables individuals to identify their strengths and faults while striving for perpetual enhancement.

A principal reason personal development is significant is that it augments self-awareness. When individuals comprehend their capabilities, feelings, and behaviours, they are able to make more informed judgements in life. Self-awareness enhances emotional intelligence, which is crucial for cultivating robust connections in both personal and professional contexts.

A crucial element of personal development is the establishment of goals. Establishing explicit objectives provides individuals with a sense of direction and purpose. It assists individuals in maintaining motivation and concentration on realising their ambitions. Absence of goals can result in stagnation in both personal and professional development, culminating in frustration and discontent.

Personal development enhances self-confidence. As individuals acquire new abilities, surmount obstacles, and attain their objectives, their confidence increases. This confidence enables them to embrace new chances and navigate challenging situations with an optimistic outlook. Confidence is crucial for achievement in both personal and professional realms.

Moreover, personal development improves adaptability. In the contemporary, rapidly evolving landscape, individuals must exhibit adaptability and receptiveness to change. Personal growth fosters ongoing learning and enhancement, facilitating adaptation to novel contexts, technology, and obstacles. Adaptability is particularly essential in the workplace, where industries and job functions are always changing.

Personal development also improves emotional well-being. Participating in self-improvement practices like meditation, writing, and self-reflection aids individuals in managing stress and anxiety. A robust feeling of self-awareness and self-care fosters overall happiness and mental tranquilly.

Moreover, personal development facilitates the cultivation of gratitude and mindfulness in individuals. Fostering awareness of personal development cultivates gratitude for accomplishments, whether significant or minor. Gratitude cultivates contentment and diminishes negativity, resulting in a more enriching existence.

Lifelong learning constitutes a significant facet of personal development. Fostering a habit of perpetual learning ensures individuals remain informed and current with emerging information, trends, and competencies. Lifelong learners maintain competitiveness and receptiveness to new opportunities.

Why is personal development important for Generation Z teachers?
Generation Z educators may encounter numerous obstacles in the pursuit and attainment of their personal growth and development objectives:
- ✓ Time management: Individuals may struggle to reconcile their personal development endeavours with many responsibilities and obligations, including work, education, and familial commitments, resulting in feelings of overwhelm and burnout.

- ✓ Self-doubt and fear of failure: Individuals may experience self-doubt and fear of failure, hindering their willingness to take chances, pursue new possibilities, and venture beyond their comfort zone in the pursuit of personal development goals.
- ✓ Lack of direction or clarity: individuals may experience uncertainty or disorientation in their personal development journey, without clear goals, passions, and aspirations, resulting in indecision and stagnation.
- ✓ Comparison and competition: individuals may engage in social comparison and competition, perceiving themselves unfavourably in relation to others, which can lead to feelings of inadequacy or unworthiness, ultimately eroding their self-confidence and willingness to achieve personal development objectives.

Applications of personal development in everyday life:
- ✓ Career advancement: Personal development fosters career progress by improving skills, knowledge, and competencies, enabling individuals to excel in their professions and seek new chances for advancement and satisfaction.
- ✓ Connections: Personal development enhances interpersonal connections by cultivating empathy, communication, and reciprocal support among family members, friends, and romantic partners. Persons who invest in their personal development cultivate healthier and more fulfilling relationships in all areas of life.
- ✓ Well-being: Personal development enhances mental, emotional, and physical well-being by emphasising self-care, mindfulness, and relaxation practices that foster equilibrium and vitality in daily life.
- ✓ Creativity and innovation: Personal development enhances creativity and innovation by promoting experimentation, investigation, and risk-taking in the quest for innovative ideas and solutions to intricate issues.
- ✓ Resilience and adaptability: Personal development enhances resilience and adaptability by providing individuals with the skills and mentality necessary to manage change, surmount challenges, and prosper amid adversity.

4.5　Self-Motivation

Self-motivation is the capacity of an individual to sustain an intrinsic impetus to accomplish objectives without other influences. This essential soft talent fosters perseverance, concentration, and productivity, especially under challenging situations. Individuals possessing this competence can surmount hurdles, maintain an optimistic outlook, and establish personal challenges. It facilitates long-term sustainability and mitigates burnout. It is crucial in several occupations, as it guarantees that an individual requires neither frequent oversight nor external validation to perform their duties.

Self-motivation is particularly crucial in dynamic and high-pressure work contexts that necessitate rapid adaptations. It is the capacity to establish objectives and devise methods to attain them. Self-motivated individuals exhibit greater proactivity, efficiency, and decisiveness. This skill encompasses internal discipline, as the individual persists in their efforts despite challenges. Fostering self-motivation necessitates introspection and comprehension of one's values and interests.

In today's environment, where employment is increasingly autonomous and adaptable, self-motivation is essential for success. It aids in sustaining focus and decreases procrastination. It facilitates enhanced autonomy in education and knowledge enhancement. Individuals who can self-motivate are better equipped to manage stress and unforeseen problems. Self-motivation fosters creativity, since the individual persistently seeks innovative methods to enhance their work.

Self-motivated individuals exhibit greater resilience to failures, perceiving them as opportunities for learning. This talent enhances resilience and psychological fortitude. It is also crucial for long-term strategising and perseverance in attaining objectives. It aids in harmonising professional and personal lives. Self-motivation is intrinsically linked to intrinsic motivation, a crucial element in attaining success in various endeavours.

In the workplace, it signifies that individuals proactively take initiative rather than awaiting directives. It aids in alleviating monotony and tedium, as the individual discovers a profound significance in their profession. It facilitates the management of alterations and unforeseen circumstances. It enhances the sense of self-efficacy, signifying that the individual has confidence in their capabilities.t

Why is self-motivation important for Generation Z teachers?
- ✓ Educators instructing Generation Z encounter distinct obstacles due to their pupils' upbringing in a digital environment. To achieve success, educators must cultivate robust self-motivation that enables them to adapt to contemporary teaching methodologies. Generation Z anticipates engaging and dynamic educational experiences, necessitating that educators adopt new and adaptable approaches. Self-motivation enables them to persist in the face of adversity and to explore innovative teaching methods. It enables them to perpetually advance professionally and adjust to technology advancements.
- ✓ Given Generation Z's demand for rapid and pertinent learning, educators must remain motivated to explore innovative teaching methodologies. Self-motivated educators are more adept at managing the pressures of digitalisation and swift transformations in education. They are more adept at managing the fractured attention spans of pupils by producing compelling educational content. This competence enables teachers to sustain their enthusiasm for teaching despite possible setbacks.

- ✓ Millennial educators, representative of a generation characterised by adaptation and technological transformation, require self-motivation. Their work include not only instruction but also mentorship and the fostering of students' intrinsic motivation. Self-motivated educators serve as exemplars for students, inspiring them to engage in independent learning and critical thinking. It enables individuals to maintain enthusiasm for their work, even in the face of adversity.
- ✓ Furthermore, self-motivation aids individuals in managing stress and burnout, prevalent in the teaching profession. This skill enables teachers to optimise their time management and sustain their well-being. Enthusiastic educators are more proficient at fostering a constructive and engaging learning atmosphere for their pupils. Self-motivation compels them to always enhance their knowledge and refine their pedagogical techniques. It also enables them to adjust more swiftly to the diverse learning styles of their students.
- ✓ Given that Generation Z requires mentors who comprehend their demands, it is crucial for teachers to maintain their enthusiasm. Self-motivation enables individuals to dedicate themselves to their job and achieve personal growth throughout time. It enables them to engage more efficiently with kids and comprehend their expectations. Self-motivated educators can cultivate curiosity and an eagerness for knowledge in their pupils.
- ✓ In a contemporary educational framework characterised by swiftly evolving pedagogical approaches, self-motivation is essential for a teacher's success. It aids them in maintaining concentration on their task, irrespective of external conditions. Enthusiastic educators exhibit a greater propensity for collaboration and the co-creation of innovative pedagogical methods. Self-motivation empowers individuals to navigate the uncertainties and obstacles of contemporary schooling.

Despite the benefits of self-motivation, Generation Z Teachers may face several challenges in developing and enhancing these skills:

- ✓ Distractions and procrastination: Educators may have challenges with distractions and procrastination, hindering their ability to maintain attention and motivation towards their objectives. They may be readily distracted by social media, entertainment, or other forms of immediate gratification, impeding their productivity and advancement.
- ✓ Absence of clarity and direction: Individuals may experience a deficiency in clarity and direction regarding their aims and aspirations, resulting in feelings of ambiguity and indecision. They may find it difficult to discern their passions, interests, and values, which complicates their ability to remain motivated and dedicated to their endeavours.
- ✓ Fear of failure and rejection: Individuals may encounter apprehension regarding failure and rejection, which can erode their confidence and motivation. They could refrain from undertaking risks or aspiring to ambitious objectives due to the apprehension of inadequacy or criticism, so constraining their development and potential.
- ✓ Burnout and overwhelm: Individuals may encounter burnout and overwhelm due to the demands of employment, education, and various obligations. They may experience fatigue and depletion, devoid of the energy and motivation necessary to pursue their objectives with excitement and vigour.

4.6   Positivity and Optimism

Positivism and optimism are essential soft skills that enable an individual to sustain a constructive mindset and confront problems. Positivism is the capacity to concentrate on the favourable elements of a situation, notwithstanding the emergence of challenges. Optimism is the conviction that circumstances will progress favourably, irrespective of challenges. Both competencies facilitate stress management and enhance mental well-being. Individuals that exhibit positivity and optimism adapt to change and unforeseen situations with greater ease.

Positivism fosters creativity and new thought, as individuals maintain the conviction that solutions are perpetually attainable. Optimism fosters long-term perseverance in objectives by enhancing motivation and inner resilience. Both talents enhance relationships, since optimistic individuals collaborate more readily and convey pleasant energy to others. They are crucial in surmounting failures, since the individual persists and derives lessons from the experience. Optimistic individuals exhibit greater adaptability and swiftly identify alternatives when plans deviate from expectations.

Optimism is not a simplistic conviction that events will unfold autonomously, but rather an active commitment to seek solutions. Optimistic individuals possess an enhanced self-image, since they concentrate on their strengths rather than their faults. Both abilities enhance stress resilience, since the individual refrains from permitting difficulties to dominate them. Positivism fosters tenacity, as individuals maintain the conviction that effort invariably yields rewards. Optimism facilitates long-term planning and the establishment of ambitious objectives.

Individuals who have an optimistic perspective tend to find it simpler to sustain healthy interpersonal relationships. Optimism mitigates the apprehension of failure, as the individual perceives that they will acquire knowledge from every circumstance. Both talents enhance productivity, as optimistic individuals perceive significance in their job. They also assist in mitigating adverse environmental effects, since the individual preserves their inner tranquilly. Optimistic individuals are more receptive to new prospects, as they are unencumbered by the apprehension of danger.

Optimism and positivism are essential for personal progress, as they foster belief in one's skills and development. Both skills mitigate anxiety and depression by preventing the individual from succumbing to negative thinking. Optimistic individuals find it simpler to assume responsibility for their lives, as they do not attribute their shortcomings to external circumstances. Optimism fosters proactivity, prompting individuals to actively pursue solutions rather than awaiting them. Both abilities are essential for leadership, as leaders with an optimistic disposition inspire their team.

In the workplace, positivity and optimism are essential for sustaining effective group dynamics. Optimism enables employees to maintain focus and amicably handle issues. Optimistic individuals exhibit greater motivation to acquire knowledge and advance, as they perceive future prospects. Both talents assist in managing failures, as the individual perceives not defeat, but an opportunity for growth. Optimism enhances decision-making, as the individual acts not from fear, but from confidence in favourable results.

Why are positivity and optimism important for Generation Z teachers?

✓ Millennial educators instructing Generation Z encounter novel problems and a swiftly evolving educational landscape daily. Positivity and optimism are essential competencies, as they sustain enthusiasm for teaching in the face of adversity. Generation Z was raised in a digital environment characterised by immediate access to information, influencing their learning processes. Educators who maintain a cheerful disposition find it simpler to modify their approaches and motivate student engagement. Optimism enables them to have faith in the capabilities of every pupil, irrespective of initial challenges.

✓ Affirmative educators establish an engaging educational atmosphere in which students experience acceptance and motivation. Optimism aids in dispute resolution and fosters a composed demeanour when engaging with students. A favourable perspective enhances creativity in teaching, as educators consistently seek innovative methods to enhance their lessons. Optimism is crucial for navigating changes in the education system, as educators maintain confidence in their ability to attain positive outcomes despite challenges.

✓ Generation Z requires educators who will motivate them and have faith in their capabilities. Supportive educators foster self-confidence in pupils and inspire them to engage in learning. Optimism enables people to persist in the face of obstacles and to seek innovative solutions. Teacher positivity fosters a conducive classroom environment, enhancing student interactions. Millennial educators with a cheerful disposition engage more effectively with their students and comprehend them more thoroughly.

✓ Optimistic educators exhibit greater resilience to stress and burnout, since they prioritise solutions over issues. Optimism sustains their enduring desire and excitement for teaching. Educators with an optimistic disposition adjust more rapidly to the requirements of contemporary students. Positivity enhances collaboration between educators and parents by reinforcing trust and facilitating open communication. Optimism enables educators to sustain trust in the educational system and its potential for progress.

Generation Z teachers may face several challenges in developing and enhancing the positivity and optimism skills effectively:

✓ Negative self-talk and self-doubt: They may contend with negative self-dialogue and self-doubt, eroding their confidence and self-esteem. They may internalise criticism or setbacks, resulting in emotions of inadequacy or unworthiness that diminish their positive and optimism.

✓ External pressures and stress: Individuals may encounter external pressures and stressors that diminish their optimism and positive. They may encounter financial obligations, occupational demands, or cultural expectations that induce feelings of overwhelm or despair, hindering the maintenance of a cheerful view.

✓ Comparison and Social Media: Individuals may succumb to the pitfalls of comparison and perfectionism, evaluating themselves against others and experiencing feelings of inadequacy or inferiority. They may encounter FOMO (fear of missing out) or anxiety created by social media, resulting in emotions of inadequacy or discontent that diminish their cheerfulness and optimism.

✓ Uncertainty and change: They may find it challenging to manage uncertainty and change, especially in a progressively turbulent and unpredictable environment. They may have anxiety or

apprehension regarding the future, resulting in sentiments of pessimism or hopelessness that hinder their capacity to sustain an optimistic view.

5   Cluster 5: Leadership Skills

A leader can be simply defined as one who guides, coaches, and directs others towards the achievement of common goals, embracing a leadership role often in a group or team. Perform, act, and behave in a manner that inspires others to follow given example. This broad definition includes both formal and informal roles, encompassing appointed leaders and those who emerge naturally in response to events or crises. Leadership skills are required for you as a teacher to motivate students to complete tasks, often within a set timeframe.

Generation Z students expect quick and easy access to information, often preferring sources that offer content in brief, easily digestible formats. Growing up in an era of user reviews and constant online connectivity, they are accustomed to giving and receiving real-time feedback and accessing peer reviews. They also are more likely to come from multicultural backgrounds. Some Generation Z students come to classrooms with various labels such as ADHD, bipolar disorder, and different autism spectrum conditions. Generation Z students seem to have a greater tendency for "DIY" (task-oriented) and multichannel information gathering. In the era of pushed information and "hyperlinks," some researchers have noted a reduced ability to form conceptual connections and greater difficulty distinguishing fact from opinion online. Generation Z has also shown a higher tendency to task-switch, shifting rapidly from one activity, task, or information source to another.

Teachers are therefore facing the reality of a broad spectrum of differences in their students. Thus, the leadership skills of teachers are in high demand to motivate them and work together on a common goal - master a subject, a grade, or a school.

Leadership encompasses a combination of various skills working together. Ideally, individuals become leaders due to their credibility and the willingness of others to follow them. The seven key skills that contribute to effective leadership include:
1. Empathy
2. Reflective thinking skills
3. Inclusive leadership skills
4. Mentoring
5. Inspirational motivation
6. Negotiation skills
7. Delegation skills

Characteristics of Generation Z teachers

Generation Z teachers can be from the Baby Boomers, Generation X and Millennials. These three generations share the following common characteristics:

✓ Adaptability and flexibility: They witnessed major technological advancements and workplace changes, such as the advent of the Internet. This has made them adaptable and technologically versatile.

✓ Cultural and social diversity: They grew up in times of the civil rights and equality movements, which made them generally more sensitive and responsive to diversity and inclusion. They value participation in their communities, which reflects their desire to contribute to collective well-being and leave a positive legacy.

✓ Digital gap: Although they are adept at technology, there is still a significant difference with the younger generations when it comes to the ease and naturalness with which they use recent technologies.

Importance of leadership skills for Generation Z teachers:

It is vital to be a good leader among Generation Z students. Generation Z students are often great in technology, but on the other hand, they are lacking in relationships or cooperation. A teacher with good leadership skills can provide students with just the right amount of mentoring and guidance and could help them find a way how to work together and achieve goals. The teacher can give them feedback but also learn something from them (for example in the technology area), which will build trust and validate their opinions and thoughts. As a good leader, you need to be aware that there is extensive research about Generation Z skills, but generalizations and stereotypes about them, mostly true, are not necessarily true for all of them, so reflective skills could help you to be open, able to change approach and to be empathetic.

5.1   Empathy

Showing empathy is one way for leaders to improve student morale. Empathy, which involves understanding and sharing another person's feelings, and emotional intelligence, these skills of recognizing and managing both one's own emotions and those of others, are well-established concepts. However, their incorporation into leadership strategies is becoming increasingly crucial, particularly in the age of AI.

Empathy should not be confused with sympathy, which involves feeling compassion for someone and being moved by their feelings while maintaining an emotional distance. For instance, if a colleague tells you they lost a family member, you might say, "I'm sorry for your loss," as a sympathetic response. However, an empathetic response would be, "I'm sorry to hear that. You must be feeling sad and devastated right now. How can I support you?" Empathy is the glue that binds our interactions together. When we understand what someone else is experiencing, we can respond in a way that is meaningful and authentic.

For example, when conflicts occur, teachers can act as empathetic role models by dealing with them respectfully and constructively. That involves listening to all different parties, acknowledging each person's viewpoint, and aiming for a solution that is beneficial to all. Empathy is the ability to put oneself in someone else's position and understand their feelings and emotions in a given situation. Highly empathetic individuals can connect with others and make them feel genuinely understood.

Why is empathy important for Generation Z teachers?

Empathy helps teachers communicate better with the students. When teachers show empathy towards their students, they gain a deeper understanding of their needs, strengths, and challenges. This insight allows teachers to customize their teaching methods to suit each student, offer valuable and prompt feedback, and foster a positive learning environment. As a result, the learning process becomes more effective and enriching for the students. Empathy is therefore important to build relationships, enable better communication, foster a positive learning environment, promote the well-being of students and improve learning outcomes.

5.2   Reflective Thinking

Reflective thinking skills involve a teacher's self-assessment and questioning of their achievements. Generation Z values education, as well as Millennials do, but unlike them, they prefer experiential learning opportunities. They place higher importance on online courses and flexible learning programs tailored to market demands rather than traditional educational methods. Generation Z challenges teachers to reconsider their traditional habits and practices, prompting educational reform.

Reflective thinking is a logical and informed decision-making process that evaluates outcomes in educational matters. It involves problem-solving related to an individual's learning or teaching methods and is often described as the ability to critically examine and reflect on the practical values and theories that influence daily actions.

Reflection is a cycle of steps: plan – act – observe – reflect – plan again – act again, etc. It is not stopping after one round.

- ✓ Plan: Considering the broader context, theories, models of knowledge and practice of others, and previous experiences, teachers should carefully analyse how others have performed similar tasks or activities. This understanding helps in developing, modifying, adapting, and formulating an action plan for the intended teaching.
- ✓ Act: Teachers should implement the methods developed during the planning phase in the classroom or use it in situations when necessary. They should stay self-aware and creatively adapt and change goals while keeping the original plan in mind.
- ✓ Observe: Teachers should review the lesson promptly and note their observations of what occurred, including the effects of planned methods on the students or situations.
- ✓ Reflect: Teachers should reflect on perceived changes. They should analyse their experience, considering what they did and how they did it. Teachers should identify the strengths and weaknesses of their new approaches, pinpoint problems and issues for further investigation. This will support their insight, although some aspects may remain difficult to interpret. Teachers should answer several reflective questions: Did they achieve their plan? Did their goals change? How did their actions impact the situation, and how did the situation affect them? How do their observations align with the theories they have studied?
- ✓ Plan Again: Formulation of a new action plan is next step, which is based on teachers' experiences from the previous session with students. They should use the outcomes of their reflection, find new interpretations and incorporate them into broader context of knowledge and practices.

Teachers should adopt reflective thinking as a system that helps them understand their actions, identify successes and failures and improve the overall approach to students.

Why are reflective thinking skills important for Generation Z teachers?

The importance of the improvement of the reflective thinking skill for Generation Z teachers lies in two directions: impact on the teacher's self-improvement and impact on the students.

A reflective teacher is someone who critically examines their teaching practices to foster critical and responsible citizens. Such a teacher continually evaluates the teaching process, ensures effective use of methods and materials (for example, new tools and training processes), tries to be flexible and approaches their responsibilities with honesty and open-mindedness. Also, welcome criticism and seek alternative solutions.

Reflective teachers care deeply about their students' mental, emotional, and physical development, preparing them for the outside world and helping them envision their future. They guide students towards the knowledge they seek and create environments where students can freely express their thoughts in order to promote self-directed and independent learning if needed. Reflective teacher is also the one who gives a feedback to the student as well.

Reflective teachers aim to cultivate reflective thinking skills in their students, enhancing higher-order thinking skills like analysis, synthesis, and evaluation. This contributes to the development of citizens that productive societies aspire to have. Reflective teachers feel a strong responsibility to make instructional changes in their lessons to ensure that more students can grasp the course content.

A teacher might employ reflective thinking to aid students in grasping a difficult concept. By allowing time for students to reflect on the lesson and encouraging them to write down their thoughts, feelings, and questions, this reflective process can enhance their understanding and retention of the concept.

5.3   Inclusive Leadership Skills

Inclusive leadership refers to the leadership capabilities required to foster diversity and inclusion. An inclusive leader is one who can integrate and manage all their diverse students into a solid and collaborative group. Doing this requires you to understand all the members of your class as individuals – their strengths, weaknesses, and diverse abilities and promote the ability to participate in the group's activities. This know-ledge will allow teachers to give each student a place in the team and get the most out of their skills. Teacher as an inclusive leader aims for well-being and high achievement for every learner.

Inclusive leadership is vital as it creates opportunities for all students, regardless of their race, gender, or other social identifiers. An inclusive learning environment ensures that every student feels safe and welcomed, providing them with the necessary tools and resources to achieve their full potential both inside and outside the classroom.

Inclusive leadership also ensures that teachers are attuned to the unique needs of each student. This aware-ness helps teachers understand how different backgrounds influence educational outcomes, enabling them to develop more effective teaching strategies.

The first step in implementing inclusive leadership in schools is to foster a culture where all staff members feel welcomed and respected. This involves offering professional development opportunities that address diversity and inclusion issues and ensuring that everyone feels heard and valued when sharing their ideas or concerns.

Additionally, educators can make their curriculums more inclusive by incorporating lessons that reflect the diverse backgrounds of their students. They should also be open to student feedback regarding any changes made within the classroom or school that align with the needs of Generation Z. This approach helps create an environment where everyone feels comfortable expressing themselves without fear of judgment or retribution.

Inclusion is a process that continuously searches for the best ways to respond to the diversity of children and their learning needs.

Implementing inclusive leadership in educational organizations involves several strategies. First, cultivating self-awareness is critical for leaders. Self-aware leader can acknowledge mistakes, demonstrate vulnera-bility, engage in self-reflection and mindfulness. Active work with persons' stereotypes and biases is another sign of inclusive leader.

Inclusive leaders foster a shared vision through collaboration with stakeholders. Their aim is to create and embody a collective vision. Another strategy involves nurturing relationships. Building strong relationships is essential and entails fostering a sense of belonging and purpose within a safe environment. Knowing the importance of collaboration and avoiding deficit thinking is another strong trait of inclusive leader. Finally, driving and managing change effectively requires leaders to share responsibilities, empower individuals, and come up with strategies which will deal with complex issues. This comprehensive approach ensures that inclusive leadership is embedded throughout the organization.

Why are inclusive leadership skills important for Generation Z teachers?

- ✓ It is important to include inclusive leadership skills into your work and this involves:
- ✓ Cultivating self-awareness: Leaders who are self-aware acknowledge their mistakes, demonstrate vulnerability, engage in self-reflection and mindfulness, and actively challenge stereotypes and biases.
- ✓ Fostering a shared vision: Inclusive leaders collaborate with others to create and embody a collective vision.
- ✓ Nurturing relationships: Building relationships involves fostering a sense of belonging and purpose within a safe environment, promoting collaboration, while steering clear of deficit thinking.
- ✓ Driving and managing change: inclusive leaders share responsibilities, empower individuals, and devise strategies to navigate the complexities of various projects.

5.4   Delegation

Members of Generation Z are characterized by a high degree of autonomy. To successfully manage Generation Z, teachers must be able to delegate tasks and processes effectively, creating opportunities for them to assume new responsibilities and feel valued.

The first step in effective delegation is understanding the strengths, weaknesses, preferences, and goals of the student team. This knowledge helps teachers assign tasks to the right individuals, preventing both overload and underutilization. Teachers can utilize various tools to gather this information and seek input and feedback from students about their studies and interests.

The second step involves communicating clearly the expectations to the students. Teachers should explain the purpose, scope, deadline, and criteria for each task and how it fits into the larger picture. They should clarify the roles, responsibilities, and expectations for each team member and outline how they will collaborate and communicate. Using multiple channels, such as emails, meetings, or online platforms, can ensure that teachers' messages are understood.

The third step is to empower students to take ownership and initiative in their tasks. Teachers should provide Generation Z with an opportunity to select project topics, examine areas of interest, and take responsibility for their learning. Teachers should support students with the necessary resources, advice, and autonomy to complete their work and to encourage them to solve problems, make decisions, and learn from their mistakes. By fostering a culture of trust, respect, and accountability in the class and celebrating their achievements, teachers can empower them.

The fourth step is to monitor and adjust the progress and performance of the students. Teachers should set up regular check-ins, feedback sessions, and evaluations to track their work and provide guidance. By being flexible and adaptable to changing circumstances, teachers are prepared to reassign, modify, or cancel tasks if needed. Seeking feedback from students can also improve teachers' delegation skills.

Why are delegation skills important for Generation Z teachers?
For teachers working with Generation Z delegation skills are essential in several ways:
- ✓ Effective delegation: Helps to align tasks with students' strengths and interests, increase student engagement, and prevent overload.
- ✓ Clear communication of expectations: Ensures that students understand their roles and how their work fits into the big picture.
- ✓ Empowering students: Encourages initiative, problem solving, and accountability of the Generation Z students.
- ✓ Regular monitoring and feedback: Allow teachers to adapt tasks and support according to students' evolving needs, too.
- ✓ Strong delegation skills: Teachers need to motivate Generation Z students, support their development, and create a dynamic, collaborative classroom environment.

5.5   Inspirational Motivation

Inspirational motivation refers to two key components: a leader's ability to communicate a compelling vision that energizes, connects, and encourages others to exceed expectations. Leaders who employ this style set high standards and expectations for their students.

They maintain a positive outlook on their followers' abilities to achieve goals and consistently highlight the significance of each task and responsibility. By doing so, they instil a strong sense of purpose in their followers, driving the group forward with meaning and direction. This approach motivates followers to put in extra effort, remain optimistic about the future, and believe in their own capabilities.

Such leadership often boosts team spirit. Leaders create appealing visions by showing optimism about students' abilities, create sense of purpose and encourage team spirit.

To effectively inspire student, it's crucial to distinguish between intrinsic and extrinsic motivators. Intrinsic motivation involves engaging in activities that are personally fulfilling and enjoyable. When we enjoy performing a task, we experience internal satisfaction and strive for excellence. These motivators are intangible. On the other hand, extrinsic motivation is associated with external rewards such as prizes, or recognition.

To inspire others to embrace vision, it's vital for teachers as leaders to understand the individual visions of the students, specifically their intrinsic motivators. What drives them? What is important to them? Teachers must first help students realize and surpass their own visions, and only then can they exceed teachers' expectations.

The following steps will enhance the ability of the teachers to become an inspirational motivator.

Firstly, teachers are "selling the outcome", they are creators of vision. Teachers need to be the engine for motivation, optimism, confidence and for setting a vision for collaboration.

Attending to the needs of students is another important step for supporting Generation Z students in several directions. Teachers should behave as role model, showing students how to proceed. They need to be trustworthy, honest, genuine and reliable, which will support students and most importantly teachers need to keep their word. Such support will empower Generation Z students to perform beyond normal expectations.

Why is inspirational motivation important for Generation Z teachers?

Implementing inspirational motivation will support students in several ways:
- ✓ Engagement: Communicate clearly the vision and benefits of learning to inspire students and foster engagement.
- ✓ Motivation: Teacher inspirational motivation skill serves as a motivating force by modelling optimism, confidence, and a spirit of collaboration.
- ✓ Role model: Demonstrate integrity and reliability, build trust and empowering Generation Z students to exceed expectations.
- ✓ Develop authentic relationships: By understanding students' needs and creating a mutually enriching classroom environment can teacher support mutual friendly relationships.

5.6   Negotiation Skills

Knowing how to negotiate well will help teachers to achieve better outcomes in many scenarios. Teachers should think of negotiation not only as a tool for getting what they want, but also as an essential problem-solving skill.

Negotiation is, therefore, a crucial skill for effective classroom management. Today's teachers and students share a different dynamic compared to previous generations, as both students and parents are more informed about their rights and less inclined to view teachers as infallible. This shift can strengthen the relationships between teachers and students, fostering an environment where Generation Z students feel acknowledged and respected. By demonstrating and teaching strong communication skills, educators can enhance this rapport. Mastering the art of negotiation transforms the classroom into a continuous learning environment, where conflicts between students or between students and teachers become valuable teachable moments.

Negotiation can significantly enhance classroom dynamics in several ways.
- ✓ Strengthened teacher-student relationships: Negotiation creates a collaborative environment where students feel heard and respected, leading to stronger teacher-student relationships. This shift from traditional authoritative models allows for a partnership where both teachers and students negotiate learning objectives and classroom norms, ultimately increasing trust and engagement in the educational process.
- ✓ Enhanced learning opportunities: By viewing interactions as negotiations, teachers can transform conflicts into teachable moments. This approach encourages Generation Z´s to express their needs and opinions, which can lead to more personalized learning experiences. For instance, when students are involved in decision-making processes regarding their learning, they are more likely to be invested in the outcomes.
- ✓ Developing critical skills: Negotiation skills contribute to the development of essential 21st-century skills such as problem-solving, critical thinking, and effective communication. Through role-playing and simulations, students learn to navigate real-life conflicts and develop strategies for collaboration and compromise. This experiential learning helps them become more adaptable and self-aware.
- ✓ Supporting autonomy: In a classroom where negotiation is practiced, students are empowered to take ownership of their learning. By participating in discussions about classroom rules or project directions, they gain a sense of responsibility and autonomy. This not only boosts their confidence but also encourages them to engage more deeply with the material being taught.
- ✓ Flexibility in teaching approaches: Negotiation allows teachers to adapt their methods based on student feedback and needs. This flexibility can lead to a more dynamic classroom environment where lessons are tailored to maintain student engagement and address diverse learning styles. Teachers who embrace negotiation are better equipped to manage off-task behaviours by redirect-ting students from Generation Z back to the learning objectives through collaborative discussions.

Why are negotiation skills important for Generation Z teachers?

- Strengthening collaborative relationships: Negotiation creates an environment where students feel valued and respected. This skill builds stronger partnerships between teachers and Generation Z learners.
- Converting conflict into learning: Viewing conflicts as chances for constructive dialogue helps develop problem-solving and communication abilities.
- Encouraging student autonomy: Engaging students in decision-making fosters a sense of ownership and increases their motivation and accountability.
- Facilitates flexible teaching: Negotiation allows teachers to modify their methods to student feedback. Therefore, they may keep lessons more relevant and engaging for diverse learning preferences.

5.7　Mentoring

A mentorship is a relationship where a more experienced, knowledgeable, and well-connected individual shares their insights and expertise with a less experienced person in a specific field. The experienced individual is the mentor, while the less experienced person is the mentee.

Mentors benefit by guiding the next generation in a field they are passionate about, ensuring that best practices are maintained and passed on.

Generation Z is looking for learning and guidance and a holistic personal development. Mentorship is therefore suitable method how to create a relationship and a two-way dialogue. Mentors need to establish a continuous, evolving bond built on mutual respect and shared learning. The key lies in authenticity of a mentor.

Implementing mentoring in the educational process encompasses:
- ✓ Personal connection: Teachers should use rapport to move beyond strictly formal interactions. Sharing their own stories, talk openly about their experiences, and listening to students' stories with an open mind and heart will support the connection with students.
- ✓ Lifelong learning: The digital landscape is always changing, for example, with the arrival of AI, so to effectively mentor a digital native, teachers must be willing to adapt. This might involve staying updated with the latest digital trends or learning new tools and platforms that Generation Z uses.
- ✓ Adaptability: Generation Z values flexibility and understanding. Receptive teachers incorporate unconventional ideas in learning methods. They may not always follow traditional routes, and that's perfectly fine.

When these dynamic qualities are combined with the experienced expertise, deep knowledge and accumulated wisdom of the teacher, the result is transformational. This synergy benefits not only the individual stakeholders, but also entire organizations, schools, and transforms society.

Why are mentoring skills important for Generation Z teachers?
The four most important traits of mentoring skills for Generation Z teachers are:
- ✓ Active listening: implement your full attention in order to understanding the mentee's / students' concerns to build trust and demonstrate genuine interest.
- ✓ Encouragement: Provide positive reinforcement and motivation to boost the their confidence and perseverance.
- ✓ Relationship building: Establish authentic, respectful connections that foster open communication and mutual growth.
- ✓ Adaptability and observation: Be flexible in approach and keenly observe their behaviours and needs to tailor guidance effectively.

6   Cluster 6: Organizational Skills

Organizational skills are essential for teachers as they help maintain order in the classroom, manage projects, meet deadlines, and solve problems effectively. Educators aiming to enhance their skill set and advance their careers should consider how improving their organizational abilities can assist them in achieving both short- and long-term objectives. These skills are crucial for teachers because they enhance efficiency and time management within the classroom. Since teachers often oversee the education of multiple students simultaneously, strong organizational skills enable them to maximize the teaching time they have available to teach their students and offer personalized feedback to individual learners. Teachers with high quality of organizational skills have ability to gain a deeper understanding of each student's unique learning needs, identify key topics that students may wish to explore further and are able to demonstrate important organizational and time management techniques.

The six key skills that contribute to mastering effective organizational skills are:
1. Time management
2. Planning and prioritizing
3. Work ethics and professionalism
4. Adaptability
5. Motivation
6. Integrity and Humility

Adaptability is essential, as Generation Z is characterized by rapid technological changes and diverse learning needs; teachers must be able to adjust their teaching strategies to meet these evolving demands. Time management plays a significant role in balancing lesson planning, grading, and providing timely feedback, which is vital for maintaining student engagement and ensuring academic success. Furthermore, professionalism and ethics are paramount in fostering a respectful learning environment where students feel valued and understood. Teachers must also demonstrate humility, acknowledging their own learning journey and being open to feedback from both students and peers, which can enhance collaborative learning experiences. Additionally, motivation is key; teachers who inspire their students through innovative teaching methods can significantly influence their academic performance and personal growth. Finally, effective planning allows teachers to create structured yet flexible lesson plans that accommodate the unique characteristics of Generation Z learners, ultimately leading to a more productive educational experience. By honing these organizational skills, teachers can better support Generation Z students in their academic and personal development.

Importance of organizational skills for Generation Z teachers

Organizational skills are fundamentally linked to effective learning. In our rapidly changing world, where information is plentiful, but attention spans are shrinking, these skills will empower young minds to navigate the vast landscape of knowledge. Teachers have a responsibility to adapt to these changes by incorporating technology into their instruction. Utilizing digital planners, apps, and online resources can make learning these skills more relevant for today's tech-savvy generation.

Becoming an organized educator may take time, hands-on experience, and the identification of areas for improvement.

6.1 Adaptability

Adaptability is a key skill for teachers, especially when working with Generation Z students. Known for their digital proficiency and different learning preferences, this generation brings both challenges and opportunities to education. By understanding and fostering adaptability, teachers can significantly improve their effectiveness and student outcomes.

Adaptability enables teachers to respond effectively to changing circumstances in the classroom, fostering resilience and problem-solving skills in students.

Adaptability includes the ability to adapt flexibly and positively to new conditions, challenges, and opportunities. For teachers, this means the ability to change teaching methods, classroom management strategies, and communication styles to meet the diverse needs of learners. The ever-changing nature of modern classrooms - driven by rapid technological advances and evolving societal expectations - requires teachers to consider adaptability as a key skill. Education experts emphasize that adaptability is essential to creating engaging and effective learning experiences that connect with Generation Z students, who have different goals and learning styles compared to previous generations.

Why is adaptability important for Generation Z teachers?

Teaching Generation Z requires an understanding of their unique qualities. This generation is characterized by rapid adaptation to change, digital proficiency, and a strong preference for personalized learning experiences. Teachers who can adapt their approaches not only increase student engagement but also prepare students for a rapidly changing future work that values flexibility and resilience. In addition, adaptable teachers are better equipped to handle unexpected classroom disruptions, such as technology issues or changes in curriculum requirements. Therefore, teachers should personalize their teaching effectively to engage students and enhance their learning. Also, teachers should be willing to reinvent their approach to students, be proactive and continually grow and learn new skills. They also remain curious and open-minded about evolving technology.

6.2   Integrity and Humility

Integrity is a fundamental quality that encompasses honesty, sincerity, and authenticity. It derives from the Latin word "integritas," meaning wholeness or flawlessness, and refers to the ability of individuals to adhere to moral and ethical principles consistently, even in challenging situations. For teachers, integrity is not just a personal attribute; it is a professional necessity that shapes the educational environment and influences student development.

For Generation Z students, who often prioritize authenticity and transparency, a teacher's integrity builds trust and respect. Research indicates that Generation Z values those who demonstrate accountability, honesty, and fairness. When teachers model integrity, they not only earn their students' respect but also encourage them to adopt similar values in their lives.

Humility, on the other hand, involves recognizing one's limitations and valuing others' contributions. This trait is particularly important in a classroom setting where collaboration is key. It involves recognizing that no one has all the answers and that every individual, including students, has valuable insights to contribute. This attitude fosters a collaborative learning environment where students feel empowered to express themselves and engage deeply with their education.

Humble teachers are more approachable, fostering an environment where students feel comfortable expressing their thoughts and ideas. They are also more likely to engage in reflective practices, which can lead to improved teaching strategies. According to Paulo Freire, a renowned educator, dialogue in education cannot exist without humility, as it requires teachers to listen and learn from their students. Generation Z students appreciate educators who are willing to learn alongside them, as this aligns with their own values of collaboration and mutual respect.

Why are integrity and humility important for Generation Z teachers?

When working with Generation Z students who face unique challenges related to academic integrity, it becomes even more crucial for teachers to embody integrity. By doing so, teachers not only enhance their teaching practice but also prepare students for ethical decision-making in their future endeavours, responsibility, and also their academic integrity. Teachers serve as role models for their students, and their integrity significantly impacts students' attitudes towards toward education and ethical behaviour. When educators demonstrate integrity, they create an atmosphere of trust and respect, which is vital for effective learning. According to the Council of Europe, establishing a culture of ethics and integrity in education is essential to promote democracy and participation among students. Integrity also acts as a safeguard against corruption.

Humility allows teachers to reflect on their practices critically. A humble educator is more likely to acknowledge their limitations and seek professional development opportunities, which ultimately benefits benefit their students. Research indicates that humility correlates with better interpersonal relationships and increased adaptability in challenging situations. By modelling humility, teachers demonstrate that it is acceptable to make mistakes and learn from them, encouraging gen Generation Z students to adopt a similar mind-set, so they would feel secure to ask questions, admit when they don't know something, make mistakes, take risks, and express their opinions and ideas.

6.3   Motivation

Motivation is a crucial organizational skill for teachers, impacting their performance, student engagement, and overall educational outcomes.

Teacher motivation can be defined as the intrinsic and extrinsic factors that drive educators to perform their roles effectively. According to a report from the European Parliament, motivated teachers are essential for achieving high-quality education and are linked to better student learning outcomes. This motivation is not only about financial incentives but also includes professional autonomy, recognition, and opportunities for continuous professional development.

Factors influencing teacher motivation include continuous professional development, which is vital for maintaining teacher motivation. Another factor for enhancing teacher motivation is work environment, especially supportive organizational culture affects teachers' motivation. And at last, teachers who feel recognized for their efforts and have autonomy to make decisions in their classrooms tend to be more motivated.

> Consider the example of a teacher named Ms. Thompson, who struggles to engage her students during history lessons. Although she is knowledgeable and passionate about the subject, she finds that her students are disinterested in the textbooks and reluctant to participate in discussions. This is something which lowers her motivation.

> However, when Ms. Thompson introduces a project where students can create their own short films about historical events, she notices a significant change. Students who previously showed little interest in history become excited and eager to work on their projects. They research their chosen topics, collaborate with classmates, and enthusiastically share their ideas. This transformation shows that they are not lazy or unmotivated; rather, they simply needed need a different approach to engage their interests.

Motivation arises when individuals interact meaningfully with a situation. It represents a mind-set where one determines the level of desire, interest, and energy that will translate into action.

Motivation = Intensity + Direction + Persistence of effort

- ✓ Intensity refers to how vigorously a person pursues their goals. In Ms. Thompson's case, her students exhibit high intensity when working on their film projects. They are fully engaged and dedicated to producing quality work, demonstrating a strong desire to succeed. Ms. Thompson did not give up either and intensely tried to find a new approach.
- ✓ Direction indicates the focus of an individual's efforts and the quality of those efforts. The direction of Ms. Thompson's students shifts dramatically when they engage in creative projects instead of traditional textbook reading. Their focus on filmmaking allows them to explore historical themes in depth, leading to richer understanding and engagement. She, as a teacher, change changed the direction in which she led her class and even involved technology in her class.
- ✓ Persistence is the duration for which an individual can maintain effort toward achieving a goal. Ms. Thompson's students show remarkable persistence as they continue refining their films, seeking

feedback, and making improvements over time. This level of commitment contrasts sharply with their earlier lack of engagement during conventional lessons. Also, Ms. Thompson was persistent and found a way to engage students.

Motivation is not merely about being driven or industrious; it encompasses intensity, direction, and persistence in pursuing interests and goals. By recognizing what truly motivates individuals - such as creativity or personal relevance - educators can foster an environment that encourages sustained engagement and effort among their students, but as well as teachers' own motivation. Moreover, it is important to acknowledge your needs and achievements as a teacher, to be better motivated in your work.

Why is motivation important for Generation Z teachers?

Motivated teachers are more likely to engage actively with their students, employing innovative teaching methods and adapting their approaches to meet the diverse learning needs of gen Generation Z students. The passion and energy that motivated teachers bring to the classroom can ignite curiosity. Students taught by enthusiastic, engaging and inspiring educators tend to achieve higher grades and demonstrate better problem-solving skills and are more likely to become lifelong learners, equipped with the skills necessary to adapt to new challenges in an ever-changing world.

6.4   Planning and Prioritizing

Planning and prioritizing. Planning skills involve the ability to set clear objectives, break tasks into manageable steps, and allocate appropriate resources and time for each task. This includes creating lesson plans that align with curriculum standards and student needs. Prioritizing skills, on the other hand, refer to the ability to determine the order of importance for tasks based on their urgency and impact on educational goals. This requires critical thinking and decision-making abilities to focus on what matters most in each timeframe. Additionally, there is an importance of evidence-based decision making.

Why are planning and prioritizing skills important for Generation Z teachers?

Having a clear plan and prioritizing tasks can reduce the stress associated with last-minute preparations or missed deadlines. This not only benefits teachers' well-being but also fosters a positive classroom atmosphere conducive to learning. Strong planning skills allow educators to adjust their strategies based on real-time feedback from students or changes in curriculum requirements. Prioritization helps teachers identify which adjustments are most urgent or impactful.

A teacher needs to be skilled in prioritizing in order to teach students how to do it. Prioritizing is basic skill also for students across all subjects. They apply this skill when planning an essay, deciding what information to include in their notes, or while analysing math word problems to identify relevant data. Prioritizing during the planning process helps students assess the sequence in which they will tackle different components of a larger task, determining which aspects require the most time and attention.

Teachers should provide students with opportunities to make their own prioritization decisions and allow them to experience the consequences of not achieving their goals by the deadlines they set.

6.5   Time Management

Time management, according to the Cambridge dictionary is the "practice of using the time that you have available in a useful and effective way, especially in your work".

Effective time management is crucial for teachers, especially when engaging with Generation Z students, who are characterized by their digital nativity and unique learning preferences. Teachers' ability to manage their time directly impacts not only their effectiveness in delivering lessons but also the overall learning experience of their students.

Why is time management important for Generation Z teachers?

A crucial aspect of time management for teachers is the need to plan and structure lessons that resonate with Generation Z learners. Generation Z thrives on interactive and technology-driven educational experiences. By managing their time effectively, teachers can allocate sufficient periods for lesson preparation, incorporating multimedia resources and collaborative activities that engage students and cater to their diverse learning styles. Research indicates that well-structured lesson plans, which include time for student participation and feedback, enhance student performance and motivation. Additionally, effective time management helps reduce teacher stress and burnout, which are common in the teaching profession. When teachers prioritize their tasks and manage their schedules efficiently, they can create a more balanced workload that allows for personal time and professional development. This balance is essential for maintaining enthusiasm and effectiveness in the classroom, especially when teaching a generation that values authenticity and relatability.

Moreover, fostering time management skills in students is vital. Teachers can model these skills by demonstrating how to set goals, prioritize tasks, and manage deadlines. This not only prepares students for academic success but also equips them with essential life skills that will benefit them in their future careers.

In conclusion, the importance of time management for teachers working with Generation Z cannot be overstated. It enhances lesson delivery, reduces stress, and prepares students for future challenges. As educators adapt to the needs of this unique generation, honing their time management skills will be key to creating effective learning environments.

6.6   Work Ethics and Professionalism

Work ethics and professionalism embody honesty, resilience, responsibility, and moral behaviour. They represent the ability to work independently, with determination, discipline, and dedication, while maintaining efficient work habits, such as prioritizing, organizing, managing tasks, and being punctual.

Workplace ethics is crucial as it directly influence the quality and outcome of work. Valuing one's job consistently boosts productivity. Teachers who adhere to these principles utilize resources more effectively, respect time, perform at higher standards, and drive the school forward. Individuals with a strong work ethic also exemplify exceptional integrity, demonstrating honesty, politeness, and fairness towards students and school community.

Educational institutions ought to establish detailed guidelines regarding professional behaviour, highlighting the significance of integrity, respect, and responsibility in dealings with both students and colleagues. Such transparency helps in avoiding ethical dilemmas and strengthens a robust ethical foundation within the school environment.

Why are work ethics and professionalism important for Generation Z Teachers?

Teachers should conduct their professional services in a non-discriminatory and ethical manner in order to keep student information confidential and make an effort to create a non-harmful and safe environment. Also, teachers should show they an ethical approach to a problem and seeks seek to enhance the ability of gen Generation Z students to make responsible and thoughtful decisions and to act accordingly, fostering the development of a mature moral consciousness.

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Teachers should show respect for students' individuality and during the interaction with them, they should consider their gender, culture, or socioeconomic background. This thoughtfulness will reflect in the design of the lessons and while connected with the real-life examples may resonate more deeply with Generation Z's preferences and make learning more meaningful. Teachers who interact transparently with students and communicating with them openly are seen as authentic and are valued by the Generation Z students and their mutual interactions are more sincere.

Teachers should also be mindful of their appearance, understanding how it can influence relationships with students. In addition, they must avoid conflicts of interest that could compromise objectivity or risk students' learning and well-being.

Students' safety must be protected by creating and maintaining an environment that safeguards the emotional, intellectual, physical, and sexual safety of all students. Most importantly teachers need to maintain confidentiality and safeguard students' information. They can share information only with parents or

guardians but only in the best interest of the students. By committing themselves to inclusivity teachers will support all members within the school community.

Cluster 7: Social Coherence

Navigating the complexity of today's diverse and interconnected environment requires social coherence abilities. These abilities allow people to communicate successfully and amicably in a variety of social, professional, and international settings. Since millennials, like Generation Z teachers, grew up in a digital age characterised by quick technology advancements and greater globalisation, these abilities are not only advantageous but also essential for success on both a personal and professional level.

Self-regulation, self-reliance, trust-building, cross-cultural competency, inquiry skills, and digital media competency are the most important competencies that make up social coherence skills:

1. Self-regulation: The ability to control one's emotions and actions in various contexts is known as self-regulation. This ability is essential to help people deal with the hectic and frequently stressful situations they encounter, whether at work or in their personal lives. Maintaining professionalism in the workplace, cultivating positive connections and pursuing objectives in spite of obstacles are all made possible by effective self-regulation.

2. Self-reliance: The capacity to act on one's own initiative and make choices without outside help is known as self-reliance. For people who must contend with a very competitive labour market and shifting economic conditions, this is especially crucial. Being independent enables people to take initiative, solve issues quickly, and adjust to different circumstances—qualities that are highly regarded in the modern business.

3. Building trust: Any connection, whether personal or professional, is built on trust. Building trust is essential for Generation Z teachers to create and preserve professional networks as well as social ties. The success of team initiatives and long-term collaborations can be determined by the ability to establish and preserve trust in a time when collaboration is frequently virtual and crosses cultural boundaries.

4. Cross-cultural competencies: Generation Z teachers (indicated as Millennials) are the most diverse generation to date, frequently engage with people from a range of cultural backgrounds. Their ability to communicate and work with a variety of groups while respecting their differing opinions and traditions is a result of their cross-cultural competencies. These abilities are necessary for both professional success in a globalised labour market and for personal enrichment.

5. Inquiry Skills: The ability to critically evaluate sources, ask pertinent questions, and make well-informed decisions are all made possible by having strong inquiry abilities. These abilities are becoming more and more crucial in a society where digital media rules and people are always surrounded by new information. Being able to separate fact from fiction can have a big influence on one's behaviour and worldview.

6. Digital media competences: They are essential for people who have been referred to as "digital natives." They can use digital technologies for data administration, content creation, and communication with ease thanks to these abilities. Digital media proficiency is essential for staying in touch as well as for competing in the modern job market, where many positions require digital literacy.

For Generation Z teachers, developing social coherence abilities is essential for various reasons:

- ✓ Managing workplace dynamics: As educators assume greater leadership positions within organisations, the capacity for self-management, trust-building, and effective collaboration with culturally varied teams becomes essential.
- ✓ Personal development: These abilities facilitate personal growth, allowing individuals to navigate diverse life changes and challenges with resilience and autonomy.
- ✓ Global citizenship: The millennial generation exhibits greater engagement in global concerns compared to preceding generations. Competencies such as inquiry and cross-cultural communication enable them to participate effectively in global dialogues and initiatives.
- ✓ Digital proficiency: In an age where the distinctions between virtual and reality are obscured, proficiency in digital media is essential for efficient communication, advocacy, and professional advancement.

7.1   Self-Regulation

In the contemporary, rapidly evolving digital era, the capacity for self-regulation is a crucial competency, particularly for Generation Z educators. This generation, born between 1981 and 1996, encounters distinct issues arising from swift technical advancements, changing workplace relationships, and the influences of social media. Self-regulation, encompassing the management of emotions, behaviours, and thoughts to achieve long-term objectives, is essential for millennials to adeptly navigate these complexity. This comprehensive examination of self-regulation will investigate its elements, significance, and practical application in one's life.

Self-regulation includes several fundamental components:
- ✓ Emotional regulation: This entails the recognition, comprehension, and proficient management of one's emotional responses. Educators frequently encounter elevated stress and anxiety stemming from societal pressures and economic instability; nonetheless, learning emotional control can enhance mental well-being and interpersonal connections.
- ✓ Impulse control: This refers to the capacity to pause and reflect before to taking action. In an age of immediate gratification and incessant digital alerts, cultivating impulse control is essential for resisting distractions and maintaining focus on objectives.
- ✓ Self-discipline: Intimately connected to impulse control, self-discipline entails the persistent prioritisation of long-term objectives over immediate gratifications.

Together, they enable individuals to regulate their emotions and behaviours in reaction to their surroundings, resist impulsive inclinations, sustain concentration amid distractions, and persevere in the face of challenges.

Why is self-regulation important for Generation Z teachers?
- ✓ Managing information overload: Millennials, as Generation Z educators, are the inaugural generation to have been raised with the internet, smartphones, and an abundance of information. Self-regulation assists individuals in managing information overload, allowing them to concentrate on what is genuinely significant and evade choice paralysis.
- ✓ Adapting to workplace changes: As the workplace transitions to more flexible and remote working arrangements, individuals require robust self-regulation to effectively manage their time, meet deadlines, and deliver excellent work without direct supervision.
- ✓ Augmenting emotional intelligence: Emotional intelligence is essential in the contemporary team-centric, service-oriented economy. Self-regulation enhances emotional intelligence by facilitating the management of one's own emotions and the comprehension of others' emotions, resulting in improved teamwork and leadership.
- ✓ Regulating digital distractions: Continuous connectedness to digital gadgets may result in digital fatigue. Self-regulation enables millennials to establish limits on their technology usage, ensuring they can disengage and participate in significant offline pursuits.

7.2   Self-Reliance

Self-reliance, the capacity to rely on one's own abilities and resources, is becoming increasingly essential in today's dynamic and always changing environment. In an era characterised by swift technological advancements, economic volatility, and evolving employment landscapes, fostering self-sufficiency is not merely advantageous—it is imperative. This competency allows people to adjust to changes, resolve issues autonomously, and propel their personal and professional growth. This discussion explores the significance of self-reliance for millennials, its importance, and methods for its cultivation and use across many life domains.

Self-reliance fundamentally entails possessing confidence in and assuming responsibility for one's activities. It pertains to self-sufficiency in emotional and financial matters, exercising independent decision-making, and has the confidence to trust one's judgements and learn from errors without excessive external dependence.

Self-reliance encompasses numerous essential elements:
- ✓ Emotional independence: This refers to the capacity to regulate one's emotional health without relying unduly on others for affirmation or assistance.
- ✓ Financial independence: Exercising prudent financial management through budgeting, saving, and investing to attain economic stability independently.
- ✓ Decision-making autonomy: The ability to make educated choices based on personal evaluation and comprehension, rather than succumbing to peer or cultural influences.

Why is self-reliance important for Generation Z teachers?

The necessity for self-reliance is evident owing to several distinct challenges and attributes:
- ✓ Economic uncertainty: Acquiring the ability to manage personal money autonomously is essential for navigating this unpredictability.
- ✓ Technological advancements: The swift progression of technology necessitates continual learning and adaptability. Independence in gaining new skills and knowledge is essential to maintain relevance in the employment market.
- ✓ Transformations in social structures: As conventional sociocultural frameworks change, millennials frequently pursue or are compelled to establish unconventional career trajectories and lifestyles, necessitating significant self-sufficiency.
- ✓ Globalisation: Enhanced global interconnection exposes individuals to many cultures and international markets, requiring the capacity to function autonomously in multiple settings.

The practical applications of self-reliance for millennials encompass all aspects of life:
- ✓ Career: Proactively pursuing career development, seeking advancement possibilities, and independently adjusting to evolving industry trends.
- ✓ Personal relationships: Establishing healthy, equitable relationships characterised by reciprocal support rather than unilateral dependence.
- ✓ Community engagement: Addressing community and societal issues based on individual beliefs and evaluations rather than conforming to popular opinion.

7.3   Building Trust

In an age where personal and professional connections are predominantly facilitated by digital communication, the capacity to establish trust remains fundamental to effective interactions. This generation has matured amidst the emergence of the internet and social media, which frequently transform conventional concepts of relationship and intimacy. Consequently, cultivating strong skills in trust-building is essential for improving personal relationships and progressing in increasingly interconnected and collaborative professional environments.

Establishing trust encompasses more than mere reliability. It necessitates active participation in actions that promote dependability, honesty, and reciprocal respect. Trust is fundamental to all interactions, facilitating stronger connections, enhanced collaboration, and more effective leadership.

The important components of establishing and maintaining trust can be summarized as:
- ✓ Communication: Transparent, truthful, and candid communication is essential. Trust is established when individuals perceive that they are acknowledged and comprehended, and when information is disseminated transparently.
- ✓ Consistency: Demonstrating reliability in actions and behaviours over time fosters predictability, an essential component of trust. Adherence to commitments and sustained effort in partnerships is essential.
- ✓ Empathy: Comprehending and sharing another's emotions is essential for establishing trust. It demonstrates consideration and reverence for the experiences and emotions of others, hence fortifying relational connections.
- ✓ Integrity: Adhering to honesty and robust ethical standards is vital. Integrity entails the congruence of actions with words and principles, particularly in difficult circumstances.

Why is building trust important for Generation Z Teachers?

Teachers encounter distinct problems and opportunities that highlight the significance of trust-building competencies:
- ✓ Workplace dynamics: Frequently favour collaborative and adaptable work environments. Trust is crucial in these environments to enhance collaboration, mitigate conflicts, and elevate job satisfaction and productivity.
- ✓ Digital communication: Given the substantial volume of online interactions, ranging from emails to social media, the capacity to express sincerity and authenticity in the absence of face-to-face engagement is essential.
- ✓ Leadership styles: Transitioning into leadership positions, the inclination towards horizontal rather than hierarchical systems emphasises the importance of trust. Educators who assume leadership roles and cultivate trust can enhance loyalty and more successfully inspire their students.
- ✓ Global interactions: The globalised nature of contemporary society necessitates frequent engagement with other cultures and practices. Fostering trust across cultural boundaries can improve collaboration and diminish misinterpretations.

Here are some practical applications for millennials seeking to enhance their trust-building skills:

- ✓ In the workplace: Establishing trust can enhance collaborative efficacy on initiatives. A teacher needs proactively develop more inclusive teaching formats that promote contributions from all class; thereby fostering trust.
- ✓ In personal relationships, trust is fundamental for enhancing connections. Consistently participating in activities that foster mutual understanding and support can strengthen trust.
- ✓ Online and digital media: In digital encounters, sustaining a coherent and authentic persona fosters trust. Being mindful of how one's communication may be interpreted in written form and dedicating time to customise messages might be advantageous.

7.4   Cross-Cultural Competences

In the contemporary interconnected and globalised landscape, the significance of cross-cultural compe-
tence is paramount, particularly for educators engaged in varied surroundings, be it in educational
institutions, professional settings, or social contexts. Cross-cultural competence denotes the capacity to
comprehend, communicate, and engage effectively with others from diverse cultural backgrounds. This skill
set encompasses various competencies, including cultural awareness, sensitivity, flexibility, and empathy.
For millennials, cultivating these qualities is essential for personal and professional achievement in an
increasingly interconnected cultural landscape.

Cross-cultural competence encompasses more than only engaging in dialogue with folks from other cultural
backgrounds. It involves comprehending the fundamental cultural factors that shape behaviours, beliefs,
and values. This skill enables individuals to manage and reconcile differences that may result in misunder-
standings or disputes in cross-cultural contexts. The abilities encompass knowledge (comprehension of
cultural norms and practices), skills (including effective communication and conflict resolution), and atti-
tudes (such as openness and respect for diversity).

Why are cross-cultural competences important for Generation Z teachers?

Generation Z educators (Millennials), frequently defined as the most internationally networked cohort,
consistently engage with other cultures through travel, global media, multicultural workplaces, and virtual
networks. The digital era has linked people to the global community in unparalleled manners, rendering
cross-cultural knowledge not merely advantageous but imperative. Effective cross-cultural interaction can
enhance employment opportunities, improve teamwork, and foster a profound comprehension of global
concerns impacting various facets of contemporary life.

Although significant, cultivating cross-cultural competence can prove difficult. It necessitates ongoing work
and involvement, and may occasionally be difficult as it entails questioning one's deeply entrenched views
and assumptions. Furthermore, there exists a risk of oversimplification, wherein individuals may depend on
stereotypes instead of authentic comprehension. Millennials must remain alert to these fallacies and pur-
sue a profound and nuanced comprehension of cultural differences.

The advantages of cultivating cross-cultural competency are substantial. It professionally augments
teachers' competitiveness in the global job market and empowers them to collaborate effectively within
various teams. It enriches their lives by broadening their perspective and improving their social relation-
ships. It fosters tolerance and understanding within society, enhancing the cohesion and inclusivity of
communities.

7.5   Inquiry Skills

Inquiry skills are essential competencies that empower individuals to seek knowledge, formulate questions effectively, analyse responses, and synthesise findings. These skills are particularly vital for educators instructing younger generations, who are navigating an increasingly intricate, information-dense environment. Millennials, as the inaugural generation raised with internet access, possess enhanced inquiry abilities that enable them to identify trustworthy information, promote lifelong learning, and make informed choices in both personal and professional contexts.

Inquiry skills comprise various competencies, including questioning, researching, critical thinking, problem-solving, and communicating. These talents enable an individual to tackle challenges with a mindset that prioritises enquiries above solutions—an essential approach in a knowledge-based economy. Effective inquiry involves not merely posing questions, but formulating the appropriate enquiries and being prepared to seek the answers rigorously and critically.

Why are inquiry skills imporatnt for Generation Z teachers?

Teachers are engaged in an environment abundant in information, yet disparate in quality and accuracy. This generation encounters distinct obstacles, including information overload, the swift advancement of technology, and the necessity for adaptive learning practices in professional environments. Inquiry skills equip millennials to address these difficulties by allowing them to recognise and authenticate information sources: In an age of "fake news" and excessive internet content, evaluating the credibility of information is essential. Inquiry skills also enhance autonomous learning and flexibility, and allow to address intricate issues. Finally, proficient inquiry entails articulating questions and effectively analysing responses, competencies that are vital in collaborative environments.

Cultivating strong inquiry skills involves time, effort, and frequently a shift in thinking. There are several challenges and endeavours:
- ✓ Excessive dependence on easily accessible information: The convenience of online information access may result in cursory research methodologies.
- ✓ Challenges in critical thinking: A lack of robust critical thinking skills complicates the process of discerning biases and misinformation.
- ✓ Restricted tolerance in a rapid environment: The rapid tempo of digital media may hinder in-depth exploration of intricate issues, which is crucial for cultivating comprehensive inquiry abilities.

7.6   Digital Media Competences

Digital media competency denotes the capacity to access, analyse, evaluate, create, and engage with various forms of digital communication. For Generation Z educators, these competencies are essential for personal growth, career advancement, and engaged citizenship in a digitally interconnected environment.

Digital media competencies can be classified into numerous essential domains:
- ✓ Technical proficiency: The capability to utilise digital tools and platforms efficiently.
- ✓ Critical thinking: Analysing and critically assessing media information, including comprehending its intent and differentiating between facts and views.
- ✓ Digital creation: The competencies required to generate coherent and innovative digital content, encompassing text, photos, videos, and multimedia presentations.
- ✓ Communication and collaboration: Employing digital media for interaction and cooperation with individuals, both locally and internationally.
- ✓ Digital safety and ethics: Comprehending the ethical ramifications of digital media while ensuring safety and privacy in the online environment.

Why are digital media competences important for Generation Z teachers?

Digital media competence is about harnessing the power of digital tools to create opportunities, foster connections, and drive change. This generation uses digital media for a variety of purposes, from social networking, learning and entertaining to activism and e-commerce. It brings advantage to have a robust set of digital media skills:
- ✓ Access to the job market: Numerous contemporary positions necessitate digital competencies, ranging from fundamental email communication to more sophisticated skills such as directing digital advertising campaigns or doing data analysis.
- ✓ Facilitated learning and personal development: Digital platforms provide a plethora of resources for education, encompassing online courses, interactive tools, and access to worldwide knowledge.
- ✓ Engagement in civic life: Digital media provides channels for involvement in political and social matters, granting millennials a voice in global discourse.
- ✓ Administration of personal and financial information: From online banking to personal health management, digital competencies empower millennials to oversee their lives with greater efficiency.

Despite their proficiency with digital technology, individuals encounter numerous obstacles in attaining complete digital media competence:
- ✓ Information overload: The large quantity of available information might be daunting. Acquiring the ability to distinguish pertinent information from extraneous data is essential.
- ✓ Security risks: Enhanced digital engagement results in heightened vulnerability to security threats. Educators must be informed on cybersecurity and the safeguarding of personal information to effectively impart these skills to their students (Generation Z).
- ✓ Ethical concerns: Issues like as privacy, misinformation, and digital rights are becoming increasingly significant. Comprehending these elements and behaving judiciously in the digital realm is essential.

8   Cluster 8: Digital Skills

The digital skills cluster refers to the digital competences to enable learners to participate actively in life, in school, and in work in the digital age.

Digital competence incorporates the ability to benefit from digital technologies to enhance an effective pedagogical practice. A digital-competent teacher requires a deep knowledge regarding digital competences to mentor and guide learners in their learning path, expected to be more autonomous.

Empowering students with the right digital technologies is fundamental in creating a responsibility as digital intervenient in the complex social media networks. The use of digital technologies usually requires active mythologies in the teaching and learning process.

Digital competences must be used in such a way that places learners as the focus of the teaching and learning process.

The digital skills cluster incorporates the following skills:
1. Technological literacy: Technology literacy refers to the knowledge and skills required to effectively and responsibly use technology tools and resources. Technology literacy is similar to digital literacy, in that an individual who is technologically or digitally literate is well-versed in thinking critically and communicating by utilizing technology. These individuals understand how to consume, create, authenticate and share digital content, and can easily adapt to new technologies.
2. Artificial Intelligence and Generative AI: Traditional AI focuses on performing a specific task intelligently. It refers to systems designed to respond to a particular set of inputs. These systems can learn from data and make decisions or predictions based on that data. Generative AI can be thought of as the next generation of artificial intelligence. It's a form of AI that can create something new. Generative AI focuses on creating new content like text, images, and music. Generative AI models are trained on a set of data and learn the underlying patterns to generate new data that mirrors the training set.
3. Working with digital devices and applications: Carry out simple digital tasks like operating already configured hardware, finding information via web searches, using standard software for communicating or collaborating with others or for creating and editing simple content, and choosing between standard measures for protecting devices, personal data and privacy in digital environments.
4. Media and information literacy: The ability to access media, to understand and critically evaluate different aspects of the media and media content. Media and information literacy involves a range of cognitive, emotional, and social competencies. It is also crucial to have the expertise to use technological equipment and tools to motivate learners in the learning process.

Characteristics of Generation Z Teachers

Generation Z teachers can be from the Baby Boomer, Generation X and Millennial generations. These three generations share the following common characteristics:

- ✓ Adaptability and flexibility: They witnessed major technological advancements and workplace changes, such as the advent of the Internet. This has made them adaptable and technologically versatile.
- ✓ Cultural and social diversity: They grew up at the time of the civil rights and equality movements, which made them generally more sensitive and responsive to diversity and inclusion. They value participation in their communities, which reflects their desire to contribute to collective well-being and leave a positive legacy.
- ✓ Digital gap: Although they are adept at technology, there is still a significant difference with the younger generations when it comes to the ease and naturalness with which they use recent technologies.

The significance of digital skills for teachers of this generation is multifaceted:

- ✓ Professional engagement: The modern workplace is continuously evolving, often requiring creative solutions to new challenges. The need of digital knowledge to be able to combine: organizational communication; professional collaboration; reflective practice and Digital continuous professional development (CPD).
- ✓ Digital resources: Teachers should be able to select, create, modify, manage information, protect, and share it through the use of digital resources.
- ✓ Teaching and learning: Teaching towards learning (learners at the centre); guidance (mentoring), collaborative learning and self-regulated learning.
- ✓ Assessment: Assessment strategies; canalizing evidence and feedback and planning;
- ✓ Facilitating learners' digital competence: Information and media literacy; communication; content creation; responsible use and problem solving.

Generation Z learners have grown up in a world that values digital environments and social media face different learning contexts.

Teachers' digital competences need to foster an efficient learning environment allowing Generation Z to be engaged in their learning path and to mentor them on digital technologies, digital social media, and digital environments. This mentoring is only possible if teachers are well-equipped with the needed digital skills.

8.1　Generative AI Skills

Artificial Intelligence (AI) refers to the simulation of human intelligence processes by machines, particularly computer systems. These processes include learning (the acquisition of information and rules for using the information), reasoning (using rules to reach approximate or definite conclusions), and self-correction.

Generative AI refers to algorithms that can generate new content, including images, music, text, and even code. These models learn the patterns and structures of the input data and can produce new data similar to the original dataset.

Why are Artificial Intelligence and Generative AI skills important for Generation Z teachers?

The integration of AI and Generative AI into education is crucial for preparing Generation Z for the future. These technologies can transform the learning experience by personalizing education, automating routine tasks, enhancing engagement, and developing critical future-ready skills. For teachers, AI and Generative AI provide powerful tools to support diverse learners, enhance professional development, and create more effective and efficient educational environments. These technologies value learners and empower teachers to deliver high-quality and innovative education. In this sense, the teacher of this Generation Z can use AI and Generative AI:

✓ Enhancing educational experiences: AI-powered platforms can adapt educational content to meet the individual needs of learners, providing personalized learning paths that adapt to their strengths and weaknesses. Generative AI can create customized study materials, quizzes, and exercises, ensuring that learning resources are aligned with each learner's progress and learning style. Interactive AI tutors and chatbots can provide immediate feedback and support, keeping learners engaged and motivated. Generative AI can generate engaging content such as educational games, simulations, and interactive storytelling, making learning more appealing and fun.

✓ Efficiency and effectiveness in teaching: AI Tools such as automated grading, attendance tracking, and other administrative tasks, allow teachers to focus more on instruction and learners interaction. Generative AI can assist in creating lesson plans, grading rubrics, and even generating summary reports of learner performance.
AI applications provide teachers with insights into which teaching methods and materials are most effective through data analytics. Generative AI can generate supplementary materials, such as practice problems, reading assignments, and visual aids, tailored to the curriculum.

✓ Fostering future-ready skills: Educating learners about AI, its applications, and ethical considerations prepares them for a future where AI is prevalent in many fields. Involving learners in projects using generative AI tools can develop their creativity, critical thinking, and technical skills.
AI tools provide scenarios and problem-solving exercises that encourage learners to think critically and develop solutions. Generative AI can simulate real-world problems and case studies, allowing learners to explore and analyse different outcomes and scenarios.

✓ Addressing diverse learning needs: AI ensure that all learners can succeed by identifying learning gaps and providing additional support to learners. Generative AI can create content in multiple formats (text, audio, visual) serving different learning preferences and needs.

AI Tools provide translation services and speech-to-text capabilities, making learning materials accessible to non-native speakers and learners with disabilities. Generative AI can generate accessible educational content, such as simplified texts or audio versions of reading materials.

✓ Get professional development for teachers: AI applications offer personalized professional development plans, helping teachers stay current with the latest educational strategies and technologies. Generative AI can create training modules, tutorials, and resources to help teachers continuously improve their skills.

AI Tools facilitate collaboration between teachers by analysing and sharing best practices and successful teaching strategies. Generative AI can help create collaborative platforms where teachers can share resources, lesson plans, and innovative teaching methods.

Despite the benefits of Artificial Intelligence and Generative AI, Generation Z teachers face several challenges in developing and nurturing this skill:

✓ Always be up-to-date: Many teachers may not have the necessary training or background in AI and Generative AI technologies. To understand and effectively teach these advanced topics is necessary to have a solid knowledge in computer science, programming, and data analysis, which many educators may lack.

AI and Generative AI are rapidly evolving fields, necessitating ongoing professional development to keep up with new tools, techniques, and best practices. This constant need for upskilling can be challenging for teachers already balancing a heavy workload.

✓ Computer communication: The constant changes in educational platforms to communicate require assiduous work to give them the necessary knowledge to be able to work with these computerised means of communication.

✓ Problem solving: It is fundamental the development and implementation of solutions to solve practical problems which arise in the classroom concerning the use of digital devices and interfaces.

✓ Resource limitations: Not all schools have equal access to advanced technologies and resources required for teaching AI, such as high-performance computers, specialized software, and internet access. This disparity can hinder the ability to provide comprehensive AI education.

Implementing AI education often requires significant investment in hardware, software, and professional development. Schools with limited budgets may struggle to allocate sufficient funds to these areas.

✓ Ethical and societal implications: AI and Generative AI raise numerous ethical questions, including issues related to privacy, bias, and the impact of automation on jobs. Teachers must address these topics, which require a deep understanding of both the technologies and their broader societal implications.

It is crucial to ensure that learners understand the responsible use of AI technologies. This involves teaching them about the potential risks and encouraging ethical thinking, which can be complex.

✓ Learners engagement and differentiation: Generation Z learners have diverse learning preferences and varying levels of interest in technology. Engaging all learners, especially those who might not be naturally inclined toward STEM (science, technology, engineering and mathematics) subjects, can be challenging.

AI and Generative AI concepts can be complex and abstract. Teachers need to find ways to present these topics in an accessible and engaging manner, which may require differentiated instruction and creative teaching methods.

- ✓ Assessment and evaluation: Traditional assessment methods may not be well-suited to evaluate learners ' understanding of AI and Generative AI concepts. Developing new forms of assessment that accurately measure learners' knowledge and skills in these areas can be difficult.
  AI education often involves project-based learning, where learners apply concepts to real-world problems. Assessing these projects requires different criteria and methods compared to traditional tests, posing a challenge for teachers used to conventional assessment techniques.
- ✓ Cultural and institutional resistance: Introducing AI and Generative AI into the curriculum may face resistance from both educators and administrators who are accustomed to traditional teaching methods and content.
  For AI education to be successful, it requires support at the institutional level, including policy changes, resource allocation, and professional development opportunities. Achieving this support can be a significant difficulty.

Artificial Intelligence and Generative AI are applicable in various aspects:

- ✓ Professional environment: AI and Generative AI have extensive applications across various professional environments, enhancing efficiency, personalization, and innovation. These technologies enable organizations to automate routine tasks, gain valuable insights from data, improve customer experiences, and foster creativity and innovation. This can foster productivity, decision-making, and overall business performance.
- ✓ In the classroom: AI and Generative AI offer numerous opportunities to enhance the educational experience. They enable personalized learning, improve engagement, support diverse learners, streamline administrative tasks, and provide valuable tools for teacher professional development.
- ✓ Social impact: AI and Generative AI have significant potential to drive social impact across various sectors. They enhance healthcare, education, environmental sustainability, social services, economic development, public safety, and human rights advocacy. This can address social challenges, improve quality of life, and create more equitable and sustainable communities.

8.2   Media and Information Literacy

"Media literacy refers to skills, knowledge and understanding that allow citizens to use media effectively and safely. In order to enable citizens to access information and to use, critically assess and create media content responsibly and safely, citizens need to possess advanced media literacy skills. Media literacy should not be limited to learning about tools and technologies, but should aim to equip citizens with the critical thinking skills required to exercise judgment, analyse complex realities and recognize the difference between opinion and fact." (EU Audiovisual Media Services Directive, 2018).

The media and information literacy can be seen as a way to promote the correct use of social media, with critical thinking avoiding hate speech, privacy breach, disinformation leading to more equity and inclusion.

Why is media and information literacy important for Generation Z teachers?

Media and information literacy is fundamental for Generation Z teachers because it improves the quality of teaching and learning and prepares learners to face the challenges of the digital world in a critical, responsible, and innovative manner. Media and information literacy can help teachers in multiple ways:

- ✓ Development of critical thinking: Teachers skilled in media and information literacy can teach learners to critically assess the credibility of the information they find online. They can also help learners identify fake news and misinformation, fostering a more informed society;
- ✓ Access to global resources: Media and information literacy provides access to a wide range of resources and information, enriching the curriculum and broadening learners' horizons.

Despite the benefits of media and information literacy, teachers of Generation Z face several challenges in developing and nurturing this skill:

- ✓ Teachers have always be up-to-date. They should be prepared to use the newest digital tools;
- ✓ Problem solving: It is fundamental the development and implementation of solutions to solve practical problems which arise in the classroom concerning the use of digital devices and interfaces.
- ✓ Problem solving: develop and implement solutions to practical problems which arise in the classroom concerning the use of the wide range of digital devices and interfaces.
- ✓ Privacy and security concerns: Teachers must warn learners about the potential risks of sharing personal information ensuring that learners understand and practice good online privacy. Security habits are critical but challenging.

Media and information literacy is applicable in various aspects:

- ✓ Professional environment: Teachers should share information within teams, using information effectively to address workplace challenges and promote digital tools for remote teamwork.
- ✓ In the classroom: Teachers should choose the content and information adapted to the characteristics of the target group while maintaining students' attention and interest.
- ✓ Social environment: Teachers should provide the individuals with the skills needed to influence their social environment.

8.3   Technological Literacy

Technology literacy is a term used to describe an individual's ability to assess, acquire and communicate information in a fully digital environment. An individual who possesses technology literacy is able to easily utilize a variety of digital devices (e.g., computers, smartphones, tablets) and interfaces (e.g., e-mail, internet, social media, cloud computing) to communicate, troubleshoot and problem solve in both academic and non-academic surroundings.

Why is technological literacy important for Generation Z teachers?

The mastery of technological literacy skills by Generation Z teachers is fundamental in order to give them the autonomy to deal with today's technologies. The knowledge of digital devices and the various technological tools and digital communication networks can be developed in the eight areas mentioned in the diagram above with emphasis on:

- ✓ Navigating in virtual environments & creating reading pathways: Knowing how to navigate in virtual environments is important as it enables teachers to guide learners in this virtual navigation and in the perception of the quantity and veracity of the information conveyed in these environments.
- ✓ Evaluating information & connecting disparate ideas: The management of information in digital media is fundamental. Separating information that is useful and true from that which is not enables learners to make this distinction and use the information that matters to them.
- ✓ Creating multimodal documents: Creating multimodal documents is an important skill in today's world since their construction involves combining text, videos and images. The way Generation Z perceives and absorbs the information given to them by teachers in the classroom is different. Motivation is fundamental for this generation, and the inclusion of multimodal texts in the themes to be worked on can boost their engagement and their "desire" to learn.

Despite the benefits of technological literacy, Generation Z teachers face several challenges in developing and nurturing this skill:
- ✓ Teachers must always be up-to-date and be prepared to use the newest digital tools;
- ✓ Computer communication: The constant changes in educational platforms to communicate requires assiduous work to give them the necessary knowledge to be able to work with these computerised means of communication;
- ✓ Problem solving: it is fundamental the development and implementation of solutions to solve practical problems which arise in the classroom concerning the use of digital devices and interfaces.

8.4   Working with Digital Devices and Applications

Working with digital devices and applications is a skill that refers to someone's ability to make the best use of available equipment and applications, choosing the most suitable ones for the intended purpose.

Digital device means an electronic device that can manage information. Manage information can be understood as create, send, share, communicate, receive, store, display or process information. Electronic devices shall include, but not limited to, desktops, laptops, tablets, smartphones, and any similar device which currently exists or may exist as technology develops.

Digital applications refer to any software or program that runs on digital devices. These applications are created with the aim of performing a specific task, such as data processing, information storage and analysis, process automation, communication, among others. Additionally, digital applications can be developed for various purposes, including entertainment, e-commerce, health, education, industry, among others. Some common examples of digital applications are social networks, banking applications, games, business management systems.

Why is working with digital devices and applications important for Generation Z teachers?

Working with digital devices and applications is crucial for Generation Z teachers due to the following reasons:
   ✓ Relevance and engagement: Generation Z learners are digital natives who are used to technology in their lives. Utilizing digital devices and applications makes learning more attractive and engaging for them.
   ✓ Collaboration and communication: Digital devices enable collaboration among learners through tools like Google Classroom, Moodle, Microsoft Teams, and other collaborative platforms. Teachers can communicate with learners through emails, messaging apps, and virtual meetings, enhancing the overall learning experience.

Despite the benefits of working with digital devices and applications, teachers of Generation Z face several challenges in developing and nurturing this skill:
   ✓ Always be up-to-date: meaning that teachers should be prepared to use the newest digital tools;
   ✓ Computer communication: The constant changes in educational platforms to communicate requires assiduous work to give them the necessary knowledge to be able to work with these computerised means of communication;
   ✓ Problem solving: develop and implement solutions to practical problems which arise in the classroom concerning the use of the wide range of digital devices and interfaces.
   ✓ Pedagogical adjustments: Integrating technology effectively requires teachers to rethink and adapt their teaching methods, which can be time-consuming and challenging.
   ✓ Classroom management: Digital devices and applications can be a source of distraction for students, making classroom management more challenging.

Working with digital devices and applications is applicable in various aspects:
   ✓ Professional environment: use the digital devices and applications to communicate with school community.

- ✓ In the Classroom: create educational content in different applications, in an attractive way to retain students' attention and arouse their interest in the subjects.
- ✓ Social environment: Connecting with different communities: learners, other teachers, former learners.

References