

## **GEN Z: ENCOURAGING POSITIVE APPROACH TO WORK, CAREER, AND LIFE**

Mohd. Shahril Nizam Shaharom

University of Malaya

[nizamsaril@um.edu.my](mailto:nizamsaril@um.edu.my)

World is changing but why many people do not realize well about the speed and pace of change is increasing dramatically every year. As we look ahead to the future, we recognize the necessity of preparing skills to our generation for work and career that maybe still do not exist today. This fifth generation, known as Generation Z, often seen as incompetent and not cooperating well to the older generation. Because of the existence of this generation gap, there is a lot of misunderstanding in understanding the Generation Z. If we or the older generations were unsure how to best manage this hyper-connected, ambitious demographic, so how to help them to design their jobs, careers, and life? Therefore, as the older, knowledgeable and experienced generation, the need to understand the principles of LICKED Framework, that include Love Quotient (LQ), Intelligence Quotient (IQ), Commercial Quotient (CQ), Kinaesthetic Intelligence (KQ), Emotional Quotient (EQ), Digital intelligence (DQ) should be emphasized. By combining some principles of LICKED Framework with the learning cycle through a positive perspective and Generation Z's learning preferences, we will be able to help them develop some specific skills and prepare themselves for the future.