**Court Leader’s Advantage Video Podcast**

**Question Time Marker Sheet**

December 17th, 2024, Episode

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|  2 minutes3 seconds | **Work-Life Balance**: Many young workers prioritize work-life balance and value flexibility in their jobs. They prioritize their personal time and their life outside of work. Flexible working arrangements like remote work or hybrid setups are highly desired. How has your court shifted toward remote or hybrid work? What struggles or advantages have you faced if you did not shift to remote or hybrid work?  |
| 8 minutes59 seconds | **Job Security**: Economic uncertainty and historic recessions have made job security a significant concern. Burdened with vast amounts of student loan debt, young workers do not find themselves willing to invest in a job when another can pay them more. This often leads to high turnover rates, lack of interest in positions, and extended vacancies. What has your court done to avoid high turnover rates or become a more enticing employer to young workers?  |
| 16 minutes10 seconds | **Mental Health and Well-being**: Mental health is a growing concern, with many young workers dealing with anxiety, stress, and burnout. They are advocating for workplaces that offer mental health support, such as access to therapy, wellness programs, and a positive work culture. How does your court support mental health well-being and provide a positive work culture?  |
| 26 minutes | **Diversity, Equity, and Inclusion (DEI)**: Young workers are increasingly focused on whether their employers are committed to DEI initiatives. They are concerned about workplace discrimination, representation of minorities, and inclusive policies that ensure a fair environment for all employees. What DEI programs and support does your court provide?  |
| 29 minutes11 seconds | **Career Development and Growth Opportunities**: Many young workers seek continuous learning and professional development. They are concerned about stagnation and expect their employers to offer clear career paths, training programs, and opportunities for advancement. How do you communicate and offer opportunities for young workers at your court?  |