

Resource Review

***Generation Z Unfiltered* by Tim Elmore**

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In *Generation Z Unfiltered: Facing Nine Hidden Challenges of the Most Anxious Population*, Tim Elmore explores the unique characteristics and challenges of the generation born between 1995 and 2010. An expert in generational dynamics and leadership development, Elmore presents a comprehensive analysis of Generation Z, shedding light on their distinct traits, upbringing, and potential impact on society. Elmore began his study of young adults while working with John Maxwell. He's researched young adults for decades. His writing and insights on young adults has stood the test of time.

In *Generation Z Unfiltered*, Elmore analyzes the generational framework by pointing to pivotal events and cultural shifts impacting Gen Z. Included in this is the rise of social media in a post-9/11 culture. He points to changes in parenting styles as a contributing factor to this generation's lack of resilience and interpersonal skills. After a detailed analysis, Elmore gives good insight on how to relate and lead this generation.

One of the most compelling aspects of Generation Z is its emphasis on empathy and social responsibility. Despite growing up in a digital age, members of Generation Z exhibit a deep concern for social justice issues and environmental sustainability. Elmore leans heavily on the responsibility of mentors and leaders in helping young adults. His purpose is "furnishing the tools for you to offer life giving leadership."

Generation Z Unfiltered is not a primer for church ministry, nor a detailed rubric of what a young adult ministry should do to be effective. It is a book on understanding trends in Generation Z and how they need solid leadership. Tools and tips are provided to help young adult leaders know how to best lead these young adults.

The strength of this resource is in the specific guidance Elmore has for the individual challenges. What sets this resource apart from others is its focus on leadership dynamics and the heart and mind of young adult leaders. The intentional decision to embrace a generation and guide them to self-confidence without dictating the outcome is Elmore's driving thesis.

Elmore at times seems to indicate it is outside mentoring that will save the day for young adults. While I tend to agree, some of our young adults didn't like his tone. It felt too top down and culturally condescending. It's possible his book is better for people working with Gen Z rather than Gen Z members themselves. After all, who likes to be overanalyzed?

Elmore has spent years working with the John Maxwell leadership training organization, and so he sees the importance and value of leadership. This is an asset and possibly a liability. It will be interesting to see if leadership principles essential to boomers and Generation X translate into the same kind of collective ethos in Generation Z. Overall, I highly recommend this great book!