

The Solvo Institute publishes the first major research into the detailed feelings of the Czech Generation Z, entitled *Absolutely No Conflict*. 80% of women and 63% of men dislike it when someone raises their voice at them in the workplace.

The Solvo Institute, founded by Ivana Tykač, is releasing a new study on Czech Generation Z, entitled *Absolutely No Conflict*. The research examined the attitudes of people aged 15–25 living in the Czech Republic.

The study set out to determine whether the commonly held clichés are true — that Generation Z rejects relationships or starting a family, struggles with reliability, and faces challenges entering the labor market. To that end, researchers from the institute, in cooperation with the Ipsos agency, asked male and female respondents separately to describe their dream relationship and ideal job, and questioned them about a range of detailed feelings, including “red flags” in relationships.

The research brought, among other things, the following findings:

- **Safety above all.** For Generation Z, failure is the greatest risk. That is why they avoid initiating situations, activities, or plans in which they could fail. Men are neither rebels nor nonconformists; they keep their distance and react as if they were much older, without having the life experience to match. The risk of possible trauma is too great for them and is not outweighed by the desire for anything else, apart from a peaceful life.
 - 40 % of respondents aged 15–25 feel they have to play a role in front of others.
 - 62 % of men aged 15–25 say they can handle stress, compared to 39 % of women.
- **Men want conflict-free relationships.** They do not want to deal with “drama” or emotional turbulence. Women, on the other hand, are more likely to point out the risk of imbalance in relationships. They dislike it when they have to manage everything themselves, when their partner is passive, or when he lacks personal interests. Equality in a relationship is seen by most female respondents as a necessary condition for it to work.
 - 57 % of people aged 15–25 do not want their relationship to resemble their parents’ relationship.
 - 76 % of women aged 15–25 would be willing to attend couples therapy for the sake of the relationship (compared to 58 % of men).
 - 86 % of women aged 23–25 feel ready for a serious relationship, compared to 68 % of men in the same age group.
- **Parenthood is a decision, not a given.** Many wait to start a family “until they are stable” mentally or financially. Others consciously reject having children due to fears of losing their freedom.
 - 78 % of men and 79 % of women aged 19–25 would definitely like to start a family one day, and roughly the same number plan to marry.
 - 35 % of women aged 15–25 would welcome marriage and a family because it would spare them from having to think too much about what to do with their lives.
 - 55 % of men and 60 % of women believe there is an ideal time to have a child.

- **Relationships are moving into the digital space, where authenticity fades.** Social media brings constant contact, but little genuine closeness. For many respondents, it means pressure, jealousy, and overload.
 - 41 % of people aged 15–18 consider it “ghosting” if someone doesn’t reply to them within just a few hours.
 - 72 % of women agree that flirting via messages counts as cheating (compared to 57 % of men).
 - Among the most important values for people aged 19–25, love and safety are by far the most significant, with peace, happiness, fulfillment, success, and self-esteem trailing far behind.
- **Young people do not aspire to the career cult.** They want stability, flexibility, and peace of mind. In their jobs, they seek balance, not self-realization at any cost. There is a lack of desire to achieve or stand out, and it remains unclear whether this is the result of the relative prosperity in which they grew up — unlike the Boomers — or if there is another reason. Home ownership is seen, without much reflection, as a dream that cannot be achieved without outside help.
 - 80 % of men and 63 % of women aged 19–25 dislike it when someone raises their voice at them at work.
 - 31 % of people aged 15–25 say that work negatively impacts their mental health.
 - 49 % of people aged 15–25 dislike being asked to take on a task outside their expertise or personality.
 - 57 % of people aged 15–25 would welcome a state-guaranteed income.
- **Fatigue, overload, and inner uncertainty are common.** Respondents feel pressure to “be okay.” Self-reflection is common, but sometimes paralyzing. Well-being is seen as a dream destination, not a starting point.
 - 62 % of men aged 15–25 say they can handle stress, compared to only 39 % of women.
 - 71 % of people aged 23–25 consider well-being and peace more important than professional achievements.
- **Expectations are high, but courage is low.** Opportunities abound, but decision-making is paralyzed. Many fear failure, lack self-confidence, or wait for the “perfect moment” that never comes. The comfort zone is often more a defensive mechanism against failure — which could be devastating — than a sign of comfort or laziness. Overall, the situation tends toward stagnation within safe models. Courage is not even considered as a factor in decision-making; they have never needed it, and it is not seen as advantageous.
 - 34 % of men aged 15–25 agree that the world is a friendly and comprehensible place, compared to just 19 % of women.
 - 68 % of women, but only 54 % of men aged 18–25, believe that the world as we know it will end badly.
 - Conversely, 76 % of women aged 15–25 think the world is not a friendly or comprehensible place (compared to 61 % of men).
 - Young men are notably more optimistic about the world and the future than young women.

“Love and safety as the highest values are not a sign of softness. They are strategic choices of a

generation that sees collapsing systems and prefers to turn to a steady human anchor,” explains **Ivana Tykač**, founder of Solvo.

“This is not generational laziness. It is a reflection of a world where young people feel pressure to be courageous, yet are unsure what courage even looks like — and at what cost. Generation Z simply has many more questions that lead to understanding the complex world around them,” comments **Professor Miroslav Bárta**, member of Solvo’s Board of Trustees.

“Women are more pessimistic, which I believe stems from the fact that they see the world more as it truly is and are aware of the great effort everyday life requires. Men, on the other hand, view the world through rosier lenses and tend to avoid relationships mainly because they do not want any ‘emotional drama.’ But without conflict, almost no relationship can exist,” reflects **Michaela Marksová**, Director of the Institute.

“The biggest surprise for me was that the much-emphasized communication and the importance of discussion in reality mean that individuals often do not know how to express their feelings and thoughts. Many times they want to say something, but express it completely differently — and moreover, the person they’re speaking to is often looking for something entirely different from what was intended. It frightens me that someone insists on the importance of communication yet cannot articulate themselves and struggles to understand what others are saying to them,” comments **Jonáš Čumrik**, member of Solvo’s Advisory Board.

“For the young generation, mental health is not a topic — it is a state of being. Their perspective reflects the era they were born into and in which they live. Fatigue from societal pressure, overload from the amount of information and technological progress, and inner uncertainty shaped by world events are their normal state,” says **Kateřina Havrlant**, member of Solvo’s Board of Trustees.

“It is as if all these role models, inspirations, and external motivations actually slow Generation Z down. This generation contains an enormous number of opinion leaders broadcasting their truths into the public space, so the rest no longer feel the need to get involved. And by that, I don’t mean only public engagement, but internal engagement as well,” adds **Marek Prchal**, member of Solvo’s Board of Trustees.

The research was conducted for Solvo by Ipsos. The qualitative survey included four group discussions with 6–7 respondents each, with data collected on April 9 and 10, 2025. The quantitative survey, carried out through the Populace.cz panel, included 589 respondents from Generation Z aged 15–25 and took place between May 26 and 29, 2025.

We are Solvo — the Institute for Unlocking Potential. Because we believe in the potential of Czech society. Unfortunately, it remains almost entirely untapped, costing us hundreds of billions of crowns. Let’s unlock it together — with top-tier data and unmatched analysis.

Media contact:

Adéla Foglová

+420 732 790 258

adela.foglova@solvo.institute