

Millennials at the Workplace



Warm up:

- Can you define *Generation X*, *Millennials* and *Generation Z*?

Generation X, or **Gen X**, refers to the generation of Americans born between the mid-1960s and the early-1980s. Gen Xers, which fall between baby boomers and millennials.



The term **Millennials** generally refers to the generation of people born between the early 1980s and late 1990s.

Generation Z is the generation reaching adulthood in the second decade of the 21st century.

- Some common negative stereotypes about millennials is that they are *lazy*, *entitled* and *narcissistic*. What are your comments on that?
- Have you heard of *Digital Nomads*? What are they? What do you think about their lifestyle?
- Do you prefer to have your own office or to work in an open office?
- Have you heard of hot desking? What is it? What do you think about it?
- What are the advantages and disadvantages of a company implementing a hot desking system?
- Have you ever worked in a coworking space? If so, what was it like?
- What changes do you see for the future of the workplace?
- How have companies changed over the last 20 years? Take a look at the points below and discuss them in a group.

Working hours	Technology	Dress codes
Parental leave	CVs	Transparency
Working remotely	Experience vs. Degrees	Work-life balance

Do you think the changes have been positive or negative?



1. Which of the following do you think make an organisation attractive to work for? Number them in order of importance. 1 is the most important:

Opportunities for career progression		Excellent training/development programmes	
Competitive wages		Good benefits packages	
Flexible working hours		International opportunities	
Good reputation for ethical practices		Corporate values that match your own	
Good reputation for hiring only the best		The company brand	
Good diversity/equal opportunity record		The sector in which the company operates	

Compare your results with your partner.



2. Choose best word to complete these sentences:

- a. Last year, Jane decided it was time for a career change and *resigned/retired*.
- b. The Covid 19 pandemic left several companies struggling to survive. In fact, a large number of employees were *fired/laid off*.
- c. If you *run/walk* into any problems just give me a call.
- d. Sorry, I forgot to *get/give* back to your email. I'll get back to you later today.
- e. I would like to *remember/remind* everyone about this week's presentation.
- f. Jenny sends her apologies. She isn't able to *arrive/make it* today.
- g. I need you to *aid/assist* the customer with his laptop.
- h. Can you *tell/explain* me about the book you just read?
- i. I need to *take/hand* in the report by this afternoon.
- j. We will *discuss/talk* about the problem in tomorrow's meeting.
- k. Please *ensure/confirm* you follow the instructions.



3. Make sentences using the words which weren't used in exercise 2

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4. Share the sentences you created with your class and correct them together.



5. You're going to watch a comedic short video called *Millennial Job Interview*. Before watching take a look at some phrases from the video and choose the correct meaning of the underlined word or phrase:

1. "Amy it says here that you are trained in technology. That's very good. Are you adept at Excel?"

- a. trained at
- b. very good at

2. "I'll send you things to comb through."

- a. To skim read
- b. To research carefully

3. "I want you ready to go at 8 sharp each and every morning."

- a. Around
- b. On the dot

4. "Amy I don't think we're going to be a good fit"

- a. Your personality doesn't suit this job
- b. You're underqualified for the job

5. "You've given me no guidance, no validation, no encouragement, no supervision..."

- a. The indication that someone wants to hire you
- b. The feeling that others approve and accept you



6. Now watch the video and discuss the following questions:

- Did you find the video funny? If yes, which aspects did you find particularly amusing?
- What do you think the makers of this video are trying to point out?
- Do you think millennial's expectations are too high when applying for a new job?
- Do you think employers should be concerned with the happiness of their employees?
- In the future millennials will be managing Gen Z at the workplace. What clashes do you think they might face?

<https://www.youtube.com/watch?v=Uo0KjdJr1c&t=37s>