Millennials in the workplace

1. **Discuss the questions below.**

   - Do you think that people from different generations share important characteristics?
   - What identifiable generations do you know?
   - Which generation do you belong to?
   - Are there any real differences in how people from different generations approach work?

2. **Watch the following video [https://youtu.be/Sz0o9cIVQu8] and answer the questions.**

   - What stereotypes of millennials are used in this video?
   - How true do you think they are?
   - How do you think millennials could respond to these accusations?

3. **Look at the following terms used by Simon Sinek in the interview [https://youtu.be/hER0Qp6QJNU] and discuss what they refer to.**

   - instant gratification
   - deep-meaning relationships
   - sense of impatience
   - job satisfaction
   - binge-watching
   - corporate environment
   - no phones in the meeting room

4. **Discuss the following questions.**

   - In what aspects are millennials tough to manage?
   - Would you agree that the issue of millennials is caused by "poor parenting strategy"?
   - Who is responsible for millennials feeling confused, unhappy and entitled?
   - Can we blame social media for the incapability to form deep-meaning relationships?
   - How addictive is social media? What are the side-effects of such an addiction?

5. **How do you think millennials will change corporations when they start holding managerial positions? Will this be a positive or negative phenomenon? Read the article below and compare your answers to the author's opinion (ignore the gaps for now).**

6. **Use the words in the box to complete the gaps in the text.**

arrangements	breed	buzzword	challenge	extend
gone	indicators	reviews	rigid	seek

This Is How Millennials Will Change Management

source: www.fastcompany.com

LISA EVANS 10.29.15 5:51 AM

Baby boomer managers can be credited with creating employee support programs. Generation X managers can be credited with making the workplace more informal, making the term "business casual" commonplace. What will the next ………………… of managers bring to the workplace?

Chip Espinoza has studied millennials in the workplace. The author of the recent book Millennials Who Manage and the 2010 book Managing the Millennials says this new generation of managers will take a step further in creating a people-first workplace.

A DIFFERENT WAY TO MEASURE PRODUCTIVITY

Say goodbye to annual performance reviews and ………………… nine-to-five working hours. "This generation of managers is going to identify metrics that determine whether people are productive or not," says Espinoza. Frustrated with the idea that productivity is measured by the number of hours you sit at your desk, millennials are going to focus on better ways to measure performance. "Things like key performance ………………… will continue to be a movement," says Espinoza. Millennial managers will avoid formal annual performance …………………, replacing them with more frequent and informal feedback systems that allow for better communication between managers and employees.

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WORK-LIFE BLEND INSTEAD OF WORK-LIFE BALANCE

Generation X managers popularized the term work-life balance, but millennial managers are seeking a blend of work and life. "They don't mind accessing their work life during their personal life, but they also want to access their personal life during work," says Espinoza. ………………… will be systems that lock employees out of their personal lives while they're at work, and in will come more flexible work-life ………………… that allow employees to work from home or work flex hours so they can spend more time with family or engaging in their personal activities. "Millennials aren't going to turn off their personal lives for eight hours," says Espinoza.

RELATIONSHIPS HAVE NEW PRIORITY

Emotional intelligence is the new ………………….   among millennial managers. Concepts of self awareness, self-regulation, and relationship building will be key to millennial-managed workplaces. "Millennials are highly relational," says Espinoza. While you may hear the old generation of managers say, "I don't want to be friends with anyone who works for me because one day I might have to fire them," Espinoza says millennial managers would never take that attitude. This generation of managers will put people and relationships first.
The blend of work and life for these relationship-oriented millennial managers also means that the relationships they have at work won't just be considered work relationships, but are likely to ………………….   beyond working hours.

EMPOWERING EMPLOYEES

Millennials are set up to be empowering managers that support employees in moving forward in their careers. Millennials are good listeners, and as managers, will ………………….   out ideas from employees. "Millennials are problem solvers. They want to improve things, not just defend processes and keep things the same as we've been doing over the last 10 years," says Espinoza.
Millennials are willing to try new things, ………………….   processes, and think differently about a situation. They're also very supportive and will be more likely to sponsor employees, providing them with learning and growth opportunities.