



# MILLENNIALS

## A Video Based Lesson



Match the generation with its description.

### **Generation Z**

1. It generally refers to the generation of people born between the early 1928 and the early 1945.

### **Generation X**

2. Boomerang Generation because of the propensity of some to move back in with their parents. It refers to people born between 1965 and 1980.

### **Baby Boomers**

3. It generally refers to the generation of people born between the early 1946 and the early 1964.

### **Millennials**

4. The generation reaching adulthood in the second decade of the 21st century, perceived as being familiar with the internet from a very young age. Born between 2000 and 2012.

### **Silent Generation**

5. Also known as Generation Y. Born between the early 1980s and the early 2000s. Curious, flexible, team players.

### **Before You Watch.**

1. What is a Millennial? When were they born?
2. Do you know a Millennial? What is their personality like?

### **As You Watch.**

List 3 things that show Amy is a typical Millennial.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

# **MILLENNIALS**

## ***After You Watch. Reading.***

The Millennial generation refers to people who were born during the last two decades of the 20th century. It always takes sociologists and other social scientists a few years to settle on a name. For a while, millennials were known as Generation Y, since they are the generation that follows Generation X.

### **When Were Millennials Born?**

The starting year for the Millennial generation is anywhere from 1977 to 1981. Scholars seem to be more in agreement about the ending year, however, which is almost always identified as 1995 or 1996. If you want to play it safe, you would say that a millennial is anyone born during the period 1980–1995. If you're an older millennial, your parents were probably baby boomers (1946–1964). If you're a younger millennial, on the other hand, your parents might be from Generation X (1965–1976).

### **What Are Millennials Known For?**

As their name suggests, millennials are known for being born near the very end of the last millennium. It was during the millennials' childhoods and teenage years that technological advancements revolutionized the world we live in. Think of all the many aspects of life affected or even controlled by the internet—millennials came of age at the same time all these changes were happening.

### **Millennial Characteristics**

It's hard to pick a characteristic that all the millions of people born between 1980 and 1995 share. Still, researchers and sociologists have fun trying. Here are a few of the characteristics and quirks they've noticed:

- Millennials are good at accepting change. Millennials have witnessed a massive shift in technologies, the economy, and business throughout their lifetime. If life has taught them anything, it's that things don't stay the same for long.
- Millennials are curious. If there is a faster, better way of doing something, millennials want to know. They'll take advantage of the tools available to them to be more effective. Researchers say that this quality makes them valuable employees.

# **MILLENNIALS**

## ***After You Watch. Reading.***

- Millennials value teamwork. This generation tends to enjoy collaborative work environments where they can seek out alternate viewpoints and input from others.
- Millennials like feedback. Millennials recognize the importance of valuable, regular feedback, especially when it comes to the workplace. In addition to seeking out constructive criticism and mentorship, this generation also appreciates positive feedback and recognition for a job well-done.
- Millennials visit public libraries more regularly than other age groups. The reason for this characteristic is a bit of a mystery. Maybe they get tired of tapping screens. Maybe they're nostalgic, and the feel of a book reminds them of their childhoods. Who knows for sure?
- Millennials love technology. Born into the world as technology started its ascent in our lives, Millennials rule social networks and are always online, always connected. If they don't know the answer, they'll ask Siri or Google it!

## **Millennials At Work:**

- as committed to their work as their more senior colleagues.
- value interesting work and a good work–life balance. They do not believe that excessive work demands are worth sacrifices in their personal lives.
- want flexibility in their working hours and are willing to give up pay increases and promotions for a flexible working schedule.
- want to feel supported and appreciated by their company and their superiors.
- want more opportunities to develop their skills. These include technological skills, teamwork and interpersonal skills.
- believe that businesses and business leaders should contribute to the improvement of society and they are more likely to be loyal to a company with strong ethics.

# MILLENNIALS. A JOB INTERVIEW

## Transcript



*Amy, it says you are trained in technology. That's very good. Are you adept at Excel?*

- No.

*PowerPoint?*

- No.

*Publisher?*

- Not really.

*Exactly, in what area of technology are you proficient?*

- Snapchat. Pinterest. Instagram. Vine. Twitter. You know, the big ones.

*I'm surprised you didn't save Facebook!*

-That's our old people like my parents.

*Well Amy, when you're working for me you have to have those kind of research skills because I'll send you things for you to comb through and get the answers and send them to me. So for that you've got to be really good at technology.*

- For stuff like that, no problem. I'll just ask Siri.

*You'll just ask Siri?*

-You know, Siri tell me this. Siri, find me that. We're all good, getting you the answers.

*Tell Siri, that I want you ready to go at 8:00 sharp, each and every morning.*

- I don't understand?

*What don't you understand?*

- What you just said.

*You don't understand - be ready to go?*

- No, you said 8:00 right?

*Yes.*

- 8:00. Like, in the morning 8:00?

*Yes, in the morning.*

- Yeah, that kind of doesn't work for me. Who gets up at 8:00?

*I do.*

- I Skype with my French boyfriend and Paris until like 3:00 in the morning. I don't even get to Starbucks until like 10:00, where I order my Grande Chai Tea Latte, three pumps skim milk, light water, 2% foam, extra hot but not too hot. So, if it's okay, I work best in the morning at 10:45.

*Wow, Amy. I don't think we're gonna be a good fit.*

- Why are you so negative? I can sense your hostilities and right now I am not feeling very safe. I've been here for over five minutes and the only nice thing you have said to me was nice resume. Which I typed all night for this meeting with you. You've given me no guidance. No validation. No encouragement. No supervision. Is there an HR director somewhere?

*HR director?*

- Yes, I need to speak to someone. I may have to take off today. It's a mental health day.

*Take today off? You Amy. Amy look at me. You don't work here.*

- Are you firing me?

*Okay. Yes.*



# WHICH

# Generation Am I?

## *A Personality Quiz*

As of 2010, there are 4 different working generations who comprise today's workplace: *Traditionalists, Baby Boomers, Generation X, and Millennials or Generation Y*. Please keep in mind that not every person fits all of the characteristics of his/her generation's description. Do you think that you fit the characteristics of your defined generation? Take this quiz developed by graduate student T. Sesangthong of the University of Denver—University College in 2009 to see which generation fits you the most. After you have done with the quiz, turn over the paper and add up your point totals to see which generation fits you best.

1. If you have to contact a customer, which type of communication do you prefer the most?
  - a) Face-to-Face communication
  - b) Through e-mail
  - c) By phone
  - d) Texting your customer
2. Which type of reward motivates you the most?
  - a) Money
  - b) Vacation
  - c) Title and recognition
  - d) Compensation in a job done well
3. What's important to you?
  - a) Your experience is respected
  - b) Do it your way and forget the rules
  - c) Being valued and needed in your workplace
  - d) Working with other bright and creative people
4. Which type of leadership style belongs to you?
  - a) Chain of command
  - b) Self command
  - c) Collaborate
  - d) Top-down style of management
5. Which best describes your interactive style?
  - a) Individual
  - b) Entrepreneur
  - c) Participative
  - d) Team player
6. As a teenager, you...
  - a) Rebelled and challenged authority
  - b) Respected your parents
  - c) Friends were more important than family
  - d) Counted on your parents for advice and guidance
7. How often do you want feedback?
  - a) All the time
  - b) During a performance review
  - c) Feedback is not necessary
  - d) Just enough to let me know that I am on the right track
8. You're loyalty is toward...
  - a) The organization
  - b) Your individual goals
  - c) People or projects
  - d) The importance and meaning of work
9. How often do you use computer for personal use?
  - a) Everyday
  - b) Just use at work is enough for me
  - c) Seldom
  - d) Cannot live with out
10. How do you feel about work and money?
  - a) Work should be meaningful, and money should be spent on something you love
  - b) Work should be short, so you can get on to your true interests. Money is not all that important
  - c) Work should be as fun as possible. Life is short, so enjoy your money
  - d) Work hard to be financially secure, and do not waste your money

*Now turn over your paper to score your results!*



# Generation Personality Quiz:

## Scoring The Results

Now that you have completed the quiz, it is time to score and interpret your results. For each question asked, every choice has a point value. Please identify your point values for the selections you made. Then add up your total points and compare it with what generation you fall into. Descriptions of each of the 4 work generations is located below the graph.

Would you like to try a similar quiz online? Then check out this link: <https://thetab.com/uk/2020/07/03/quiz-which-generation-do-you-belong-in-164515>

		Point Value By Letter					
		Selection (A, B, C, D)	Point Value	A	B	C	D
Quiz Question	1.			1	2	3	4
	2.			3	4	2	1
	3.			1	3	2	1
	4.			2	3	4	1
	5.			1	3	4	2
	6.			2	1	3	4
	7.			4	2	1	3
	8.			1	3	4	2
	9.			3	2	4	1
	10.			2	3	4	1
<b>GRAND TOTAL</b> (Add Questions 1—10)							

### If you score 10-25: You belong in the Traditionalist Generation

You fit best with people born between 1922 – 1945. You are a person of high values and character. Family, your country, loyalty and hard work are all important to you. You are willing to do the right thing when it is difficult. *As of the 2000 Census, 63 million (or 23%) of Traditionalists comprise the American workforce.*

### If you score 25-30: You belong in the Baby Boomer Generation

You fit in best with people born between 1945 – 1964. You are optimistic and rebellious. You believe that you will change the world. You detest authority and rules. You are also team players and serviced-oriented. *As of the 2000 Census, 78 million (or 29%) of Baby Boomer's comprise the American workforce.*

### If you score 31-35: You belong in Generation X

You fit best with people born between 1965—1980. You are fun, laid back and very independent. You are willing to take risks and live your life however you see it fit. In addition, you are casual, accepting and friendly, which make you see everyone as equal. *As of the 2000 Census, 48 million (or 18%) of Generation X comprise the American workforce.*

### If you score 36-40: You belong in Generation Y (also known as the Millennials)

You fit best with people born between 1981–2000. You are cooperative, flexible, techno savvy and adaptable. You know that world changes quickly, and you are eager to change with it. Moreover, you are socially responsible, forward thinking and open-minded. *As of the 2000 Census, 80 million (or 30%) of Millennials comprise the American workforce.*

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