

**1**   Match the big five generations with their corresponding descriptions (a-e). Then [listen](#) and check your work.

<b>Traditionalists</b> (1925 - 1945)	<b>Baby Boomers</b> (1946 - 1964)	<b>Generation X</b> (1965 - 1980)	<b>Millennials</b> (1981 - 2000)	<b>Generation Z</b> (2001 - 2020)
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**A**

**Motivated by:** Security, personalization, individuality, creativity

**Communication Style:** Social media, texts, IMs

**Worldview:** Self-identity as digital natives; values independence and individualism; prefers working with innovative managers and new technologies

**B**

**Motivated by:** Respect, recognition, providing long-term value to the company

**Communication Style:** Personal touch, handwritten notes instead of email

**Worldview:** Obedience over individualism; age equals seniority; advancing through the hierarchy

**C**

**Motivated by:** Diversity, work-life balance, personal interests rather than the company's interests

**Communication Style:** Whatever is most efficient, including phone calls and face-to-face

**Worldview:** Favors diversity; quick to move on if employer fails to meet their needs, especially if it affects personal lives

**D**

**Motivated by:** Company loyalty, teamwork, duty

**Communication Style:** Whatever is most efficient, including phone calls and face-to-face

**Worldview:** Achievement comes after paying one's dues; sacrifice for success

**E**

**Motivated by:** Responsibility, the quality of their manager, unique work experiences

**Communication Style:** IMs, texts, and email

**Worldview:** Seeks challenge, growth, and development; values work-life balance; likely to leave if they don't like the organization

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<sup>1</sup> to pay your dues= to earn the right to have something because you worked hard

## 2 🗣 Discuss:

- 1) Which generation do you belong to?
- 2) Do you see the key characteristics of your generation in yourself or in your peers?
- 3) How do you think generational differences impact the workplace?
- 4) Discuss the title of the article below.

≡ **euro news.** Latest Europe World EU Policy Business Euroviews Next Green Health Culture

## **Companies are firing Gen Z workers soon after hiring them. What's behind their job market struggles?**



## 3 📖 Read the excerpt from Euronews and:

- 1) Find the significance of: one in six, six in ten, 25% (2)
- 2) Answer the questions:
  - a) What are some of the concerns hiring managers have about Gen Z employees?
  - b) What challenges do recent graduates face when transitioning into the workforce?
  - c) What does Holly Schroth suggest is necessary for Gen Z employees to thrive in the workplace?



Generation Z is beginning to enter a workforce that isn't fully prepared for them.

A 2024 report by *Intelligent*, an education and career advisory platform, which was based on a survey of nearly 1,000 hiring managers, found that one in six employers were reluctant to hire Gen Z workers.

More than half of them said that Gen Zers lack a strong work ethic, struggle with communication, don't handle feedback well, and are generally unprepared for the demands of the workforce.

"They don't know basic skills for social interaction with customers, clients, and co-workers, nor workplace etiquette," said Holly Schroth, senior lecturer at the Haas School of Business at the University of California, Berkeley.

"As a result, the company must properly onboard the new employee and give ample training. In addition, the boss needs to act as a coach as well as a manager," she added.

Around six in ten companies included in the survey reported firing a recent university graduate they hired this year.

Some of the reasons behind these decisions included a lack of motivation from the employees, lack of professionalism, and poor communication skills.

"Many recent college graduates may struggle with entering the workforce for the first time as it can be a huge contrast from what they are used to in their education journey. They are often unprepared for a less structured environment, workplace cultural dynamics, and the expectation of autonomous work," said Huy Nguyen, Intelligent's chief education and career development advisor.

The managers surveyed also reported that some of their Gen Z workers struggled to manage their workload, were frequently late, and did not dress or speak appropriately.

A separate report from April found that Generation Z workers were overly reliant on parental support during their job search.

According to the survey, which was conducted by ResumeTemplates and included responses from nearly 1,500 young job seekers, 70% admitted to asking their parents for help in the job search process.

Another 25% even brought their parents to interviews, while many others had their parents submit job applications and write resumes for them.

Schroth added that although employers are currently hesitant to hire Gen Z due to a higher rate of dismissals and challenges integrating them into the workforce, they still represent over 25% of the workforce.

"As a result, companies need to spend more money and time on training and their Gen Zs will thrive," she concluded.

[Source](#)

**4**  Match the highlighted vocabulary (1-4) to the corresponding definitions (a-d).

1. To stay competitive, companies need employees who are technologically **savvy** and can adapt to new software quickly.
2. Our team seems to be **eager** to start the new project and bring fresh ideas to the table.
3. The client is quite **picky** about design details, so we'll need to make sure everything is perfect before presenting.
4. After careful consideration, she decided to **turn down** the job offer due to a lack of growth opportunities.



- a) very selective; hard to please
- b) to refuse or reject an offer or request
- c) having a lot of practical knowledge or understanding about something specific and able to use it effectively
- d) very interested or enthusiastic about doing something

**5**  Listen to the audio. Find the significance of the numbers: 30, 44, 47, 65, 78.



## 6 Grammar point

- 1) The sentences below show: a) contrast; b) cause and effect; c) comparison

*Despite the tight deadline, they completed the project on time.*

*Although the meeting ran late, they managed to finalize the deal.*

- 2) Complete with **despite** or **although**:

- a) \_\_\_\_ facing budget cuts, the team delivered excellent results.
- b) The company continued to grow, \_\_\_\_ it faced challenges.
- c) \_\_\_\_ the company faced financial challenges, they managed to increase their sales.
- d) The project was completed on time, \_\_\_\_ the early challenges.

- 3) Look at the sentences above (a-d). Answer the questions:

What comes after *although* in a sentence? What about after *despite*?

Where can *although* and *despite* be used in a sentence?

What is a good substitute for *despite*? What about for *although*?

- 4) Complete the text:

Gen Z often faces criticism. \_\_\_\_ (1) they're seen as tech-savvy, they're also perceived as lacking commitment and professionalism. \_\_\_\_ (2) some argue they have no work ethic or social skills, the numbers tell a different story.

In the U.S., there are already 50 million Gen Z employees, and McKinsey projects that by 2030, Gen Z will make up 30% of the global workforce. \_\_\_\_ (3) a GWI report found that 25% of Gen Zers spend at least six hours a day online, 47% describe themselves as career-focused.

\_\_\_\_ (4) their reputation for lacking motivation, a study by the National Society of High School Scholars shows that 65% of Gen Zers are eager to learn and develop new skills. Additionally, Gen Z places high value on recognition at work. \_\_\_\_ (5) other generations may appreciate public praise, Gen Z prefers extra time off or financial rewards.

Some see Gen Z's strong principles as picky. \_\_\_\_ (6) this perception, Gen Z cares about values-driven work; in fact, 44% would turn down jobs if the employer's ethics don't align with theirs.

\_\_\_\_ (7) they may have different ways of doing things, Gen Z's values and ambitions are reshaping workplaces for the better. Isn't it time to recognize what they bring to the table?