

Relative Clauses with *Where* and *When*; Reduced Relative Clauses

Millennials

1 Grammar in the Real World

A Do you know anyone born in the 1980s or 1990s? Some studies suggest that individuals born during these years have similar traits, such as high self-confidence. Read the article about Millennials, a term for these individuals. How might these people be different from other, older people in the workplace?



Millennials in the Workforce

Millennials, **also known as Generation Y**, are people born in the 1980s and 1990s. There are over 70 million of them in the United States alone, **where they are now the fastest**
5 **growing group in the workplace.** It is hard to generalize about such a large group, but these young workers often share certain positive and negative traits.

This group has high opinions and expectations
10 of themselves. Bruce Tulgan, a **Generation Y expert**, believes this is the result of the way they were raised. They were raised at a time **when parents and teachers believed in a lot of praising and rewarding.** For example,
15 **everyone playing** a game was often given a trophy, not just members of the winning team.

In the workplace, this self-confidence shows up in several ways. Millennials expect a lot of positive feedback. For example, if they do something well, they want to be praised for it. They also want their opinions to be heard and valued.
20 In fact, they often speak out when they disagree with a boss's decision. Some employers call them challenging and demanding.

