

职场特性：Just what do the Gen Yers want? 实用英语 PDF转换可能丢失图片或格式，建议阅读原文

https://www.100test.com/kao_ti2020/644/2021_2022__E8_81_8C_E5_9C_BA_E7_89_B9_E6_c96_644926.htm "THEY might wear

flip-flops to the office and address colleagues as dude. theyre tech-savvy and fast working, but are also impatient and indulged."

This was how the latest book, Y in the Workplace, describes the workplace world of today's youngest employees dubbed Generation Y. It is estimated that there are some 40 million of them working in companies and government in US, and the figure is expected to hit 58 million by 2014. With that many people, this young generation is already making waves. 我要收藏

Q: Just who are these people, and what is Generation Y? Gen Y refers to people who were born between the second half of the 1970s and the first half of the 1990s, although some experts say these dates are debatable. Several other terms for this group have been tossed around, including Echo Millenium Generation, iGeneration and so on. Gen Y are the successors to Gen X, who are people born before Gen Y and after the baby boomers who start from 1946. Gen Y are children of the Baby-Boom Generation, but they may find themselves working in the same office as people their parents age as well as the Generation Xers. This creates a generation gap among American workers particularly in their views of the work-life balance. Q: What characteristics do Gen Yers bring to work? Well, theyre accustomed to receiving praise and being high achievers, so Gen Yers can be a bit self-entitled in the workplace. Unlike the older generations, who may

have invested themselves more deeply in their work and may have been more obedient to their managers, Gen Yers may demand to have a rich social life and expect their coworkers to accommodate more flexible hours. At the same time, this group of young workers may also expect their opinions on projects to be heard and appreciated. On the one hand, Millennials may be seen as disrespectful, but on the other, they may also bring the fresh ideas and dynamism necessary for companies to remain competitive. Q: What do they want from their work that's new? Old assumptions about what employees value in the workplace don't always apply to Gen Y. New York based consulting firm Deloitte found that friendship is such a strong motivator for Gen Y workers that they will choose a job just to be with their friends. Also, according to Deloitte, more than half of workers in their 20s prefer employment at companies that provide volunteer opportunities.

英语词汇解析
arrogant傲慢的 crave渴望 distractible不专心的 dub号称 flip-flops夹趾拖鞋 successor继承者 vertical垂直的 merit价值 wander徘徊
BONUS sth-savvy 是指对某事很精通，如 computer-savvy
Although hes majoring in computer science, I wouldnt exactly say hes computer-savvy. 虽然他的专业是计算机，我并不能确切地说他是个电脑通。
making waves. 产生影响力，引起关注 She may be a new member of the student council, but she is already making waves with her criticism of everything. 虽然她只是学生会的一名新成员，她对每件事情指手画脚这一点已让她备受关注。
settle down 定居 专心于 I think its time for me to get married and finally settle down after all these years of living abroad. 这么多

年在国外漂泊，我想现在是我该结婚和安顿的时候了。

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