

What Motivates Younger Workers?

Young workers today often have different goals and different ways of achieving them. Older workers might complain about them, saying that people in their 20s start a job on Monday, and think they're going to be in charge by Friday. They dress casually and don't follow the rules. That's certainly not the way things used to work. These differences across the generations may be due to different motivations. Younger workers don't necessarily care about the same things as older workers. Sure, money is good, but they care more about independence, competence, and purpose in their jobs. What does this mean? First, they want to be able to choose what they do and how they do it. Second, they want to do it well. Finally, they often want to improve the world. Employees in their 20s also are a different kind of worker. They're more collaborative, meaning they like to work with others, and they don't care as much about hierarchy, or who is supposed to be in charge. So, what typically are their goals? They want to matter. They're going to work hard, but not just for money. They want to make a difference in the world. If they see a problem, they're going to try to solve it, not wait for a supervisor to tell them what to do. They don't care as much about a person's age. They grew up with the Internet, during a time when even kids could help adults with problems online. They don't feel that older people have all the knowledge. In addition, young people realize that they are going to fail sometimes, so they want to fail faster. This means they can learn faster from their mistakes.

Read the statements and say if the sentences are true (T) or false (F). Correct the false ones.

1. Younger workers care about the same things as older workers.
2. Older workers want to improve the world.
3. Young workers and old workers have the same motivations.

Answer the following questions:

4. How do younger workers want to make a difference in the world?
5. According to the text, what do young workers think about older people?

Listening

Listen to the conversation and complete the blanks with the right form of going to.

Mai: Hi, Kiri. What _____ do this weekend?

Kiri: Well, I _____ study for the test and do the laundry. Why? Why do you ask?

Mai: We _____ go to the beach. Do you want to come?

Kiri: Mmm, I'm sure. I'd love to, but.... You know... work.

Mai: Come on. It _____ be fun!

Kiri: Well, maybe I can study for the test tonight. And I can do the laundry when we come back.

Mai: So you _____ come?

Kiri: Sure!

Taken from World English 1, National Geographic Learning.