Snowflake Generation



EAE Learning objectives for this lesson

Learn and practice new idiomatic vocabulary. Comprehension activities. Discussion. Review and practice the future tenses.

Activity One - Discussion Questions: There are four generations currently in employment. Studies have revealed that there are bigger gaps than ever between the generations. What have you noticed yourselves? Answer the questions with a partner.



1. How many different generations do you think there are in the world at the moment?
2. What characterizes each generation in y our opinion?
3. What do you think could have contributed to this new generation gap?
4. Is it important to get different generations working well together?
5. What challenges does this pose to the organisation?
6. What strategies or policies within your organisation are needed to adapt to the needs and expectations of these different generations, to optimise their interaction, to manage them?
7. What do you think the next generation will be like?
8. In your opinion, what is the biggest challenge when interacting with different generations?

Activity Two - Comprehension Questions:
Read the article below and answer the comprehension questions.

Edited from http://www.bbc.com/capital/story/20171221-the-legitimate-concerns-of-snowflake-workers

The snowflake generation

The word has become so popular it was added to the Oxford English Dictionary in January 2018.

The experts say snowflake is "now used as an insult to describe someone who is 'overly sensitive or as feeling **entitled** to special treatment or consideration'.

"The word in fact once had positive connotations and was used to describe children with a unique personality and potential."

"Every generation gets offended by different things but my friends who teach in high school tell me that their students are very easily offended."

It's easy to ridicule millennials but while 'snowflake' **bashing** remains popular it may eventually prove to be a very stupid business move.

If you believe half of what you read online people born between 1980 and 1999 have simultaneously cultivated an entitlement to perfectly ripe avocados, while **flatly refusing** to learn how to spell.

But by 2020, half of the workforce will be **made up of** this mocked millennial generation so it seems that any employer willing to alienate such a large number of workers won't last too far beyond 2030. They won't have the staff.

The now infamous 'snowflake test' – a 30-point pre-screening checklist devised by the CEO of an American marketing agency – suggests some employers are far from ready to meet younger workers even half way.

The quiz went viral for its supposed **no-nonsense** approach to dealing with '**whiny**' workers. **Would-be** applicants should be quizzed on their attitude to **bullying**, sick leave, criticism, even coffee choices, the test suggests. But it reads more like a list of personal **grievances** than any sort of useful employee suitability test.

Implicit in the test is the **assumption** that organisations are being forced to indulge every millennial whim. There's scant evidence to actually support this though.

In fact, consultant, PwC noted in its Millennials at Work study that this generation genuinely value honest feedback, progression opportunities, flexible working and access to good technology to boost productivity. Hardly the profile of an entitled **slacker**.

So, in my view, organisations should adapt for millennials, but not **pander** to them.

Tech giant, Apple - one of the best at attracting talented millennials according to the study - doesn't do it. Their culture is mature but friendly. The PwC study found that Apple attracts and retains millennials better than most because they're forward-looking and "naturally innovative".

Yes, firms that completely fail to adapt for millennial preferences will lose out on talent. Younger workers feel no obligation of loyalty to a firm that fails to **meet their needs**. PwC found that more than half expect to have more than six employers in their life.

But since older Millennials are now entering the senior managerial ranks, I feel they can and should play a part in ensuring their own organisation doesn't alienate young talent. If they don't, they will just **end up moaning** about the new intake like every generation does.

If the 'snowflake test' was intended to highlight the 'problem with millennials', it **missed the mark.**

If a recruiter really wanted to discourage so-called snowflakes from applying, perhaps they need ask just one question.

"Do you suffer from any workplace related anxieties?"



Comprehension questions

1. What is the snowflake generation?
2. What is the snowflake test?
3. What is meant by «scant» evidence?
4. What should organisations do with millennials?
5. What does the tech giant Apple do better than most organisations?
6. What is the one question organisations should ask?



Activity Three - With a partner or in a team try to use **as many of the worlds in bold** from the text in different sentences.

Activity Four - Future Tense Review.

The FUTURE TENSE indicates that an action is in the future relative to the speaker or writer. The future tense employs the verbs will or shall with the base form of the verb:

- She will leave soon.
- We shall overcome.

The future is also formed with the use of a form of "go" plus the infinitive of the verb:

- He is going to faint.

English can even use the present to suggest the future tense:

- I am leaving later today.

Note that the auxiliary will can be combined with "be" and a progressive form of the main verb to create a sense of the future that does not infer any hint of insistence (which is possible with the auxiliary alone). For instance, if stress is placed on the word will in "When will you arrive?", the sentence can sound impatient, insistent. In "When will you be arriving?" there is less of that emotional overtone.

The construction form of to be + infinitive is used to convey a sense of planning for the future, command, or contingency.

- There is to be an investigation into the Director's financial affairs.
- You are to be back at the office by two pm.
- If he is to pass this exam, he'll have to study harder.

To create a sense of imminence, the word about can be combined with the infinitive.

- He is about to be promoted.

The FUTURE PERFECT TENSE indicates that an action will have been completed (finished or "perfected") at some point in the future. This tense is formed with "will" plus "have" plus the past participle of the verb (which can be either regular or irregular in form): "I will have spent all my money by this time next year. I will have run successfully in three marathons if I can finish this one."

Singular	Plural
I will have walked	we will have walked
you will have walked	you will have walked
he/she/it will have walked	they will have walked

Singular	Plural
I will have slept	we will have slept
you will have slept	you will have slept
he/she/it will have slept	they will have slept

Singular	Plural
I will have been	we will have been
you will have been	you will have been
he/she/it will have been	they will have been



- By this time next week, I will have worked on this project for twenty days.
- Before he sees his publisher, Charles will have finished four chapters in his new book.
- A Democratic president will have been in the White House for nearly half of the twentieth century.
- How long will it have been since we were together?

The FUTURE PROGRESSIVE TENSE indicates continuing action, something that will be happening, going on, at some point in the future. This tense is formed with the modal "will" plus "be," plus the present participle of the verb (with an -ing ending): "I will be running in next year's Boston Marathon. Our campaign plans suggest that the President will be winning the southern vote by November. "
Generally, progressive forms occur only with what are called dynamic verbs and not with stative verbs. If you wish to review that concept now, click HERE.



Singular	Plural
I will be walking	we will be walking
you will be walking	you will be walking
he/she/it will be walking	they will be walking

Singular	Plural
I will be sleeping	we will be sleeping
you will be sleeping	you will be sleeping
he/she/it will be sleeping	they will be sleeping

Singular Plural
There is no future progressive for the "to be" verb. "Will be being" is expressed simply as "will be": "We will be being happy."

- By this time tomorrow night, I will be sleeping in my own bed.
- Next fall, we will be working with all the young people we recruited last spring.
- Will we be spending too much money if we buy that big-screen TV?

The FUTURE PERFECT PROGRESSIVE TENSE indicates a continuous action that will be completed at some point in the future. This tense is formed with the modal "WILL" plus the modal "HAVE" plus "BEEN" plus the present participle of the verb (with an -ing ending): "Next Thursday, I will have been working on this project for three years."
Generally, progressive forms occur only with what are called dynamic verbs and not with stative verbs. If you wish to review that concept now, click HERE.



Singular	Plural
I will have been walking	we will have been walking
you will have been walking	you will have been walking
he/she/it will have been walking	they will have been walking

Singular	Plural
I will have been sleeping	we will have been sleeping
you will have been sleeping	you will have been sleeping
he/she/it will have been sleeping	they will have been sleeping

Singular Plural
There is no future perfect progressive for the "to be" verb. "Will have been being" is expressed simply as "will have been": "By this time next year we will have been being on this committee for a decade."

- By the time he finishes this term, Jane will have been studying nothing but English for four years.
- Will they have been employing people from our generation before we even get there?

Activity Five - Discussion.

Discussion questions.

Read and discuss the following questions with your partner - ANSWER USING THE FUTURE TENSES. Use as many different future tenses in your answers as you can.

1. Do you agree that there is a snowflake generation and if you think by 2020 there **will have been** more 'snowflake generation' employees in companies than other generations?
2. By 2020 this term **will have been** used for over twenty years, do you think things will change from then?
3. How long do you think people **will have been** thinking they have had a sense of entitlement by the year 2025?
4. What age do you think the snowflake generation **will be working** / will have to work until?
5. **We will have known** about the term 'snowflake generation for several years soon. Do you think that what we **will have learned** about this generation will help us to deal with future generations?

Activity Six: Comprehension activity. Watch the video and answer the questions.
Mash Report : The Millennial SNOWFLAKE Generation? : BEST EDIT : Rachel Parris
https://www.youtube.com/watch?v=F70x1IxCGRI

Comprehension questions:



1. What is a 'snowflake'?
2. Why have Millennials gained a reputation of being lazy and entitled?
3. What does Parris say Millenials like to spend money on?
4. Why was Lily Allen branded 'snowflake of the year' by The Telegraph?
5. Why does Parris sarcastically call Ghandi ungrateful?
6. Give two possible reasons why Millennials cannot be said to be entitled.
7. How does Parris bring across irony in her speech?
8. What is your opinion? To what extent can the youngest generation be described as snowflakes?

Activity Seven: Rôle Plays.

Act out one of the following role plays with your partner or group.

1. You are training a younger team member about an important process at work. They get offended about lot's of things that you say because they seem to be very over-sensitive.

2. You are the manager of a team and you are having a meeting with one or several young team members. They refuse to carry out your strategy because they don't agree with it. A tense discussion ensues.

3. You are an HR manager training one or several people about how to handle the new generation.

4. You are a young person in a job interview. The questions seem to be designed to test you, to see if you are a 'snowflake'. You really try to prove that you are not.

Activity Eight - Group discussion…. Answer the question - In the Future Perfect Progressive Tense - What will Snowflake generation be saying about new generations in thirty years time?

