

Who are the millennials?

TRANSCRIPT

*Interviewer*¹: Stand back, all bosses! A new breed of American worker is about to attack everything you hold sacred – from giving orders to your starched white shirt and tie. They are called among other things “Millennials”. There are about eighty million of them born between 1980 and 1995, and they are rapidly taking over from the Baby Boomers², who are now pushing sixty.

5 They were raised by doting parents who told them they were special, played in little leagues with no winners or losers or all winners. They are laden with trophies just for participating, and they think your business-as-usual ethic is for the birds³ – and if you persist in the belief, you can take your job and shove it.

Corporate America⁴ is so unnerved by all this that companies like Merrill Lynch, Ernest & Young and Disney and scores of others are hiring consultants to teach them how to deal with this generation that only takes
10 yes for an answer. The work place has become a psychological battlefield – and the Millennials have the upper hand. [...]

*Jason Dorsey*⁵: Our parents really took from us that opportunity to fall down on our face and learn how to stand up.

Interviewer: Jason Dorsey and Ryan Healy⁶ both make a living advising their fellow twenty-somethings and
15 how to cope with work. Ryan started a website for that purpose, and Jason Dorsey has written two how-to books for them. And while he admits his mother picked out his suit for this interview, his generation is not going to make the same mistakes their parents made.

Jason Dorsey: We’re not going to settle, because we saw our parents settle. And we have options. That we
20 can keep hopping jobs. No longer is it bad to have four jobs on your resume in a year whereas for our parents, or even Gen X⁷, that was terrible. But that’s the new reality for us, and we are going to keep adapting and switching and trying new things until we figure out what it is.

Interviewer: And figuring it out takes time. Sociologists tell us most Americans believe adulthood begins at 26 or older. And then having witnessed so many sacrifices by their parents to achieve middle-class security has had a huge impact. Family and friends are the new priorities. Blind careerism is beginning to fade.

25 *Jason Dorsey*: We definitely put lifestyle and friends above work. No question about it.

¹ Morley Safer (f. 1931), studievært på CBS nyhedsprogrammet “60 Minutes”

² *Baby Boomers*: generationen født 1946-1964

³ *for the birds*: (her) ligegyldigt

⁴ *Corporate America*: erhvervslivet i USA

⁵ *Jason Dorsey*: (f. 1978) forfatter til bøger om “the Millennial Generation”

⁶ *Ryan Healy*: (f. 1985) iværksætter og erhvervsrådgiver

⁷ *Gen X*: generationen født 1965-1980

Interviewer: Do you both feel that that's pretty much the way one should look at life?

Jason Dorsey: Yeah –

Ryan Healy: Absolutely!

30 *Jason Dorsey:* I do, I do, yeah. I remember my dad getting laid off and all these things growing up, and that's because they sacrificed for the company. Well, the first knee jerk⁸ reaction from me is I sure don't want to do that. I'm going to be in it for me, and I'm going to make it work.

Interviewer: Where does this fantasy about "I'm going to find a dream job"... there's no such thing as a "dream job". I mean, a few of us like me [laughter] – but, where does this fantasy come from?

35 *Jason Dorsey:* I think we were told when we were little that you can be anything you want, and then they went on and on...

Interviewer: Big lie, right?

Jason Dorsey: Big goals are great. Selling a fantasy that everything is going to be perfect and peachy, is not! [...]

40 *Interviewer:* For all the complaining, Dorsey and Healy believe their generation will transform the office into a much more efficient, flexible, and, yes, nicer place to be. [Thank you! Have a good one!] But until then, a message to bosses everywhere: Just don't forget the praise!

Jason Dorsey: We want to hear it, and truly, we love for our parents to know. There's nothing better than Mom getting that letter saying, "You know, Ryan did a great job... Here, I just wanted to let you know that you raised a fantastic son."

(2008)

⁸ *knee jerk:* (her) refleks