



# “If we millennials don't feel valued, we will look elsewhere”

Die sogenannten Millennials werden 2025 weltweit einen Anteil von 75 Prozent an der Erwerbsbevölkerung haben. Um auf dem Arbeitsmarkt zu bestehen, müssen sie flexibel sein. Aber auch Sicherheit ist ihnen wichtig.

Von MELITA CAMERON-WOOD

ADVANCED AUDIO



“Are you impatient?” asked the man sitting across the table from me, looking sceptically at my CV. Impatience is rarely seen as a virtue. I moved uneasily in my seat and replied, “No, not at all!”

My CV — which lists experience ranging from reception work to PR, from English teaching to advertising, from translation work to voice-overs — could be seen as chaotic or eclectic. Unsurprisingly, I preferred the second interpretation. When I left the interview, I thought about that question many times.

Being a millennial, you get used to the assumption that your generation is made up of directionless commitment-phobes who flit from job to job like bewildered bees. When I moved to Germany from the UK in 2018, I also fulfilled the stereotype of a nomadic millennial abroad, seeking new experiences and the so-called expat lifestyle. How predictable, I thought to myself at the time. But are these things really that bad?

Millennials were born between 1983 and 1996. According to the “Deloitte Millennial Survey”, we will make up 75 per cent of the global workforce by 2025. Growing up in the age of the internet, we experienced an unprecedented increase in the pace of life in our most formative



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years. Flexibility and adaptability became essential to making sense of the world.

This doesn't mean that we enjoy job insecurity, however. Flexibility and security can go hand in hand. A report by the ManpowerGroup found that 79 per cent of millennials rated flexibility as one of their top five priorities when looking for a job, while 87 per cent listed security in the same category.

Job-hopping may not seem to illustrate a desire for security, but the reality is that stability is not always offered by employers anyway. Fixed-term contracts, endless internships, freelance gigs and zero-hour contracts all mean that employees must constantly be on the lookout for their next job. If we millennials don't feel valued or see the opportunity for growth and financial security, we will look elsewhere.

So, having rethought my answer, yes, I am impatient. Like many others in my generation, I'm impatient to map my own future and forge my own professional identity. This impatience is not a sign of fickleness, however — but of drive.

## AUDIO

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**assumption** [ə'sʌmpjən]  
• Annahme

**bewildered** [bi'wɪldəd]  
• verwirrt

**commitment-phobe**  
• Person mit Bindungsangst

**CV (curriculum vitae)**  
• Lebenslauf

**expat(riate)** [ˌeks'pæt(riət)]  
• dauerhaft im Ausland lebende Person

**fickleness** • Wankelmüt

**fixed-term contract**  
• Zeitvertrag

**flit from sth. to sth.**  
• von etw. zu etw. flitzen

**forge sth.** [fɔ:dʒ] • etw. schmieden; hier: aufbauen

**gig** [gɪɡ] ifml.  
• einmaliger Job/Auftrag

**internship** • Praktikum

**job-hopping** • ständiger Arbeitsplatzwechsel

**map sth.** • etw. kartieren; hier: planen

**pace** • Tempo

**predictable**  
• vorher-, absehbar

**survey** ['sɜ:veɪ]  
• Umfrage, Studie

**unprecedented**  
• beispiellos

**virtue** ['vɜ:tʃu:]  
• Tugend

**voice-over** • Hintergrundkommentar, Voiceover

**workforce**  
• Erwerbsbevölkerung