Read the text about the professional development of Generation Z. Some parts are missing. Choose the correct part from the list (A-J) for each gap (1-7). There are two extra parts that you should not use. Write your answers in the boxes provided on the answer sheet. The first one (0) has been done for you.

Gen Z

Workplaces are just beginning to feel the influence of Gen Z. Early observations suggest that these young people may opt for headphones at work, (0) ___, rather than in the open spaces set up by millennials. Experts who spend their days thinking about office dynamics say that while (1) ___, they'll be able to teach older coworkers how to learn new tools and skills on the fly – the same way they have all their lives. There's also some promising research suggesting that young women with no work experience are demanding and receiving equal pay more often than women who have been in the workforce for years.

"There's this expectation of diversity in everything they do," says Lori Goler, head of HR for Facebook. That includes the work itself. Gen Z-ers are accustomed to flitting between apps and expect that (2) ___, without sticking to any one task for too long. If millennials helped usher in an era in which it is normal to go through several careers and have flexible schedules, Gen Z-ers may find ways to have all those careers at the same time.

"With Gen Z, I think we (3) ___ for ourselves," says Larissa May, a 23-year-old in New York who is coaching older executives on how to use social media, consulting for a direct-to-consumer candle company and running a multimedia platform called #HalfTheStory. "In the past, if you were young, you sort of went up the ladder. You didn't say much your first two years on the job, and you just had to listen. But we can really provide a different perspective," she says. (Millennials rankled Gen X workers by refusing to pay their dues before they got a seat at the table, and there may be more rankling to come.)

Doing it all becomes increasingly possible as workplaces go virtual, expectations of working 9 to 5 go by the wayside and the concept of failure takes on an increasingly upbeat patina. Young people have "a growth mind-set, where even if (4) ___," says Neha Sampat, who runs a workplace consulting firm called GenLead|BelongLab. That's especially true at the startups this entrepreneurial generation is founding. When asked what she expects from employees at her virtual-reality company, Entrypoint VR, 25-year-old Carissa Flocken says the bar for quality of work is high, "but (5) ___." In Culture Co-op's survey, 61% of Gen Z-ers said they planned to start their own business or work independently within the next five years.

Jumping into the freelance economy means (6) ___, as is betting one's future earnings on an educational program no one has tried before. Almost $2 billion has been invested in "last mile training" efforts like MissionU, according to private-equity firm University Ventures, but many young people are still opting for college. Plenty of people of all generations still view a BA as a prerequisite for success in life. But 20-year-old Dew says older people "get stuck" on the fact that he has no intention of getting a bachelor's degree. Where they see risk, he sees a chance to help (7) ___ — to be a pioneer. "There's always going to be something special," Dew says, "about being the first."

A	they can go online and teach themselves anything they want
B	getting a four-year degree
C	when and where you do it doesn't matter
D	observe the world through smartphones
E	have these superhuman expectations
F	prove that a new idea has merit
G	collaborating and socializing in chat rooms
H	they mess up once, they're not going to let that mess-up define them
I	taking an uncertain path
J	members of Gen Z may not have the formal writing skills or emotional intelligence of baby boomers

Gen Z

	0		1		2		3
	G		☐		☐		☐

	4		5		6		7
	☐		☐		☐		☐

	richtig	falsch	richtig	falsch	richtig	falsch	richtig	falsch
			1		**2**		**3**	
			☐	☐	☐	☐	☐	☐
4			**5**		**6**		**7**	
☐	☐		☐	☐	☐	☐	☐	☐