

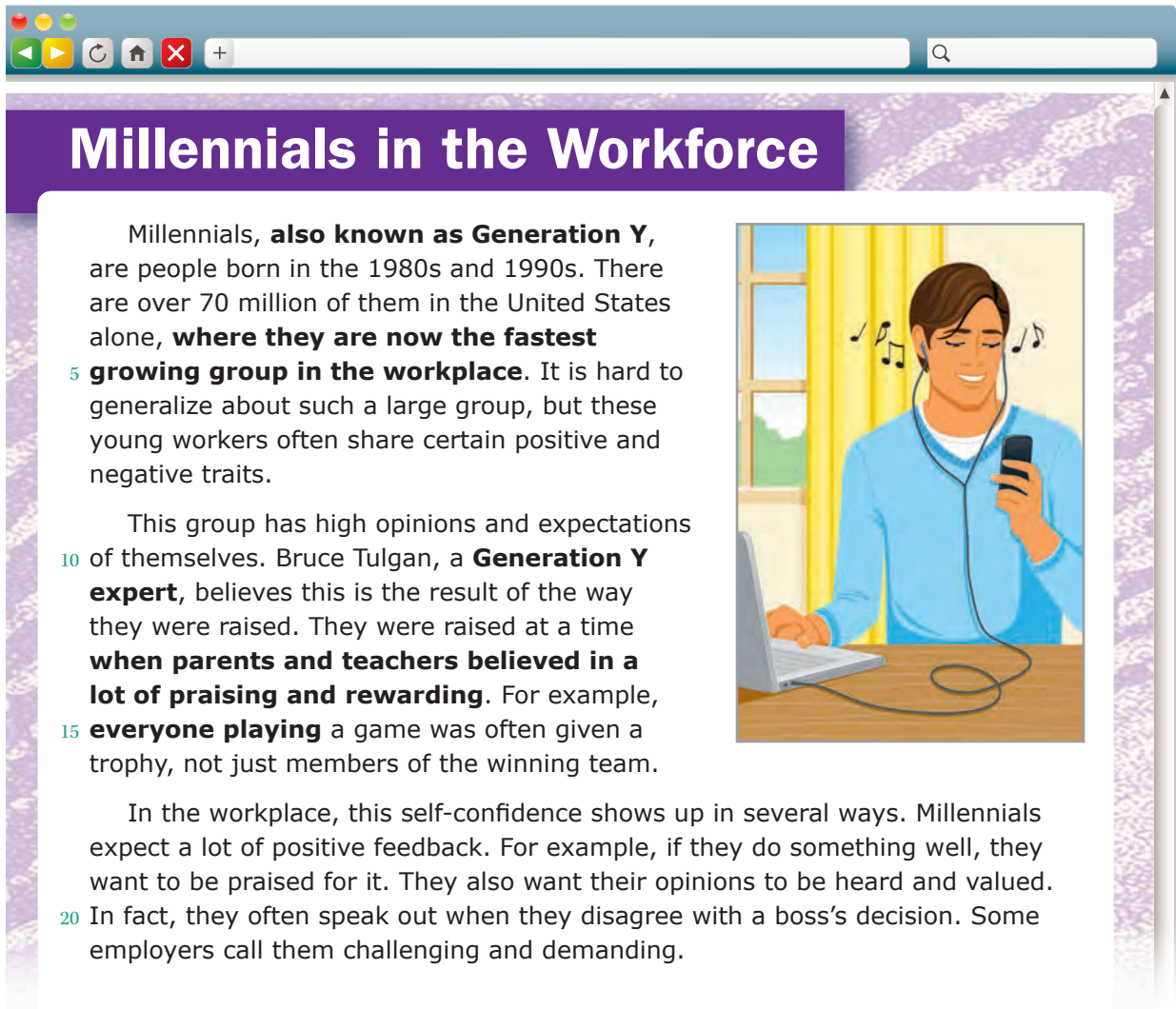
UNIT 23

Relative Clauses with *Where* and *When*; Reduced Relative Clauses

Millennials

1 Grammar in the Real World

A Do you know anyone born in the 1980s or 1990s? Some studies suggest that individuals born during these years have similar traits, such as high self-confidence. Read the article about Millennials, a term for these individuals. How might these people be different from other, older people in the workplace?



Millennials in the Workforce

Millennials, **also known as Generation Y**, are people born in the 1980s and 1990s. There are over 70 million of them in the United States alone, **where they are now the fastest**

5 **growing group in the workplace.** It is hard to generalize about such a large group, but these young workers often share certain positive and negative traits.

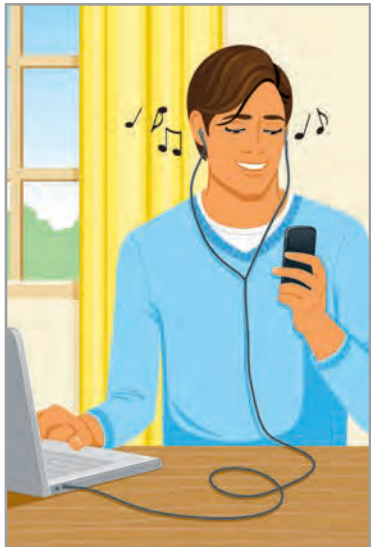
This group has high opinions and expectations

10 of themselves. Bruce Tulgan, a **Generation Y expert**, believes this is the result of the way they were raised. They were raised at a time **when parents and teachers believed in a lot of praising and rewarding.** For example,

15 **everyone playing** a game was often given a trophy, not just members of the winning team.

In the workplace, this self-confidence shows up in several ways. Millennials expect a lot of positive feedback. For example, if they do something well, they want to be praised for it. They also want their opinions to be heard and valued.

20 In fact, they often speak out when they disagree with a boss's decision. Some employers call them challenging and demanding.





Millennials, **raised in the era of computers, cell phones, and the Internet**, understand technology very well. They are also multitasking experts. They can text, listen to music, and chat online at the same time. Their experience with technology usually makes them good at technology-based jobs.

However, their technology habits can sometimes serve as distractions.¹ Working while e-mailing friends can cause moments of inattentiveness,² **during which serious errors can occur**. Some members of Generation Y are known for being distracted on the job. Older colleagues may find this trait annoying.

This generation of employees is sometimes known for being demanding and outspoken. Tulgan says that Generation Y is “the most high maintenance³ workforce in the history of the world.” However, Millennials are also smart, driven, and tech savvy.⁴ These are the traits **helping them** succeed in workplaces around the country.

¹**distraction**: something that takes your attention away from what you are doing or should be doing |

²**inattentiveness**: not listening to what is being said; not giving complete attention to what is happening |

³**high maintenance**: requiring a large amount of attention to remain happy and efficient | ⁴**tech savvy**: having good skills with technology and electronics

B Comprehension Check

Answer the questions.

1. When were Millennials born?
2. Why do Millennials have such high self-confidence and expectations?
3. What kind of jobs are they good at? Why?

C Notice

Read the sentences. What words could you add to the words in bold to make them relative clauses? Are the new clauses subject or object relative clauses?

1. Bruce Tulgan, **a Generation Y expert**, believes this is the result of the way they were raised.
2. For example, everyone **playing a game** was often given a trophy, not just members of the winning team.

2 Relative Clauses with *Where* and *When*

► Grammar Presentation

The adverbs *where* and *when* can be used in relative clauses. *Where* is used to modify nouns of place, and *when* is used to modify nouns of time. In these cases, we call these words relative adverbs.

*The computer lab is a place **where many young students feel comfortable.***
*Night is a time **when many students study for exams.***

2.1 Relative Clauses with *Where*

a. Use *where* in relative clauses to modify a noun referring to a place.
Common nouns include *area*, *country*, *house*, *place*, and *room*.

*This is the only area **where you can find Wi-Fi outside of the office.***
*The United States is a country **where a lot of research on young people is done.***
*The office is a place **where workers often compete.***

b. Do not use a preposition before *where*. Use *which* instead. The use of preposition + *which* is common in academic writing.

*It's a city in which you can find Wi-Fi almost **everywhere.***
NOT *It's a city in where you can find Wi-Fi almost everywhere.*

►► Relative Clauses: See page A13.

2.2 Relative Clauses with *When*

a. Use *when* in relative clauses to modify a noun referring to a time.
Common nouns include *day*, *moment*, *period*, *season*, *time*, and *year*.

*The day **when you graduate** is the day **when you will need to find a job.***
*Spring is the time **when most students graduate.***
*The 1980s and 1990s are the years **when many young people in the workforce were born.***

b. Do not use a preposition before *when*. Use *which* instead. The use of preposition + *which* is very formal.

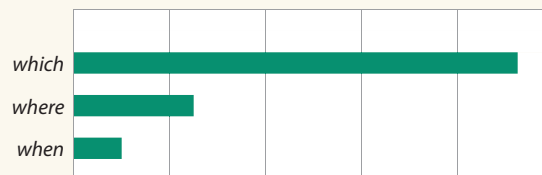
*Summer is the time during which many jobs become **available.***
NOT *Summer is the time during when many jobs become available.*
The day on which you start your new job will be very busy.
NOT *The day on when you start your new job will be very busy.*

c. You can omit the relative adverb *when* in identifying relative clauses.

*Ricardo remembered the moment **he met his boss.***
= *Ricardo remembered the moment when **he met his boss.***

Data from the Real World

Research shows that in writing, nonidentifying relative clauses with *where* and *when* are much less common than nonidentifying relative clauses with *which*. Clauses with *when* are the least common and are used in rather formal writing.



► Grammar Application


Exercise 2.1 Object Relative Clauses with *Where* and *When*

Complete the sentences about Millennials. Circle the correct words. Note \emptyset means no relative adverb.

- Millennials believe America is a place where / when anyone can be successful.
- They were born at a time in which / where technology was part of everyday life.
- They came into the workplace during a period when / which the economy was bad.
- They came from families when / in which they were the center of attention.
- They expect a work environment \emptyset / where people collaborate and work together.
- They grew up during a period when / where national security was an issue.
- The day \emptyset / where they graduate from school is a time of both joy and anxiety.



Exercise 2.2 More Object Relative Clauses with *Where* and *When*

A  Listen to an interview with a Millennial who is helping to change the world in a positive way. Circle the answers to the questions.

- Where did Sean go?
 - To Haiti
 - To Florida
- When did Sean go?
 - After a rainstorm
 - After an earthquake
- Why did Sean go?
 - To help people
 - To take a break from school
- What did he do there?
 - Work in a large city to give basic medical care
 - Work in small towns to give basic medical care

B  Listen again. Complete the interview with the words you hear.

Interviewer Some people think that members of the Millennial generation only think about themselves, but there are a lot of young people who are making a difference. They are helping others and trying to make the world a better place. One of these young people is Sean Green. Sean is a medical student in Florida. He went to Haiti at a time in which ⁽¹⁾ they needed him the most. Sean, tell us your story.

Sean Sure, I'd be happy to. I went to Haiti at a time ⁽²⁾ many people were suffering – right after the 2010 earthquake.

Interviewer Why did you go?

Sean Haiti is a place ⁽³⁾ there aren't enough doctors. I'm in medical school now. So it seemed like a good opportunity for me to get experience and to help people as well.

Interviewer What did you do there?

Sean I worked in small towns ⁽⁴⁾ the earthquake destroyed the homes of many people. I lived in a town ⁽⁵⁾ a lot of people were hurt, and helped give basic medical care. It was the season ⁽⁶⁾ there is a lot of rain. There was mud everywhere. It was a challenge to keep things clean.

Interviewer Tell us a little about the people you worked with.




Sean The people in the town ⁽⁷⁾ I worked gave us a lot of help. They were very friendly and welcoming. It was an amazing experience.

Interviewer Thank you for your time, Sean.

C  Listen again and check your answers.

Exercise 2.3 Relative Clauses with *When*

Look at the information in the chart. It shows three important generations in the United States and the major events or influences in their lifetimes. Then write sentences about the years in parentheses. Use relative clauses with *when*, *in which*, and *during which*. Sometimes more than one answer is possible.

	Name of Generation	Years Born	Important Lifetime Events or Influences
	Baby Boomers	1946–1964	President Kennedy dies, 1963 Vietnam War ends, 1975
	Generation X (Gen Xers)	1965–1981	The Berlin Wall falls, 1989
	Millennials	1980–2000	The Great Recession occurs, 2007–2009

1. (1946–1964)

The years 1946–1964 are the years when the Baby Boomers were born.

2. (1963)

3. (1975)

4. (1965–1981)

5. (1989)

6. (1980–2000)

7. (2007)

3 Reduced Relative Clauses

▶ Grammar Presentation

Relative clauses with *be* can often be reduced to phrases. There are three types of reduced relative clauses: participle phrases, prepositional phrases, and appositives.

RELATIVE CLAUSE

The expert **who is giving tomorrow's talk on Millennials** is very well known.

REDUCED RELATIVE CLAUSE

The expert **giving tomorrow's talk on Millennials** is very well known.

3.1 Forming Reduced Relative Clauses

a. Reduce a subject relative clause by omitting the relative pronoun (*that*, *which*, *who*) and *be*.

My brother, **a Millennial**, likes a fast-paced environment.
= My brother, **who is a Millennial**, likes a fast-paced environment.

b. Do not shorten a subject relative clause with *be* + a single adjective. Instead, move the adjective before the modified noun.

I know a lot of people **who are self-confident**.
I know a lot of **self-confident people**.
NOT I know a lot of ~~people self-confident~~.

c. Do not reduce object relative clauses.

Our new assistant, **who I am meeting tomorrow**, is a Millennial.
NOT Our new assistant, ~~meeting tomorrow~~, is a Millennial.

3.2 Reduced Relative Clauses with Participle Phrases

Participle phrases are a reduced form of relative clauses with a verb that includes a form of *be*.

Students **concerned with the environment** should get involved in environmental groups on campus.
= Students **who are concerned with the environment** should get involved in environmental groups on campus.

This verb can be in the form of verb + *-ing* (present participle) or the past participle form. This includes progressive verbs and passive verbs.

VERB + -ING

He is the person **using the Internet too much at work**.

PAST PARTICIPLE

She did the things **not expected of her**.

This is the intern **known to be the hardest working**.

3.3 Reduced Relative Clauses with Prepositional Phrases

<p>You can omit the relative pronoun and the verb <i>be</i> when they are followed by a prepositional phrase in identifying relative clauses.</p>	<p style="text-align: center;">PREP. PHRASE</p> <p><i>The computers in our classroom are fast.</i> = <i>The computers that are in our classroom are fast.</i></p>
<p>An adjective can also come before the prepositional phrase.</p>	<p style="text-align: center;">ADJ. + PREP. PHRASE</p> <p><i>Young workers low in self-esteem are unusual.</i></p>

3.4 Reduced Relative Clauses with Appositives

<p>a. You can omit the relative pronoun and the verb <i>be</i> when they are followed by a noun phrase in nonidentifying relative clauses. This is called an appositive.</p>	<p><i>Jan Smith, an expert on Millennials, will be speaking at noon today.</i> = <i>Jan Smith, who is an expert on Millennials, will be speaking at noon today.</i></p>
<p>Often the position of the modified noun and the appositive is interchangeable.</p>	<p><i>An expert on Millennials, <u>Jan Smith</u>, will be speaking at noon today.</i></p>
<p>b. Appositives begin and end with commas.</p>	<p><i>Résumés, brief documents that summarize an applicant's work background, are necessary for all job applications.</i></p>
<p>In academic writing, appositives often occur in parentheses, instead of commas.</p>	<p><i>Résumés (brief documents that summarize an applicant's work background) are necessary for all job applications.</i></p>

► Grammar Application

Exercise 3.1 Reducing Relative Clauses

A Read the sentences about different generations. Check (✓) the sentences that can be reduced.

- 1. Young people who are entering the workforce are different from other generations.
- 2. In general, Millennials, who attentive parents raised, are confident workers.
- 3. Millennials who are in the workforce tend to have a “can-do” attitude.
- 4. Generation X, which is another large group in the workforce, does not tend to equate age with respect.



- 5. Baby Boomers who work with Millennials often think they do not show enough respect.
- 6. Baby Boomers, who are loyal employees, have started to retire from their jobs.
- 7. Millennials, who the recession has hurt, still tend to be optimistic.
- 8. Baby Boomers who were graduating from college in the 1960s lived in prosperous times.
- 9. Most Millennials who are not attending school say they intend to go back.
- 10. Many Millennials who are in school also have jobs.
- 11. Millennials that dress casually at work sometimes upset Baby Boomers.

B Rewrite the sentences in A with reduced relative clauses. If a sentence cannot be reduced, write **X**.

1. Young people entering the workforce are different from other generations.
2. X
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____

C Pair Work Compare your answers with a partner. Discuss what kind of reduced relative clause each sentence is. If a sentence couldn't be reduced, say why not.

A *The reduced relative clause in number 1 is a participle phrase, so it can be reduced.*

B *That's right, but the relative clause in 2 can't be reduced because it is an object relative clause.*

Exercise 3.2 Relative Clauses with *Be* + Prepositional Phrases and *Be* + Adjectives + Prepositional Phrases

Combine the sentences from a company website about the type of employees it seeks. Use relative clauses. Then rewrite the sentences using reduced relative clauses.

1. People are at JP Corporation. They represent every generation.
 People who are at JP Corporation represent every generation.
People at JP Corporation represent every generation.

2. People are good with technology. They have an advantage here.
 People _____ have an advantage here.

3. Workers are familiar with social networking. They will be able to use these skills here.
 Workers _____ will be able to use these skills here.

4. Employees are good at multitasking. They will enjoy our fast-paced environment.
 Employees _____ will enjoy our fast-paced environment.

5. Employees are high in self-esteem. They do well here.
 Employees _____ do well here.

6. People are interested in advancement. They will find it here.
 People _____ will find it here.

7. Employees are in our training programs. They appreciate learning new skills.
 Employees _____ appreciate learning new skills.

8. People are accustomed to a dynamic environment. They will be happy here.
 People _____ will be happy here.

Exercise 3.3 Relative Clauses with Adjectives

Read the advice for managers who work with Millennials. Rewrite the sentences that you can shorten. If you can't shorten the sentence, write **X**.

1. Managers should encourage Millennials who are self-assured.

Managers should encourage self-assured Millennials.

2. Workers who are Millennials seek approval from their managers.
-

3. Even Millennials who are confident appreciate feedback.
-

4. Millennials appreciate work environments that are structured.
-

5. Employees who are Millennials want their managers to listen to them.
-

6. It's important to provide challenges for Millennials who are bored.
-

7. Managers must not overwork Millennials who are family oriented.
-

8. Managers who are Baby Boomers might expect Millennials to work longer hours.
-

9. Employees who are Millennials sometimes need more direction than older workers.
-

10. Millennials who are unemployed don't always have a lot of experience in job interviews.
-

Exercise 3.4 Using Adjective Phrases

Pair Work With a partner, discuss the work styles of people at your school, such as students, teachers, and administrators. Write five sentences with relative clauses. Then write shortened versions without relative clauses. Use the words in the box or your own ideas.

appreciate feedback

are family oriented

enjoy team work

appreciate work-life balance

are self-assured

have a "can-do" attitude

Students who are at this school tend to have a "can-do" attitude.

Students at this school tend to have a "can-do" attitude.

4 Avoid Common Mistakes

1. Do not use a preposition before *when*.

There was a period ~~in~~ when people did not change jobs often.

2. In clauses with *where*, remember to use a subject.

The place where ^{he} works is very busy.

3. When shortening relative clauses to appositives, be sure to omit both the pronoun and *be*.

My mother, ~~is~~ an office manager, often works late.

Editing Task

Find and correct eight more mistakes in the paragraphs about the separation between younger and older technology users.

Digital Natives vs. Digital Immigrants

There was a time ~~in~~ when my mother always complained about my use of technology. She did not understand why I had to constantly text friends and go online. My mother, is a digital immigrant, grew up without a lot of tech gadgets. As a result, she is uncomfortable using technology at the office where works. On the other hand, my 5 brothers and I, are all digital natives, are happy to use technology all the time.

Digital natives, are lifelong technology users, use electronic devices instinctively. These people do not remember a time in when they were not connected to the Internet. In fact, they find it annoying when they go to places where cannot connect to the Internet. Digital immigrants, in contrast, remember a time in when there was no Internet. As 10 a result, some of them see the Internet as useful but not essential. In addition, digital immigrants sometimes find it difficult to figure out how to use technology. For example, when my mother first began uploading information, she had to call someone for help. Lately, however, my mother has found a social networking site where often goes in her free time to stay in touch with friends and family members.

5 Grammar for Writing

Using Reduced Subject Relative Clauses to Make Ideas Clearer

Writers often reduce subject relative clauses with *be* to condense information. Reducing relative clauses makes sentences more compact and the author's ideas clearer. Read these examples:

Preteens who were raised after cell phones became common can't imagine life without them.

Preteens raised after cell phones became common can't imagine life without them.

Facebook and other social networking sites, which are tools that Millennials commonly use, offer new ways to communicate.

Facebook and other social networking sites, tools that Millennials commonly use, offer new ways to communicate.

Pre-writing Task

- 1 Read the paragraph below. What skills does the writer say Millennials are known for?

Technology and Millennials

Millennials, experts at multitasking, are the first generation to grow up in a digital age. Some people believe that in addition to making Millennials good at multitasking, this has also made them good at teamwork, a much valued skill in American workplaces. Because many U.S. Millennials had access to cell phones, 5 computers, and social networks from their early teens, they grew up accustomed to having conversations with more than one person at a time, a common feature of texting and social networking. This ability to talk to more than one person at a time seems to have prepared Millennials for communicating successfully with several team members at once. Multitasking is a skill that they have mastered easily. In addition, 10 the idea of waiting to talk to someone is a strange idea to this generation. Millennials, used to talking to people whenever they need to, don't wait to find a landline phone or to see someone in person in order to communicate. They tend to deal with things as they come up, rather than waiting until later. This can be a valuable quality because team members who get things done quickly help create a more efficient team. Perhaps 15 because of these factors, smart employers are recruiting Millennials to build strong teams in their companies.

- 2** Read the paragraph again. Underline the reduced relative clauses. Rewrite each one, making it a full relative clause by adding the correct relative pronoun and the correct form of *be*.

Writing Task

- 1 Write** Use the paragraph in the Pre-writing Task to help you write about Millennials or any other generation you are familiar with. You can write about one of these topics or use your own ideas.
- another characteristic of Millennials that makes them good at something
 - characteristics of a different generation that make them good at something
 - characteristics of a particular generation that makes something challenging for them
- 2 Self-Edit** Use the editing tips to improve your paragraph. Make any necessary changes.
1. Did you form reduced relative clauses correctly?
 2. Did you use these reduced relative clauses to condense information where appropriate?
 3. Did you avoid the mistakes in the Avoid Common Mistakes chart on page 319?