

NAME: _____

DATE: _____

SCORE: _____ /50

A Listen to the podcast. Choose the correct answers.

- 1 What does the host say the working situation is today?
 - A** The average age of a manager is less than it used to be.
 - B** The number of people who are older than their bosses is rising.
 - C** People are promoted into management positions faster.
- 2 What does the woman say about her first experience of management?
 - A** Management was easier than she expected it to be.
 - B** She had never managed people older than herself before.
 - C** All her management skills were picked up as she worked.
- 3 When the woman started ...
 - A** most of her staff respected her hardworking nature.
 - B** she had to fire a colleague who was unhappy with her.
 - C** most of her colleagues were receptive to her appointment.
- 4 The woman recommends that young bosses ...
 - A** work hard on improving their weaknesses.
 - B** ensure there is a balance of strengths across the whole team.
 - C** give staff tasks that suit their age.
- 5 Who would benefit most from listening to this podcast?
 - A** older workers who want to understand their younger bosses
 - B** graduates who intend to move into management quickly
 - C** young people who have started their first management role

_____ / 10 (2 points each)

B Choose the correct answers.

- 1 Max was hoping that Gary would be willing to listen to alternative viewpoints, but he didn't expect him to be so *narrow-minded* / *antisocial* in his thinking.
- 2 When Esther met Paul, she appreciated that he was friendly and *rigid* / *chatty*. Being really shy, she was happy to listen to his many stories.
- 3 Megan was surprised when the personality test labeled her as inflexible and unsympathetic; she had always considered herself to be really *open-minded* / *insensitive* and tolerant.
- 4 When Manuel told Carmen that her dress made her look overweight, she wondered how he could be so *narrow-minded* / *insensitive*.
- 5 Kayla doesn't mind people who have strong opinions, but when someone is so *chatty* / *rigid* in their opinions that they don't listen, she gets really frustrated.
- 6 The manager's handshake was firm and his smile was genuine, so Brandon had no reason to think that his welcome was not *sincere* / *aloof*.
- 7 Mary was worried that if she didn't go to the work party, her colleagues would think she was *antisocial* / *insensitive*.
- 8 Tanya's parents were very *talkative* / *accepting* people, so she didn't worry about the fact that her new boyfriend had visible piercings and tattoos.

_____ / 8 (1 point each)

C Match the sentence halves.

- | | |
|--|--|
| 1 Brad's business failed, so he had to fall back | ___ A on people who hadn't been to college. |
| 2 Tina had to face up | ___ B with Liz about having left the concert tickets at home. |
| 3 John started wearing a gray suit to fit in | ___ C on the money he had saved. |
| 4 The teacher struggled to get through | ___ D with his new colleagues. |
| 5 Max looked down | ___ E against opposition from her parents. |
| 6 Nathan was just messing around | ___ F to the fact that she was too short to become a police officer. |
| 7 The teacher would not put up | ___ G to students about the importance of doing homework. |
| 8 Amanda wanted to leave home, but ran up | ___ H with students who used their phones in class. |

_____ / 8 (1 point each)

D Choose the correct form of the verb.

- 1 Alan is the best person to help you with your presentation. He will never *say* / *be saying* no.
- 2 You've been to this grocery store a lot, so you will *see* / *have seen* this cashier before.
- 3 Students who are used to writing essays will *have learned* / *be learning* that they should read the question carefully.
- 4 By always arriving late, you will *be giving* / *give* your boss an excuse to fire you.
- 5 You do a lot of personality tests. You'll *learn* / *have learned* how to influence the results by now.
- 6 Every time you give \$10, you will *be helping* / *have helped* a child in need.
- 7 You haven't met my sister, but you will *be seeing* / *have seen* her in those shampoo ads that are on all the time.

_____ / 7 (1 point each)

E Match the sentences (1–7) to the correct use of *would* (A–G).

- | | |
|--|---|
| 1 Robert was annoyed that Tina wouldn't help him with his project. | ___ A to make a polite request |
| 2 If my sister asked, I would always help her. | ___ B to express an opinion in a polite way |
| 3 I would imagine that if you work abroad your English will improve. | ___ C to refer to a past habit |
| 4 Would you help me with my homework? | ___ D to report a question |
| 5 Nathan asked if I thought the app would mine his data. | ___ E to report a statement |
| 6 Tom told me he would be helping his father this afternoon. | ___ F to talk about what someone is willing to do |
| 7 When I was younger, I would often do personality quizzes. | ___ G to talk about what someone is unwilling to do |

_____ / 7 (1 point each)

F Read the article. Then choose the correct answers.

Personality Tests in Job Interviews

Personality tests are increasingly used by companies during the recruitment process because they can save a lot of time and money, especially when there are hundreds or thousands of applicants. Another reason is that employees change jobs every four or five years on average, so taking on the right person who is likely to stick around will also save the company time and resources. Personality tests minimize the risk.

The candidates themselves are sometimes very nervous. However, they should not worry, as there are no right or wrong answers and the tests are almost always used in conjunction with face-to-face interviews. Employers are looking at your values, beliefs, and attitudes in order to see if you are suited to the role, will get along with colleagues, and will fit in with the company culture.

Some people claim that you can do better on personality tests by anticipating what the desired qualities are for the given role. It is said that to prepare for the test you should research the company thoroughly, be clear on the role you are applying for, and understand the company's values. Companies sometimes get their top performing staff to complete the test and may look for candidates who have similar profiles.

However, experts say you can't cheat the test, as some of the questions are specifically designed to identify inconsistent answers. The same questions may be repeated, but worded differently. Secondly, if you get the job, you may find yourself in a role which isn't suited to your true personality. If you're introverted and like working alone, there is no point saying you are a chatty person who works well in a team.

So remember that a personality test is nothing to be afraid of, so do your research, be yourself, and good luck!

- 1 What is the writer's main intention in this article?
A to explain why personality tests are important for companies
B to give some general advice about personality tests
C to explain how you can beat a personality test
- 2 The writer says that personality tests ...
A are likely to be used more by larger companies.
B guarantee that the chosen candidate will not resign quickly.
C reduce the chances of companies wasting resources.
- 3 The writer suggests that candidates should not fear personality tests because ...
A they ultimately can benefit the candidate.
B if the interview goes well, employers will ignore the test.
C you don't need to get all the answers right.
- 4 According to the writer, what do experts say about the test design?
A If you answer a repeated question differently, you fail the test.
B People who try to cheat have been taken into consideration.
C It is easier to pass if you are an extrovert.
- 5 The writer's advice about taking the test is ...
A to meet some of the current staff and discover their values.
B to be honest when answering the questions.
C to be prepared but don't worry too much about it.

_____ / 10 (2 points each)