

Unit 2 The myth of a dream job

Warming up

Reference answers

Step 1

1. C 2. A 3. B

Step 2

Sample 1

I would take my future work as a calling. Calling is a strong desire or feeling of duty to do a particular job, especially one in which we can contribute to the greater good. Since my childhood, I've been reading stories about people who do whatever they can to help others and some people even do this at the expense of their lives. I've been impressed and moved by those stories and would like to do what I can to help other people. One thing that I would like to do and I think I can do is help the kids in the mountains. To help the kids acquire the knowledge and skills they need for a better future, I myself need to get prepared not only intellectually, but also physically, and I'm working toward that. The other thing that I think is worth doing is help the elderly. It is generally accepted that China has already stepped into an aging society and there will be a huge demand for people who can provide services for the elderly. To help the elderly spend the rest of their lives with dignity calls for the joint efforts of the whole society, and I would be very happy if I could be of help.

Sample 2

I would take my future work as a career. In fact, I would like to be a university professor. I am from a family of teachers — my grandparents and my father are all teachers. Since my childhood, I've been listening to them talking about their schools and their students, marveling at the contributions they've made and sharing their sense of achievement. And the care and love I've received from my teachers since primary school has taken me to my dream university. I love my major, my university, and the people around me. From time to time, I imagine myself standing in front of a roomful of students with eager eyes, imagine the joy and excitement that come with a breakthrough that my team has made, and imagine a wedding ceremony where I am the chief witness congratulating the union of two of my students. For my dream to come true, I need to work hard. On the one hand, I will further my study after graduation. On the other hand, I will try to enhance my capacity for teaching and research.

Listening & Speaking

Conversation

Scripts

Georgina: Rob, how have you been recently?

Rob: Well, I quit corporate life six months ago and decided to reinvent myself – by self-employment.

Georgina: Do you mean you are a freelancer now – I mean, working for yourself and selling your skills and

services to different businesses?

Rob: Yes. You know, the way we work has changed a lot in recent decades because the needs of businesses change frequently, and it needs to be agile – changing the size and type of workforce in order to meet demand.

Georgina: So, people need to adapt, and some choose to work for themselves, offering their skills to different businesses when they are needed.

Rob: Exactly! I'm now working as a freelance consultant in digital marketing for several companies. Within a short while, I found that this new work pattern replenished and refreshed me like never before.

Georgina: Really? What do you like most about freelancing?

Rob: Well, by freelancing, I can work more flexibly, and I don't have to follow a fixed routine of tasks. I can make a long list of things that wouldn't be possible if I were a full-time employee in a corporation.

Georgina: You've made a very good point.

Rob: And it also gives me financial freedom – the money I earn is no longer controlled by someone else, and I don't have to wait for someone else to give me a pay raise.

Georgina: But being a freelancer can be risky too, since your income won't be that stable. And starting out on your own can lead to self-sabotage – having doubts and fears that stop you from achieving something.

Rob: But it can also give me a sense of fulfillment – a good feeling of achieving something for myself. Another piece of good news is that more companies are embracing the concept of the “open talent economy,” and making the borders of their organizations fluid enough to leverage external talent.

Questions:

1. What happened to the man?
2. What does the man like most about being a freelancer?
3. What does the woman think is a big risk of being a freelancer?
4. Which of the following best describes the man's feeling about being a freelancer?

Reference answers

Listening and understanding

1

1. B 2. A 3. C 4. A

2

1. F 2. T 3. T 4. T 5. F 6. T

Thinking and speaking

Want to be a freelancer?

Sample 1

Yes, I would like to be a freelancer. The reasons are as follows. First, I enjoy the freedom that comes with being a freelancer. I don't like being told what I should do and what the deadline is. I like to work at my own pace. Second, I enjoy the fun of meeting different people and working with different companies. I like variety and diversity in work. Third, I'm confident in myself. With the knowledge and skills I have acquired

during my college years, especially the experience from my part-time jobs, I am confident that I will live a decent life with the money I earn. I'm fully aware of the risks involved, but I know I have the ability to manage them.

Sample 2

No, I don't want to be a freelancer. For one thing, I am not a risk-taker. I am the kind of person who enjoys a life with stable income. It would scare me if I do not know where my next paycheck is coming from. For another, I don't think I am ready to be a freelancer, for I am not well equipped with the knowledge and skills that are needed to be a freelancer. To tell the truth, I am a science major and I don't know what I can do as a freelancer, at least for the time being. But, of course, things may change. I might give it a try sometime in the future.

Any other new working models?

- The world is changing rapidly. One can never imagine what the future would be like. But one thing is for sure, that is, technologies like automation, robotics, and artificial intelligence are shaping how we work, where we work, and the skills we need to work.

For example, much of the mechanical work like digging a ditch will be automated. And some routine work could be automated as well. We could write a program or a set of algorithms for some work, and then we could get a machine to follow the instructions and do the work. For some work that we can't write an algorithm for a machine to do, there are technologies like machine learning. With such technologies, machines can "learn" to perform certain tasks, discover patterns and even identify problems. This means that some people will be moving to new occupations that require higher skills and will work alongside highly and increasingly capable machines. To keep up and work effectively with highly capable machines, human staff need to develop a very different set of skills, so the skill transitions are going to be quite substantial.

- When it comes to new working models, the first thing that pops up in my mind is working remotely. Some of the benefits of working remotely are as follows. First, by working remotely, people can have more flexibility in their schedules, and companies that offer flexible arrangements can attract more top candidates. Second, working remotely requires lower overheads, keeps employees from workplace distractions and helps improve employee productivity. Third, a flexible location brought by remote working may increase employees' job satisfaction. According to a new study, employees who can work from anywhere are generally happier than those who work on site in an office. Besides, remote workers are more likely than non-remote workers to stay in their current positions for the next five years — making remote work a win-win for employees and employers alike. However, working remotely also has its disadvantages. One problem with working remotely is that it puts one on an island, so it's important to have effective forms of communication to ensure that everyone remains on the same page. Without a good system in place, it's much easier for things to slip through the cracks. I believe working remotely is a new working model that might prevail in the future, and I myself would like to be the one to try it.

Passage 1

Scripts

When I started at the University of Auckland, I was studying biomedical science with the goal of getting a career in genetic engineering or genetic counseling.

After graduation, I took a six-month break before starting postgraduate study. During that first month, I was fortunate enough to land a temporary job with a recruitment agency, although it had nothing to do with what I'd studied. I really enjoyed the contact with people, the problem-solving aspect, and the team environment. Five months later, I was offered a permanent position with the company.

But my master's program was just about to start. What should I do? Take the job or continue with my master's program in biomedical science?

On the one hand, I think I found my natural calling and was just obsessed with the job as an HR administrator. On the other hand, education has always been important to me. Looking back on my life at university, I knew that it wasn't just the theoretical aspect of school that I went to university for, it was also the life experience and a lot of the practical things and skills that I gained during those years.

After weeks of indecision, I finally found a compromise between my study and my career. I continued my study, not for a master's degree in biomedical science, but for a diploma in HR. I didn't totally give up my job opportunity in that recruitment agency though. It was pretty hard to try to juggle a part-time job with studying, but I am always grateful for that period of time. If it hadn't been for that foundation and continuous learning mindset, I wouldn't have ended up where I am today.

Find something you'd enjoy and are really passionate about, then study hard for it. That's my secret to a career with no regrets.

Questions:

1. In what field did the speaker intend to get a career when he started college?
2. Which of the following is not mentioned as something the speaker enjoyed about his temporary job?
3. What did the speaker decide to do when he was offered a permanent position with the company?
4. What can we infer about the speaker's career path?

Reference answers

Listening and understanding

1

1. C 2. B 3. C 4. B

2

1. an HR administrator
2. theoretical aspect
3. life experience
4. practical things and skills
5. compromise

Thinking and speaking

What would you do if you were facing such a choice?

Sample 1

If I were facing such a choice, I would not hesitate a moment to continue with my master's program in biomedical science. On the one hand, this is the field I have a real interest in. And, my studies in this field will help me achieve my goal of getting a career in genetic engineering or genetic counseling. On the other hand, chances always favor those who are prepared. To be professionally prepared, I should acquire the knowledge and skills required by the profession while pursuing my master's degree in biomedical science.

Sample 2

I don't think this would be a difficult decision. I am the kind of goal-oriented person. Once I set a goal, I would pursue it until I achieve it. My goal is to get a career in genetic engineering or genetic counseling, and a master's degree, even a PhD degree, is a must. But learning is a life-long process. I don't think I would rush to get a degree. It might be a good idea to gain some work experience, earn some money, and then move on to a degree program. Besides, work experience, especially experience related to the field of study, would definitely help a lot in reaching my career goal.

Benefits of college education

College education is beneficial to our career in several ways. First, the knowledge we acquire at college will help us land a more promising career. College education empowers us with knowledge, both theoretical and practical. Theoretical knowledge helps us to know "what" and practical knowledge helps us to know "how". To my understanding, education, especially college education, is one important source of knowledge. The knowledge we acquire at college may help us find a more promising career in the future. Second, college education may broaden our minds. At college, through various courses we take and various activities we engage in, we get to know more; and the more we know, the more open we are toward different things and different people. Such an open mind will help us get along with our colleagues from different cultural backgrounds. Third, a strong network of people we meet at college will be an asset for us, and together we can perform better in our careers. College is a place where we meet people with different experiences and strengths in various aspects, and people of high caliber and with a vision and a mission. Together with those people, we can make some positive changes to the world. Of course, the benefits of college education go far beyond those mentioned above. One thing that I would like to mention is that, during our college years, there is less supervision from parents and teachers, and we learn to be self-disciplined, and to be responsible for what, when and how we learn. In other words, we learn to be autonomous learners, which will help us to go farther in our future career.

Passage 2

Scripts

About two-thirds of millennials – the largest population in the US workforce – identify themselves as workaholics. "Workaholism is a real disorder," says a behavioral psychologist. "Unfortunately, it's probably

the only addiction that we sometimes brag about. People say, ‘Oh, I’m such a workaholic!’ and they expect to get a pat on the back – but it is a real issue.”

Overworking yourself can take a serious toll on your physical and mental health. Workers who put in 55 hours or more a week, compared with 35 or 40, had a 33 percent increased risk of having a stroke, according to a large study led by scientists at University College London. In addition, a Norwegian study of more than 16,000 adults found that, compared with non-workaholics, workaholics were more likely to exhibit symptoms of mental problems like anxiety and depression.

The good news is that there are steps you can take to keep yourself in check and hold back your workaholic impulses.

First of all, you should adjust your mindset toward work. Workaholics often expect to receive positive feedback because they’re working overtime, but working around the clock doesn’t necessarily mean you’re going to be successful at your job. Research has found that productivity falls sharply after a 50-hour workweek. So, the next step is to ask yourself why you’re working so many hours. Is it because there’s actually too much work or is it because the workload you have is inefficiently managed? If you’re working so many hours because of inefficiencies in workflow, you need to find out where the holdups frequently occur and fix the problem. Last but not least, you can find someone to monitor your work progress. It could be a career coach, a therapist, or even a personal trainer. This trusted person can help intervene when they see you falling into workaholic behavior.

Questions:

1. What is a real issue according to the behavioral psychologist?
2. How much more likely is one to have a stroke if one works 55 hours or more a week?
3. What is the first thing to do for workaholics to hold back their workaholic impulses?

Reference answers

Listening and understanding

1

1. D 2. B 3. A

2

1. F 2. T 3. F 4. F 5. T 6. T

Thinking and speaking

Are you a workaholic?

Sample 1

Yes, like many of the millennials, I consider myself a workaholic. The possible reasons are two-fold. First, I want to take as many courses as possible during my college years. For the courses I take, I have a lot of reading and homework to do; therefore, I always feel short of time. Second, I find my fellow students work very hard and excel in everything they do. Peer pressure keeps me going and makes me work hard. I don’t want to be left behind.

Sample 2

I don't think I'm a workaholic. In the word "workaholic", -aholic is a suffix, meaning a person who has an addiction to or obsession with some object or activity. A workaholic, in the negative sense, is often characterized by neglect of family and other social relations. I admit that I work long hours, I often stay up late, and I sometimes pay little attention to my parents and my friends, but that is because I have too much work to do and I do not manage my time well. By no means am I addicted to work. I will try to do better in time management to increase my work efficiency, and I think I'm getting there.

Achieving a balance between work and life

- We are all familiar with the saying "all work and no play makes Jack a dull boy." Too much work not only makes people dull but can result in stress and poor health. But how do we strike a balance between work and life? Here are some tips. First, learn to manage your time well. Time management is the art of arranging, organizing, scheduling, and budgeting one's time for more effective work and higher productivity. With effective time management strategies, you will increase your productivity, which in turn will allow you to have time for other activities. Second, remember that work is not everything. There are other things that are part of your life and make your life more colorful. Develop some hobbies such as playing musical instruments, sports, traveling, etc., and all these help to relax your body and mind. Third, learn to take a break. If you continue to work when you are exhausted, your work efficiency can be quite low. It is very likely that a good rest will help you restore your energy for a more productive day.

- As we all know, life and work are both important. If we focus only on one aspect, problems would occur. I believe we should learn to keep a balance between work and life. I have read some journal articles on this topic, and here is what I have learned. First, we should develop a habit of scheduling our time. For example, every Sunday we can plan for the coming week and we should stick to the plan once it is made. And, please remember that there should always be time for things other than work. Second, we should try to develop a wide range of interests. I like music, sports and many other things. I play the flute in the school orchestra and I'm also on the basketball team of the department. I spend a lot of time practicing, and I think the time is well spent. After band practice and sports, I feel relaxed both physically and mentally. I believe my hobbies will help me focus on my work better in the future. Third, we need to learn to say NO. I know time is limited and if I do whatever I'm asked to do, I may not have the time to do what I want to do. So, from time to time I would say NO to my fellow classmates, my friends, and even my family members.

Lecture

Scripts

Today, I'm going to give a talk on workplace ethics, the code of conduct that influences the development of an ethical culture within the workplace.

Workplace ethics are on the rise among US companies. As consumer consciousness of corporations' actions increases and employees' expectations of employers evolve, employers are largely forced to acknowledge the importance of workplace ethics and make changes.

Having a written, applied and enforced code of ethics in your company has many benefits.

- Protect fundamental rights.

Employees in the US have faced such issues as discrimination based on race, gender and disability, which gave birth to a series of federal documents that protect employees from such forms of discrimination.

- Protect company assets.

The key to protecting company assets is to value employee contributions and treat workers fairly, decently, and with dignity and respect. If employees feel their jobs are important to accomplishing the company's mission, they will recognize the benefits of ethics in the workplace and are less likely to steal from their employers.

- Provide emotional security.

One of the greatest benefits of ethics in the workplace is that they provide emotional security. At a company that recognizes the importance of workplace ethics, employees can go to work knowing other workers won't harass them, their supervisors will respect both them and their work, and their co-workers will be punished if they steal supplies or equipment or falsify company records.

- Promote cooperation and teamwork.

Workplace ethics programs align the behavior of workers with the values of their employers. This "meeting of the minds" fosters an atmosphere of openness, trust and partnership, all of which are critical for team building. And when employees understand their supervisors' expectations, they feel strongly motivated to excel at their jobs.

- Foster a positive public image.

With the public eye on your business, workplace ethics help build you a positive reputation. This is particularly true for nonprofit organizations that rely on government grants or private donations. High ethical standards in your workplace let such outsiders know that you will use their money as you have stipulated and that they will see the end result of their contributions.

Reference answers

Listening and understanding

2

- 1) discrimination
- 2) fairly
- 3) dignity
- 4) steal
- 5) harass
- 6) respect
- 7) punished
- 8) company records
- 9) openness

- 10) excel
- 11) positive reputation
- 12) end result

Thinking and speaking

More benefits of workplace ethics

After discussion among our group members, we would like to talk about four benefits of workplace ethics to employers. First, companies with ethical cultures are better able to manage risks, attract top talents, bolster their reputation and stay out of legal trouble. Companies that have established an ethical workplace environment may enjoy an advantage in recruiting and retaining top performers, maintaining a good reputation, and developing greater trust among employees. Second, managing ethics in the workplace helps to promote employee teamwork, productivity, morale and development. It also acts as an insurance policy, establishing values for quality management, strategic planning and diversity management. Consequently, applying workplace ethics could make a difference in the financial prosperity of the companies. Third, workplace ethics help a company build a strong network among employees and create an environment in which people's work is respected and valued. In such an environment, people feel proud of their work, are more willing to contribute and will be more productive. Finally, we believe developing strong ethics in the workplace can often contribute to a better public reputation for a company, a reputation that can lead to increased customer loyalty and often larger revenues.

Workplace ethics in your company

- If I were the managing director of a company, I would create some workplace ethics to attract people to my company on the one hand and some workplace ethics that I would want my employees to follow on the other. The workplace ethics to attract people include making sure that company policies conform to the existing rules and regulations of the place where the company is located, guarding against discrimination in the workplace and treating all the employees equally and fairly. I would also create some workplace ethics to make it easy for employees to seek the guidance they need during the work, provide the resources that they need to make the right decision, and, more importantly, create a company culture where every individual is respected, trusted and valued. The workplace ethics that I would want my employees to follow include building customer relations based on honesty and integrity, making technical integrity a part of the company's ethics and not infringing on copyright law, reporting violators of the ethics policy and all wrongdoing in the workplace, and being loyal to the company.

- The kind of workplace ethics I would create for my company are as follows. First, fostering an open and friendly atmosphere where the employees would feel at home. I believe this will help the employees perform better and achieve more. Second, making sure that there is always someone available when employees need help or guidance. Employees like to stay with a company where they feel they can grow and thrive. Third, creating an atmosphere where employees feel they can trust their supervisors and they will not face a penalty or retaliatory attacks if they report violators of the ethics policy. Finally, increasing employees' awareness of protecting their rights. The kind of workplace ethics I would want from my employees are as follows. First, developing a sense of responsibility for working and respecting the company's culture and identifying with the goals and values of the company. Second, following the

company's rules, regulations, and practical standards and helping to establish a whistle-blowing system. Third, making honest commitments to clients and not making empty promises. Finally, adhering to strict, written internal confidentiality policies and maintaining the confidentiality of the details of our clients' businesses.

Viewing and Speaking

Scripts

W: We are in the midst of massive transformation from a worker perspective. If you look at the impact of automation, of robotics, of artificial intelligence, of machine learning, they are today having an impact on people's jobs.

M1: So we've tried in the workforce of the future study to position four alternative options of what work might look like.

M2: These four worlds are different in terms of whether they'd be collective or individual. They're different in terms of the types of businesses – whether you've got a very fragmented supply chain or whether you're a very integrated large business.

M1: In the blue world corporate is king.

M2: There's a huge divide between the winners and losers. It's big capitalism on steroids.

W: There will be a core group of individuals that work at (in) the blue world. And then you're going to have what we would call a contingent workforce. So the blue world will buy in skills when they need them.

M1: Large parts of existing jobs will either be replaced or augmented by technology. They will be monitored and measured and managed very, very closely.

W: The red world is all about speed and innovation. It's about getting like-minded people together. It's about bringing new ideas and new businesses to the market quickly.

M2: There's a need for nimble adaptive talent that will go in and work on new products and be comfortable with pivoting onto the next opportunity.

M1: The red world is about things being developed and launched very quickly. Technology will obviously help to do that by connecting people wherever they are in the world to make sure that the best ideas and the best brains can be used whenever they need to be used.

M2: The prime focus in a green world is all about society and corporate responsibility.

M1: Workforces are attracted to their organization because they believe in its mission.

W: The technology that's used in the green world is used in a way to make sure that there's minimal impact on the environment and those around, and that technology is used to enhance the scarce resources that those organizations have.

W: In the yellow world humans come first. And humanness is hugely valued.

M2: These are small organizations. They are thinking about social responsibility and fairness, but it's small and it, it comes back to the, the artisans, the makers, the guild, a set of professional like-minded people coming together um, to execute their craft.

M1: They won't be strongly affiliated with a particular employer. They won't be tied into nine-to-five. They won't be tied into five days a week.

W: Technology in the yellow world really enables people with ideas or aspirations or somebody that wants to start their own business and enables them to come into that world at a much lower barrier to entry.

M1: If anyone tells you they know how this is going to play out over a five- or ten-year horizon, then I wouldn't believe them. No one should be trying to have a fixed plan beyond about six months.

M2: If the world of work does become more green, or if it becomes much more red, how does my business today react?

M1: For existing workers, the, the key is flexibility and adaptability. So people need to think of themselves not as the job that they do, but the bundle of skills that they have. People need to think much more about lifelong learning, how do they (how they) stop and start and re-train at different points in their life to be able to contribute in different ways.

W: The reality is the future is here today and organizations need to start thinking about what that future looks like for them.

M1: Machine learning in particular and artificial intelligence will help us to (do) a much better job of workforce planning in the future.

W: You can't sit back and wait for the future of work to happen. You have to plan for it today.

Questions:

1. What is the purpose of the workforce of the future study?
2. In which world will there be a contingent workforce?
3. What kind of talent are welcome in the red world?
4. What can be said about the way in which technology is used in the green world?
5. Which world favors those who want to start their own business?

6. Which of the following do the speakers agree on regarding the workforce of the future?

Reference answers

Viewing and understanding

1

1. C 2. A 3. D 4. B

2

1. B 2. A 3. A 4. C 5. D 6. C

Thinking and speaking

Which world do you belong to?

Sample 1

I think I belong to the yellow world. Firstly, I like small organizations where the structure is simple and like-minded people work together to turn our ideas into products within a shorter period of time. And if anything goes wrong, we can easily turn round or even start anew. Secondly, I enjoy the flexibility in the yellow world. I hate to work from 9:00 a.m. to 5:00 p.m., five days a week. I like the idea of flextime. Thirdly, I have long cherished the hope that one day I am the boss of my own company. It doesn't have to be a big company, but it should be a company doing innovative or creative things. With the technology in the yellow world, I hope that day will come in the not too distant future.

Sample 2

The green world is where I belong, because, in the green world, responsibility is the key. To my mind, responsibility is required of all the people and companies. People need to be responsible for their work, their studies, their family, society as a whole, and everything they do. Responsibility is also central to the vision of a company. Its commitment to act ethically begins with each individual in the company and is embedded in the core values of the company. To be a responsible company, it should be resource-conscious and environment-conscious because we have only one Earth.

Becoming a member of the future workforce

Sample 1

The world is developing fast and no one can tell what the future workforce will be like. To prepare ourselves to be members of the workforce of the future, we need to be well equipped with the knowledge and skills required by the future. Knowledge is updated quickly, the social division of labor is becoming more refined, and innovative technologies and new models and forms of business are emerging one after another. It is also possible that the jobs we know of today may disappear at some point in the future. Therefore, we should keep learning so as to keep our knowledge and skills up to date. We also need to be flexible and adaptable.

Sample 2

First of all, I think we need to be mentally prepared to be members of the future workforce. We need to understand the concepts of transferable skills, the importance of embracing a lifelong learning mindset,

and strategies for learning new skills so that we will be able to take control of our future. We should remember that learning – not just new things but new ways of thinking – is a lifelong endeavor. Second, I think it is a top priority to prepare ourselves for a digital work environment and engage in digital transformation in our future jobs. Last but not least, I think we need to keep a healthy attitude. Many people are now working in continually connected, extremely demanding work cultures where stress and the risk of burnout are pervasive. We need to understand the importance of a work-life balance so as to thrive and enjoy career advancement in our future jobs.

Unit Project

Conducting an interview

Interview for recruiting campus newspaper reporters

Interviewers 1 & 2: Good morning. Welcome to the interview.

Interviewee 1: Good morning.

Interviewee 2: Good morning.

Interviewer 1: First of all, please give a brief introduction of yourself.

Interviewee 1: I'm a sophomore, majoring in journalism and communication. I'm interested in this job and I believe it will prepare me for my future career.

Interviewee 2: I am from the School of Mechanical Engineering. I'm also a sophomore.

Interviewer 2: Now, tell me why you are applying for this job.

Interviewee 1: For one thing, as I have mentioned in my introduction, my major is journalism and communication. I've learned the fundamentals in my freshman year, and I consider it a great opportunity to apply what I've learned to practice. For another, I want to develop my communication skills which are important for my career in journalism. Working as a campus newspaper reporter, I will have the opportunity to interview people and work with people of high caliber, and in this process, my communication skills will improve.

Interviewer 2: (*Looking at Interviewee 2*) What about you?

Interviewee 2: Well, I'm applying for this job for two reasons. One reason is that I want to know more about the university. Four years is a short time, and in a big university like ours, there are many schools and a lot of things happen every day. I want to know what's happening on campus and knowledge of this kind will enrich my college life. To this end, there is nothing better than being a campus newspaper reporter. The other reason is that I want to make more friends during my college years, especially friends from different disciplines. Solutions to many of the problems we will encounter in the future call for the joint efforts of people from different disciplines, and our university is the place where I can meet such people. I want to make the best of my college years and make as many friends as possible. And again, being a campus newspaper reporter will help me in this regard.

Interviewer 1: What do you think are some of the important qualities of a reporter?

Interviewee 1: I remember a famous writer mentioned in his book some important qualities of a news reporter. He should be unremitting, fair, knowledgeable, brave and compassionate. In addition to these qualities, I think there are three other qualities that a news reporter must have, which are responsibility, integrity and curiosity. I think I have all the qualities mentioned

above and will prove myself a worthy candidate for this position.

Interviewee 2: In my view, there are three important qualities that a reporter must possess. The first is sensitivity. A reporter should be sensitive to the news value of an event. If a news report does not have much news value, the report is very likely to go unnoticed. The second is that a reporter needs to have a wide range of knowledge, without which a reporter will not be able to write a report rich in content and deep in thinking. And the third is the ability to formulate good questions that will elicit informative responses on the one hand and not offend the respondent(s) on the other. I often watch a TV program where there are a lot of interviews and marvel at the great questions the reporter asks.

Interviewer 2: If you were asked to cover the International Cultural Festival next month, what would you do?

Interviewee 1: Well, before the International Cultural Festival, I will try to collect as much information about it as possible, such as the organizer(s), the theme(s), the major events, and the participants. During the festival, I will attend some of the events, and interview the organizer(s) and some of the participants. I will then write a report, presenting a well-rounded picture of the festival, and highlighting its significance.

Interviewee 2: Well, my focus would be on what's new about this year's event. The International Cultural Festival is an annual event, and each year there is something new. I will try to approach the organizer(s) and learn about the differences between this year's event and the events of the previous years. And during the festival, I will attend the new event(s), interview the participants, and highlight the newness in my report. I believe a report like this will be of greater news value.

Interviewer 1: You know, timeliness is the key to a news report in many cases. What would you do if there is a conflict of time between your job as the campus newspaper reporter and your academic work?

Interviewee 1: I think I can handle the situation pretty well because, most of the time, I am good at time management. In my freshman year, I was a member of the student union of my department, and I managed to keep a good balance between my work in the student union and my academic work.

Interviewee 2: Well, I would say that I'm good at multitasking. During my freshman year, I was an active member of several student organizations. I managed to do well in both academic work and social work. Actually, I plan to quit the university orchestra if I'm lucky enough to get the job with the campus newspaper.

Interviewer 2: How long do you plan to stay in this job?

Interviewee 1: One year. In my junior and senior year, I plan to do an internship with the City Newspaper.

Interviewee 2: Also one year. I plan to go abroad for graduate study, so I need to spend some time preparing for that.

Interviewer 1: Sounds good. That's the end of the interview. Thank you. You will hear from us within one week.

Interviewees 1 & 2: Thank you. Bye-bye.

Interviewers 1 & 2: Bye-bye.

Further Listening

Conversation

Scripts

Zeinab: Hello, everyone. Today I'm here with Joanna, employment specialist in newcomer services. Joanna, thank you so much for being with us today.

Joanna: Thank you for having me.

Zeinab: In today's global business environment, international teams have become an essential part of corporations and organizations. As an employment specialist, what do you think is the most important benefit of working in a multicultural team?

Joanna: One of the most obvious benefits is the improvement of creativity. Team members' points of view and ideas can vary widely depending on their cultures and experiences. The result is a flood of rich and diverse ideas and a variety of approaches to solving problems.

Zeinab: With benefits necessarily come cultural and language challenges. What are some of the differences newcomers will experience once they get accepted into a multicultural team?

Joanna: Well, cultural differences within a team can create obstacles to smooth communication and effective teamwork. For example, there may be conflicting working styles across team members. What one says can be misinterpreted or difficult to understand across languages and cultures. Some people may even face prejudice or negative cultural stereotypes.

Zeinab: So, what are some of the tips for a newcomer to really integrate better into a multicultural workplace?

Joanna: First and foremost, you need to be culturally sensitive and open-minded. The most desirable is adaptation, which acknowledges cultural gaps, respects everyone else in the team and finds ways to work around them. The other is that you should be brave to break the ice, overcoming language and cultural barriers and building your network. Once you get to know your team members, you will see we actually have far more similarities than differences.

Questions:

1. What does the woman think is one of the most important benefits of working in a multicultural team?
2. What does the woman think is a big challenge of working in a multicultural team?
3. What is the most important thing to do for a newcomer to integrate into a multicultural workplace?

Reference answers

1. A 2. D 3. C

Passage 1

Scripts

Employee satisfaction needs to be treated with both short- and long-term visions. In the short term, it is directly linked to attrition and employee-organization match. It is important that people perceive the company in a positive light in their early days of employment, or else it would not take long for them to look for a change. In the long term, it is more damaging when an employee is not satisfied but continues to work for an organization due to other reasons. The employee starts to look for reasons to dislike the

company more. For example, if a bad appraisal is the core reason behind his disappointment, the employee might then perceive that there is favoritism or that the company does not treat him as a valuable asset. Such impressions corrode the value an employee places on the company.

Dissatisfied employees express their negative perceptions more in external forums than internal ones. And when an existing employee speaks ill of the company, it reduces the prospects of the listener to join the company and the reputation of the organization is impacted. Hence it is also important that HR people identify such employees and work toward alleviating their problems and converting negative impressions to positive ones.

Job satisfaction is a very important part of an employee's life cycle and motivation to remain loyal to and employed with an organization. A number of activities or tasks of an HR team influence employee satisfaction levels. Therefore, HR people must also remember that how a company functions through its policies, senior management and culture will impact how happy employees are and will help it reap financial, cultural and brand equity benefits.

Questions:

1. What is the result of employee dissatisfaction in the short term?
2. What will happen when an employee is dissatisfied but continues to work for a company?
3. What is the consequence of an existing employee speaking ill of the company?

Reference answers

1. A 2. C 3. B

Passage 2

Scripts

Many of you here have probably heard of the 10,000 hours rule. Maybe you even model your own life after it. Basically, it's the idea that to become great in anything, it takes 10,000 hours of focused practice, so you'd better get started as early as possible.

And in fact, when scientists track elite athletes over the course of their development, the pattern looks like this: They actually spend less time early on in "deliberate practice" in their eventual sport. By "deliberate practice," I mean coached, error-correction-focused practice, not just playing around. They tend to have what scientists call a "sampling period," where they try a variety of physical activities, they gain broad, general skills, they learn about their interests and abilities, and delay specializing until later than their peers who plateau at lower levels.

The same pattern is found when exploring the developmental backgrounds of people we admire. One example is Vincent van Gogh who had had several different careers, each of which he deemed his true calling before flaming out spectacularly. In his late 20s, he picked up a book called *The Guide to the ABCs of Drawing*. That worked out OK. Another example is Maryam Mirzakhani, who wasn't interested in math as a girl – dreamed of becoming a novelist – and went on to become the first woman to win the Fields Medal, one of the most prestigious prizes in the world in math.

Research has also shown that early specialists start quitting their career tracks in much higher numbers, essentially because they were made to choose so early that they more often made poor choices. So the late specialists lose in the short term and win in the long term.

Questions:

1. What kind of development pattern have scientists found about elite athletes?
2. Which of the following is true of van Gogh?
3. What do we learn about Maryam Mirzakhani?

Reference answers

1. C
2. A
3. B

Lecture

Scripts

In this lecture, I will be talking about one of the most frequently asked job interview questions – “Tell me about yourself.”, a question just behind “What are your strengths?” and “What are your weaknesses?” Many job seekers don’t take the question seriously, thinking it’s just an icebreaker meant to put them at ease. But they should carefully consider their response because it’s more than a throwaway opener for most interviewers.

When hiring managers pose this question, they’re hoping that candidates will give them some insight as to why they think they’re a good fit for the job. They’re also using it to learn about applicants’ priorities, which gives them a better sense of who each candidate really is.

The best answers to this question succinctly and clearly explain how you’re qualified for this particular job and – just as important – why you want it. So, before you start crafting your answer, spend some time reviewing the job description in the recruitment ad for the position and researching the company. That way you’ll have a good understanding of what the hiring manager is looking for in terms of qualifications, experience and fit within the workplace culture.

Next, prepare a short script that highlights the skills, strengths and expertise you have that make you especially qualified for the position. Follow that with the reasons you’re applying for the job, focusing on career-related motivation such as the desire to build your experience and take on added responsibilities. Conclude with a short statement explaining why working for this specific company appeals to you.

No matter how you answer this question, don’t take up too much time with your response. You don’t have to tell the hiring manager every single thing that makes you a great fit for the position. Just give a few important details that will spark their interest in learning more and you’ll get off to a great start.

Questions:

1. Why do hiring managers pose the question “Tell me about yourself.”?

2. What is the first thing for an applicant to do to prepare for the question “Tell me about yourself.”?
3. What should an applicant highlight when answering the question “Tell me about yourself.”?
4. What is the key message conveyed in this lecture?

Reference answers

1. B 2. B 3. A 4. D