

## READING An Article

**1 IDENTIFYING THE AUTHOR'S PURPOSE** Read the introduction. What is the purpose of the article?

- to help people search for their first job
- to give companies ideas for innovative recruitment methods
- to describe various recruitment methods

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**2** Read the article and check your answer to Exercise 1.

**3** Choose the correct answer.

- Online games can be used to see ...
  - how good you are at gaming
  - how well you balance danger and opportunity
  - how much professional experience you have
  - how often you fail
- How is VR recruitment useful to companies?
  - It helps them assess who will succeed on the job.
  - It measures candidates' abilities.
  - It shows mainly positive aspects of the job.
  - It finds applicants who are likely to stay.
- Alice assumes that readers would expect a chatbot to focus on ...
  - how you look
  - the way you speak
  - what you say
  - your movements
- In both events presented by Ryan Pierce, candidates ...
  - see other candidates
  - see company employees
  - work towards a goal with other candidates
  - are watched by customers

**4** Which counsellor says that the idea he or she presents ... ?

- is a good way to attract candidates
- might be difficult for some people
- has become widely used
- does not use digital methods
- can show how well candidates work with others
- is assumed to be suitable for young people
- is more efficient than traditional methods
- gives candidates a realistic idea of the job



### YOUR OUTLOOK CRITICAL THINKING

Which recruitment method would you feel most comfortable taking part in? Explain why.

## WORDS FROM THE TEXT



**5 FINDING ANTONYMS** Find words in the text that mean the opposite of:

- exciting (text A)
- succeed (text A)
- increases (text B)
- continue, persist (text B)
- ordinary (text D)

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**6** Choose TWO correct answers. Pay attention to the words in colour.

- A **booth** can be used to *give information / practise sport / sell things*.
- You can **engage in** a rest / an activity / a conversation.
- A group that **recruits** people might be a family / a team / a firm.
- You can **witness** an incident / a performance / an idea.
- People are **screened** when they are candidates for a job / applicants at a school / customers at a shop.

## COMPOUND ADJECTIVES

Compound adjectives are formed when two words work together to act as an adjective. They can be written as one word, as two words or with a hyphen.

Find the following compound adjectives in the text. What nouns do they describe?

**decision-making** (text A)      **widespread** (text C)  
**entry-level** (text C)

The hyphen is usually omitted when the adjective does not come before the noun it describes.

*This is an **entry-level** position.  
This position is **entry level**.*

**7** Replace the words in bold with a compound adjective below with a similar meaning.

**trustworthy** | **full-time** | **straightforward**  
**hardworking** | **first-rate**

- I am looking for a **40-hour-a-week** job.
- Tim is one of our most **industrious** employees.
- A jewellery shop needs employees who are **honest**.
- Our job application forms are fairly **easy to understand**.
- I'm sure he'll be a **fantastic** chef.





# The New World of Job Recruiting

If you're finishing school this year, you may be wondering how you'll get your first job. Nowadays, companies are using all sorts of innovative ideas to recruit and assess candidates. Here are a few of them, presented by professional career counsellors.

## A Emily Carter, *Star Vocations* Gaming

Some companies are turning the dull recruitment process into a game that you can play on your mobile phone! If you're not very experienced at gaming, this might be scary, but these firms assume that most of today's generation will be eager to try it out. One multinational accounting firm assesses candidates using a series of 11 online games. You get points in the game, but the firm explained that it wasn't only looking at scores. From the way you play, they can analyse your decision-making ability and willingness to take calculated risks. They can also see whether or not you give up after you fail at something. This way, they can build a profile of your personality and predict how you might act on the job.

## B Taylor Burke, *Your Next Step* Virtual Reality

Companies in a range of fields are using Virtual Reality (VR) to give candidates a realistic idea of what it's like to work with them. At one job fair, a German train company offered headsets that let users actually follow train drivers as they worked. Naturally, there was a crowd at their booth because everyone wanted to try it! After offering VR experiences at events in the UK, the British army reported that its recruitment applications had risen by 66%. Potential recruits engage in virtual missions, such as driving a tank or parachuting. It's much more authentic than just hearing an explanation. Moreover, it decreases the probability that new recruits will quit when they see what the job actually involves.

## C Alice Addison, *Careers Inc.* Chatbot Interviews

Getting interviewed and then assessed by a machine may sound strange, but you'd better get used to the idea. Chatbot interviews allow large companies to screen thousands of entry-level candidates at a time, something which would be impossible using human interviewers. The market for chatbot interviews is booming and it's now widespread. But how do the interviews work? You have two minutes to answer each question that appears on your screen, and the entire interview is recorded. But if you think the chatbot cares only about the content of your answers, think again. Using artificial intelligence, it analyses your facial expressions, body language, tone of voice and even grammar.

## D Ryan Pierce, *The Right Decision* Competitions and Events

Some companies assess you by seeing how you do tasks in the physical world. For example, if you want the position of Master Model Builder at Legoland Discovery Center, you'll have to compete in a building challenge against other candidates – in front of a big crowd of children. But the most remarkable idea is at Phoenix Software. They lock a group of candidates in an escape room together with employees, and give them one hour to try and get out. When we asked why they did this, Phoenix explained that witnessing your interpersonal skills and ability to think outside the box would help them decide whether or not to hire you. They promised that they'd never even ask for a CV!



## LOOKING AT LANGUAGE

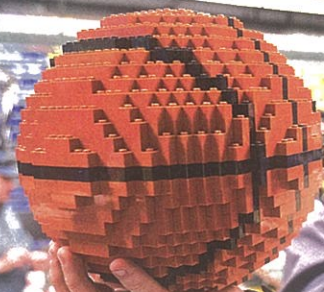
- 1 Look at the false friends underlined in the text. How do you say them in your language?
- 2 The expression *get used to* means "to become accustomed to something or someone". Which of the following might you have to *get used to*?  
a a new school    c getting up early  
b your parents

## PRONUNCIATION



- 3 Repeat the words below from the text. Pay attention to the consonant clusters in bold.  
crowd | **company** | tanks | **train**  
British | **task**

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Legoland Master Model Builder, Robbie McCarthy