

## Learning objectives in this lesson

Reading for gist, scanning for specific information, reading for detailed comprehension, focusing on key vocabulary from the text, and giving opinions about the topic of the text.

- 1 Ask students to work in pairs and discuss the questions, then take feedback from the whole class.
- 2 Ask students to read the text quickly and compare their ideas in 1 to the information in the text.

### Answers

A psychometric test is usually a multiple-choice test that assesses a person's abilities or their personality. Companies often use them in the recruitment process to help them find the right candidate for a job.

- 3 Ask students to read the text again in more detail and decide if the statements are true or false. Students can compare their answers in pairs before feeding back to the rest of the class. During feedback, ask students to give reasons for their answers using the relevant information in the text.

### Answers

1 T 2 F 3 T 4 T 5 F 6 T 7 F 8 F

- 4 Ask students to read the text again. They should then work in pairs to complete the table.

### Possible answers

#### Advantages

- can measure the current abilities and future potential of a candidate
- tends to provide a fair and objective method of measuring and assessing potential recruits
- should be cost-effective
- can be a good way to help candidates to improve their self-awareness, helping them improve in areas they are not scoring well in

#### Disadvantages

- over-reliance on the tests could mean that candidates are not thoroughly assessed
- can affect recruiter's judgment of a candidate before an interview and affect the way the interview is run
- candidates can manipulate the test outcome if they know what a company is looking for
- there are many different tests available and it can be difficult to choose the most suitable one for the job in question

- 5 Students match 1–8 to a–h. They should then refer to the text to check their answers.

### Answers

1 b 2 h 3 e 4 g 5 c 6 d 7 a 8 f

- 6 Ask students to work in pairs and write definitions for the collocations in 5 using the text to help them.

### Possible answers

to rely on your own instincts = to trust your gut feeling about something  
to measure someone's / something's suitability = to assess whether someone / something is right for a particular purpose  
to provide a good insight = to give in-depth information about something  
to cloud your judgement = to affect the way you see something, often meaning that you don't see the truth of a situation  
to make up your mind = to decide something  
to interpret data = to analyse information and come to a conclusion about it  
to spot any inconsistencies = to notice information that is contradictory or ambiguous  
to conduct an experiment = to carry out practical research

- 7 Ask students to look at the text again and find three words that could be useful in their jobs. When they have chosen the words, ask students to compare their choices in pairs and encourage them to explain why the words will be useful. Make sure that students can pronounce these words and that they know how to use them correctly in a sentence.
- 8 Ask students to discuss the questions in pairs or small groups. Take feedback from the whole class.

### Answers

Answers will vary, but students may discuss the fact that it's best to use a variety of techniques during the recruitment process to avoid hiring the wrong person. For example, you could use tests, along with interviews, and tasks. It's also advisable to provide an extremely clear and accurate job spec, to ensure that those that apply are actually suitable for the job. If you want employees to stay with your company for a long time it's worth noting how long they stayed in previous jobs and it's important to find out what motivates each employee.