

Name: _____ Group: _____
Teacher: _____ Date: ____ / ____ / ____

EM2
TEST

READING

THEREFORE OVERWHELMING	DESERVEDLY SUSPICIOUS	LAY ACTUALLY	WHOLE AWKWARD
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1 Use the words from the box to complete the text

Personality tests: Can they identify the real you?

The next time you apply for a job, you might be asked to take a personality test. Even though the companies that make the tests are not happy with them _____ being used to select staff during the interview process, the business of personality is big and growing. But do the tests work?

A few years back, my niece was looking for a summer job. (-1-) But before the interview, she had to fill out an online application including a psychometric test – a test which would reveal a lot about her personality. She explained that there was a _____ section on ethics and how you'd react in a particular situation, like dealing with a difficult customer, for example. And apparently the message was pretty clear – if you're easily annoyed, don't be a waitress.

(- 2 -) Personality tests are now appearing in all types of industry. In a global recession, many firms want to be sure they are employing the most suitable person for the job. They cannot afford to pick the wrong one. Smaller profits also mean staff are working under more stress. _____ companies want to make sure their employees get along with each other. Disagreements are costly and inefficient. In the US alone, there are about 2,500 personality tests on the market. One of the most popular is called the Myers-Briggs Type Indicator or MBTI. (- 3 -) It has also been adopted by governments and military agencies around the world.

"Myers-Briggs is the most successful psychometric test out there and _____ so," says Rachel Robinson of the consultancy firm YSC in central London. "It has been a fantastic vehicle for people to think about themselves and how others are different."

Perhaps its attraction lies in its simplicity – according to the MBTI, we all match one of 16 character types. But it's the fact that it is so straightforward that makes some people _____.

Like many personality tests, MBTI is based on the work of Carl Jung, the Swiss psychiatrist who, together with Sigmund Freud, helped _____ the foundations of modern psychology. Jung developed the idea of opposite pairs of characteristics. This refers to qualities such as being friendly or unfriendly, or lazy or hard-working, which are present in all of us. (- 4 -)

The MBTI was invented thanks to an _____ relationship between a woman and her future son-in-law. Katherine Briggs, a wealthy housewife from Washington DC, realized Clarence Myers was a good match for her daughter, Isabel, when she brought him home from college. He seemed like a nice young man, but his way of thinking was so strange to her that she turned to books for help.

Jung's Psychological Types fascinated her, and soon Isabel was infected by her mother's enthusiasm. (5). Jung only identified eight personality types, but Isabel Briggs Myers eventually doubled that number. According to the MBTI, everybody can be described by four letters chosen out of a total of eight, for example ISFJ or ENTP. The various combinations of letters make up the sixteen personality types.

Apparently, the _____ majority of the 2.5 million Americans who take the MBTI assessment each year feel their results do fit their personalities. However, the Myers Briggs Foundation itself discourages the use of the test for hiring and firing. Instead, they see it mainly as a means of getting employees to think about how they interact with colleagues and work as a team. So, if you are asked to do a personality test at some point in the future, think carefully about the reason behind it. It may not be for the reason you thought!

2 Read the article about personality tests. Five sentences have been removed. Which sentence (A-F) fits each gap (1-5)? There is one extra sentence which you do not need to use.

A Used by 89 of the top 100 companies, it has been translated into 24 languages. ()

B She heard the tips were good in a restaurant in Chicago, and decided to apply. ()

C Over the next two decades, the pair became very interested in how people behave. ()

D On the other hand, according to one author, as much as 75% of test takers achieve a different personality type when tested for a second time. ()

E He suggested that in terms of each pair of qualities, we tend to be one or the other. ()

F Andrea was surprised but was faced with a similar test when she applied to work in a bookshop. ()

VOCABULARY

3 Complete the words in the sentences.

- 1 It's difficult to get Henry to spend money – he's rather tight-_____.
- 2 Jason will be relaxed about you borrowing his bike – he's very _____-back.
- 3 I've forgotten my PIN again – I'm getting quite _____-minded these days.
- 4 Why did you say that to Jane when you told me the opposite? You're so two-_____.
- 5 You should think about other people more – you're too _____-centered.
- 6 You're not a difficult and moody person – you're very well-_____ on the whole.
- 7 Don't say anything that might make Jack angry – he's very bad-_____.
- 8 If Alan wants something, he fights until he gets it – he's extremely strong-_____.
- 9 Gina will be happy to go wherever you want to – she's pretty easy-_____.
- 10 Fred is always ready to try new ways of doing things – he's _____-minded.

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MINI GRAMMAR *the... the... + comparatives*

Complete the sentences with the correct form of the words in parentheses.

- 1 The more you worry about it, the worse you'll feel.
(worry a lot, bad)
- 2 The _____ you own, the _____ you become.
(a lot of gadgets, lazy)
- 3 The _____ you are, the _____ he'll be.
(late, angry)
- 4 The _____ my English, the _____ I'll speak.
(practice a lot, good)
- 5 The _____ it gets, the _____ you have to wear.
(cold, a lot of clothes)
- 6 The _____ you do, the _____ you'll get.
(a lot of exercise, strong)