

4 READING & VOCABULARY

- a Look at the photo with the article. What do you think is happening? Do you think the question is one which someone might really ask in this situation? Why (not)?
- b Read the article once and find out. How would *you* answer the question?



Guessing the meaning of new words and phrases

When you are reading and find a word or phrase you don't know:

- 1 Try to guess the meaning from the context (i.e. the other words around it). Think also about what part of speech the unknown word is (e.g. a verb, an adjective, etc.), whether it is similar to another English word you know, or whether it is similar to a word in your language.
- 2 If you still can't work out what the word or phrase means, either ignore it and carry on reading or use a dictionary (or glossary if there is one) to help you.

HOME / NEWS / UK NEWS / SOCIETY

Extreme interviews

WHAT sort of dinosaur are you? If you answered *Tyrannosaurus rex*, then the bad news is that you probably won't get the job you're applying for.

Comment Print

1 Welcome to the strange world of 'extreme interviewing', the latest trend from America in which interviewers throw **bizarre** questions at candidates to see how they react.

5 It may seem like a game, but extreme interviewing is deadly serious. The idea is to see how quickly job-seekers **think on their feet** and, at a time when 25% of recent graduates are unemployed, it offers employers a new way of separating the brilliant candidates from the merely very good.

This new **approach** to selecting candidates comes from Silicon Valley in California — where else? Google, famous for its **demanding** interview process, asked a recent candidate: 'You are stranded on a desert island. You have 60 seconds to choose people of 10 professions to come with you. Who do you choose? Go!'

One of the early pioneers of extreme interviewing was Steve Jobs, co-founder of Apple, who could be famously cruel with **job seekers**. Faced once with a candidate he considered boring, Jobs suddenly pretended to be a chicken, **flapping** his arms and making clucking noises round the unfortunate applicant, waiting to see what he would do. In fact, the secret to extreme interviewing is neither in the question nor the answer. It is in the candidate's reaction.

David Moyle, a headhunter with the **recruitment agency** Eximius Group in London, who admits to using the dinosaur question when selecting candidates, said: 'Essentially, that kind of interview is used by us to give someone an opportunity to show they are smart and not easily **flustered**.'

'Most candidates actually get something out of it, it's not about trying to **crush** them. We are trying to give them an opportunity to show their personality, **rather than** just showing how they perform in an interview.'

Of course, getting the job is just the start. In the modern business world, survival will depend on what sort of dinosaur you **really** are.



Glossary

Silicon Valley the informal name for the region in northern California where many of the world's largest technology corporations are based

headhunter a person whose job it is to find people with the necessary skills to work for a company (often in executive posts), and to persuade them to join that company

- c Read the article again carefully. With a partner, try to work out what the **highlighted** words and phrases might mean, and how you think they are pronounced.

- d Now match the words and phrases with 1–10.

- 1 _____ *adj* needing a lot of effort and skill
- 2 _____ *adj* nervous and confused, especially because you have been given a lot to do or **are in a hurry**
- 3 _____ *adj* very strange or unusual
- 4 _____ **IDM** to be able to think and react to things very quickly without any preparation
- 5 _____ *noun* a way of doing or thinking about something
- 6 _____ *phrase* instead of
- 7 _____ *verb* to destroy somebody's confidence
- 8 _____ *noun* a specialist company which finds and interviews candidates to fill job vacancies in other companies
- 9 _____ *noun* people who are looking for a job
- 10 _____ *verb* moving sth quickly up and down, e.g. wings

- e **18**) Listen and check. Underline the stressed syllables.

- f Using your own words, answer the questions with a partner.

- 1 What are extreme interviews?
- 2 What kind of companies first started using them?
- 3 Why do some people think that they are better than normal interviews?

- g Do you think extreme interviews are a good way of choosing candidates? Which of the questions below (used in real interviews) do you think would work well? Why?

On a scale of 1–10, how **weird** are you?

Which TV character are you most like?

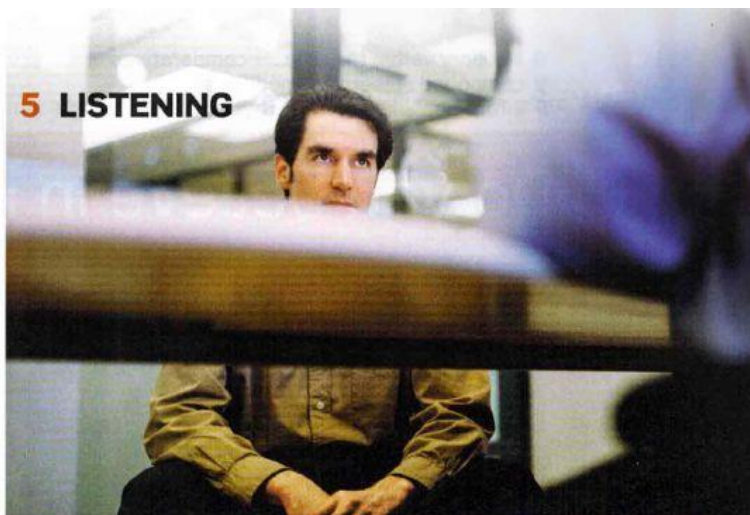
Room, desk, or car – which do you clean first?

Does life fascinate you?

If you were a car, what car would you be?

Can you name three Lady Gaga songs?

5 LISTENING



- a Have you ever been for a job interview? What kind of questions did they ask you? Did you get the job?
- b **19**) Listen to five people talking about a strange question they were asked in job interviews. Complete the questions in the first column.

What strange question were they asked?	How did they answer?	What happened in the end?
1 Do you still _____?		
2 What would make you _____ a _____?		
3 _____ are you? How much _____ you _____?		
4 _____ would you like to be reincarnated as?		
5 Are you planning to _____?		

- c Listen again and make notes in the rest of the chart.

- d Which of the questions did you think were good or bad to ask at an interview?

6 SPEAKING

- a ► **Communication** *Extreme interviews A p.104 B p.108.* Ask your partner 'extreme interview' questions.
- b Write three extreme interview questions of your own, which you think might tell you something interesting about another person.
- c Ask your questions to as many other students as possible and answer theirs.
- d Which questions did you think were the most interesting? Why?