

READING COMPREHENSION

(Would rather, would prefer, prefer)

Name: _____

Read the text and answer the questions below.

Performance Review Season

Every year, performance reviews are carried out in the company to evaluate how employees have developed their skills. This process is taken seriously, as it helps management decide who deserves promotions and who might need extra training. It is said that the company has become more transparent since feedback was encouraged openly.

Recently, it was reported that several employees had been praised for going the extra mile and showing initiative in their roles. However, not everyone felt the same way about the process. Some staff members admitted they would rather receive informal feedback during the year than wait for the annual review. They prefer constructive comments that can help them improve right away, instead of hearing about mistakes months later.

Emma, one of the team leaders, mentioned that she would prefer her achievements to be recognized publicly, while others would rather stay under the radar and avoid too much attention. It was believed that this year's review would focus more on teamwork and communication rather than just individual performance.

Overall, employees agreed that honest feedback is better than sugarcoated praise. As the HR manager put it, "It's not about pointing fingers — it's about helping everyone reach their potential."

At the end of the week, the results of the evaluations were shared, and new training sessions were set up for those who needed support. Most employees felt motivated to improve, though a few thought the process could have been handled better. Still, everyone understood that performance reviews, no matter how uncomfortable, are a necessary part of professional growth.

What is the main purpose of the performance reviews?

- a) To find mistakes in employees' work
- b) To evaluate and improve employees' skills
- c) To reduce the number of workers
- d) To choose new company rules

What change was reported about the company?

- a) It became more transparent
- b) It became more competitive
- c) It reduced feedback sessions
- d) It removed team evaluations

What do some employees prefer?

- a) To receive feedback once a year
- b) To have written reports only
- c) To avoid all types of evaluations
- d) To get informal feedback throughout the year

What does Emma prefer about recognition?

- a) She prefers it to be private
- b) She would prefer not to be evaluated
- c) She would prefer her achievements to be recognized publicly
- d) She doesn't like feedback

What was believed about this year's review?

- a) It would focus more on teamwork
- b) It would be canceled
- c) It would be shorter than before
- d) It would involve fewer employees

What idiom is used to describe employees who exceeded expectations?

- a) "Cut corners"
- b) "Go the extra mile"
- c) "Keep it up"
- d) "Play it safe"

What does the HR manager's comment mainly express?

- a) Feedback should be honest and constructive
- b) Employees should be punished for mistakes
- c) Praise is more important than honesty
- d) Teamwork is not necessary

What was done at the end of the week?

- a) The reviews were postponed
- b) Training sessions were canceled
- c) The results were shared and new training sessions were created
- d) The HR manager left the company

How did most employees feel after the process?

- a) Discouraged
- b) Indifferent
- c) Angry at the HR manager
- d) Motivated to improve

What best summarizes the employees' opinion about performance reviews?

- a) They are unnecessary and uncomfortable
- b) They should be avoided whenever possible
- c) They are uncomfortable but essential for growth
- d) They are useful only for managers

True or False

- The reviews were done carelessly and without purpose. → _____
- Some employees prefer constant feedback instead of annual reviews. → _____
- Emma would rather stay under the radar. → _____
- The HR manager believes feedback should help people grow. → _____
- The review results were never shared with employees. → _____

Vocabulary & Grammar

Complete the sentences using the correct expression: *was reported that, prefer to, would rather, or was carried out.*

- The performance review _____ by the HR department last week.
- It _____ some employees had been promoted for their excellent teamwork.
- Most workers _____ receive feedback immediately.
- Emma _____ have her results shared in the meeting than in private.