Assignment LG3

Relative Clauses – Participles

1. Read the text. What is the purpose of the article?

a To highlight the problems faced by working mothers.

b To persuade people to have a better work-life balance.

c To describe a new system of working called ROWE.

Maintaining a healthy work-life balance is something most workers try to achieve. But how can employers help their staff to have an equally satisfying work and home life? Some large US companies have decided to adopt a radical new approach to improve employee satisfaction, called ROWE (Results-Only Work Environment). But how does it work?

Lucy Adams, Managing Director of a marketing firm based in Denver, presides over an office where workers arrive in a leisurely fashion; the mood is positive and productivity is high. Yet a year ago, things were different. 'Our company has a 72% female workforce. We used to lose a lot of employees because they struggled to combine working nine-to-five jobs with their commitments as parents,' explains Lucy. 'Eventually they had to prioritize their families and gave up their careers. Working here is demanding. Each job carries a lot of responsibility. This makes it both difficult and expensive to recruit and train new workers. So I realized something had to change.' Lucy decided to implement the management strategy, ROWE, which was developed by Human Resource employees Cali Ressler and Jody Thompson. 'It allows workers to work when and where they want, as long as they achieve the expected results,' explains Lucy. 'After thinking it over and talking to other companies who were using ROWE, we began using it a year ago and it's been an overwhelming success.'

First, Lucy got rid of the strict nine-to-five working day. Some staff had struggled to arrive on time and would have to rush off again in the evenings, so they were given permission to begin and finish work when best suited their lifestyles. She also issued workers with laptops to manage and oversee projects from home. 'This is great for staff with family commitments,' she says. 'Many now work fewer daytime hours, but they don't mind working in the evenings when their children are in bed.' Staff can also take vacations when they want. 'One employee did a month's work in two weeks, then went traveling around New Zealand,' says Lucy.

But the most important change was in improving planning and communication between employees. 'We could no longer count on staff being at their desks between 9 a.m. and 5 p.m., so each person's goals and responsibilities needed to be explained clearly before any project began. ROWE training workshops helped us with that, and communication has improved greatly.'

Of course there are those who say that using a management system such as this will mean companies lose control over their employees. But Lucy doesn't agree. 'It's true that some people took advantage of their new freedom at first. But this quickly became obvious in the quality of their work and consequently we

had to reprimand a few employees. However, the rest of the workforce has done so well, there's a new level of trust within the company and therefore an even better atmosphere. My employees are happier, and the standard of our work has improved. It's a win-win situation for everyone.'

2. Read the article again. Are the statements below true (T), false (F), or not stated (NS)?

1 The majority of the staff in Lucy's office are female. _____

2 Staff often became irresponsible after they had children. _____

3 The ROWE system does not pay attention to workers' results. _____

4 Workers can now start and finish work at times that suit them. _____

5 Staff now work fewer hours and have longer holidays. _____

6 For the system to work, it was important to improve communication. _____

7 Some workers left the company after the system was introduced. _____

LIVEWORKSHEETS

3. Circle the correct alternative.

1 A philatelist is a person *collects / who collects / which collects* postage stamps.
2 The films *which I like / what I like / where I like* best are comedies.
3 All the museums were closed, *which was / that was / what was* a pity.
4 That's the man *I spoke to / whom I spoke / to who I spoke* yesterday.
5 Picasso, *which born in Spain / that was born in Spain / who was born in Spain*, was the greatest artist of his generation.
6 Tickets *which bought / that bought / bought* on the Internet are often cheaper.
7 The man *whose daughter / which daughter / who daughter* I teach is a lawyer.
8 Do you remember the time *which / when / what* you fell down the stairs and hurt your wrist?

4. Tick (✓) the sentences where the relative pronoun can be omitted.

1 Patty's someone that I really love talking to. _____
2 We're going to the Byron Hotel, where we stayed last time. _____
3 That was the time when we flew to Sicily by helicopter. _____
4 The woman that she was talking to was Polish. _____
5 That's the man whose wife you work with. _____
6 Do you know the reason why he quit his job? _____

5. Complete the sentences with the correct past or present participle using the verb in brackets.

1 Having waited (wait) for half an hour for Jane to arrive, I decided I'd had enough and left.
2 She called the police when she saw two youths _____ (fight) in the street.
3 _____ (eat) regularly, bananas provide many health benefits.
4 Children _____ (raise) in poverty often have fewer opportunities to succeed.
5 _____ (write) the letter, he put it in an envelope and posted it in the postbox.
6 She lay in bed _____ (think) about what she was going to do that day.
7 _____ (damage) by bombing, the cathedral stood as a reminder of the war.
8 _____ (not realize) the microphone was switched off, he carried on speaking, but no one could hear him.
9 On _____ (enter) the classroom, the teacher was greeted by her students.
10 She spent her days _____ (study) Chinese philosophy.

6. Choose the correct answer.

1Carl Sagan, ___ was an astronomer and physicist, wrote a science-fiction novel, as well.
A which
B that
C who

2 Adam finished top of the class, ___ came as a bit of a surprise for all concerned.
A who
B what
C which

3 The teacher told us about the competition ___
A interested in which we all were.
B which we were all interested in.
C which in we were all interested.

4 Olivia Hughes, ___ brother is an award-winning film-maker, became the Minister of Culture.
A who's
B whose
C whom

5 Rick eventually moved back to Bristol, ___ he was born.
A where
B which
C that

6 My father's legacy is the reason ___ I started out in the same line of work.
A why
B for
C which

7. Choose which of these sentences is correct. Should we use a defining relative clause or a non-defining relative clause? For each question you have a clue.

1. You have two houses.
a) My house which is in Miami is very expensive.
b) My house, which is in Miami, is very expensive.

LIVEWORKSHEETS

2. You have only one sister.
a) My sister, who works in a hotel, got a promotion in work.
b) My sister who works for a hotel got a promotion in work.

3. You are telling somebody that it is your car.
a) The car that is outside the house is mine.
b) The car, which is outside the house, is mine.

4. You have many pairs of shoes.
a) The pair of shoes, that I bought yesterday, are my favourite.
b) The pair of shoes that I bought yesterday are my favourite.

5. There are several jackets in the room.
a) The jacket, which is on the coatstand, is mine.
b) The jacket which is on the coatstand is mine.

6. There are thousands of museums around the world.
a) The museum which we visited on holidays is very interesting.
b) The museum, which we visited on holidays, is very interesting.

7. You are talking about one room in your house.
a) My living room which is the largest room in my house is at the front of the house.
b) My living room, which is the largest room in my house, is at the front of the house.

8. There are several houses in the street.
a) The house which is at the end of the street is my friend's.
b) The house, which is at the end of the street, is my friend's

9. There are two bags on the table, one is red and one is brown.
a) The bag which is red is mine.
b) The bag, which is red, is mine.

10. You are talking about a town.
a) The town, which I live in, is very big.
b) The town which I live in is very big.

11. There are three pictures on the wall.
a) The picture which has mountains was painted by me.
b) The picture, which has mountains, was painted by me.

12. You name the building.
a) The Round building, which we went to yesterday, is in London.
b) The Round building which we went to yesterday is in London.

13. You talk about your father.
a) My father who is very tall lives in the country.
b) My father, who is very tall, lives in the country.

14. There are two televisions in your house.
a) The television which is in the bedroom is a widescreen.
b) The television, which is in the bedroom, is a widescreen.

15. You have lots of clothes.
a) The clothes that I bought today are nice.
b) The clothes, that I bought today, are nice.

16. Everyone in the room owns keys.
a) The keys, which are on the table, are mine.
b) The keys which are on the table are mine.

17. You have only one mobile phone.
a) My mobile phone, which was very cheap, is very good.
b) My mobile phone which was very cheap is very good.

LIVEWORKSHEETS