

JOACHIM DE POSADA got his Bachelor's degree (BA) in business administration at the University of Puerto Rico, and then a Master's degree (MSc) and a Doctorate (PhD) in psychology. In 1988, he began teaching business courses at the University of Miami. He also was Director of the Learning Systems Division of Xerox Corporation, where he developed courses in sales training. During his lifetime he visited more than sixty countries, talking to businesses and other organizations about leadership, management, team-building and sales, in both Spanish and English. His clients included Citibank, Pepsi Cola, Verizon, and Olympic and professional sports teams.

His books include *How to Survive Among Piranhas: Motivation to Succeed* (2003), *Don't Eat the Marshmallow Yet! The Secret to Sweet Success in Work and Life* (2005), *Don't Gobble the Marshmallow... Ever!: The Secret to Sweet Success in Times of Change* (2007), and *Keep Your Eye on the Marshmallow: Gain Focus and Resilience - And Come Out Ahead* (2013).

I. Read the text. Answer the questions.

- 1 What two subjects did de Posada study at university?
- 2 What company did he work for?
- 3 What skills did he help people develop?
- 4 Who did he train in addition to businesspeople?
- 5 How many of his books focus on the marshmallow experiment?

TED PLAYLIST

II. Other TED speakers are interested in topics similar to Joachim de Posada's TED Talk. Read the descriptions of five TED Talks. In your opinion, which is the best title for this playlist, a, b or c?

- a** How diet, exercise and hard work create success
- b** How the right teacher is the way to success
- c** How our character is the key to success

III. Read the TED playlist again and answer the questions.

- 1 Which two speakers explain the reasons why people succeed or fail? _____
- 2 Which speaker talks about the reasons people want to work? _____
- 3 Which speaker considers the way success and happiness work together? _____
- 4 Which speaker talks about the importance of the things that we want for the future? _____

IV. Complete the examples with the highlighted words from the TED playlist:

- 1 things you do to discover information or find out how something works – We did several _____ with workers to learn more about why they chose their jobs.
- 2 special methods of doing things, perhaps not known by many people – What are the _____ to making a business successful?

3 things you hope to do in the future – My main _____ for the year are to find a new job and improve my English.

4 clever – The students were _____ and did very well in their exams.

5 things you receive for doing a good job – For me, the biggest _____ of my job are knowing that I'm helping and meeting interesting people.

V. Listen to track 28. Choose the correct option to make true sentences.

1 Witold says grit is the ability to work towards a goal for a long time / make and achieve daily goals.

2 Witold talks about his experience trying to find a job / speaking in front of a group of people.

3 As a result of his experience, Witold worked to find a more suitable Job / to develop a new skill.

VI. Listen to track 28 again. Are these statements true (T) or false (F)?

1 According to Witold, grit is more important for success than being rich or smart.

2 Witold had to explain his company's business plan to a group of colleagues.

3 When Witold stood up to speak, he couldn't stop laughing.

4 Both Witold and his audience felt that his talk didn't go well.

5 Witold realized then that he disliked his job.

6 Witold has learned to speak in front of audiences, though he still isn't comfortable doing it.

VII. VOCABULARY IN CONTEXT

Read the sentences from the podcast. Choose the correct meaning of the words in bold.

1 Anyone who watches the talk will feel inspired by watching it.

a bored

b encouraged

c upset

2 I was working as a sales rep for a publishing company,

a person who writes

b person who manages

c person who sells

3 No big deal, I thought,

a This will be easy

b This will be hard

c This will be strange

4 Being the centre of attention was something I was not comfortable with!

a thing everyone is looking at

b big problem

c person who doesn't talk

5 I feel proud of my determination,

a job

b education

c grit