

Task 1

You are going to read a newspaper article. For questions 7–14, choose the answer (A, B, C or D) which you think fits best according to the text.

The interview

'We would like to interview you ...'. Joyful words for the job-seeker, but my letter carried a warning: 'You will be required to take a psychometric test.' More than 70 per cent of companies now use these 'objective' tests for potential employees. They are meant to give a true picture of candidates that removes the unfairness that may result from the personal opinions of interviewers.

On the day of my interview for the job of assistant to a company Public Relations consultant, my nerves were made worse by finding that the office was close to a hospital with particularly unhappy associations. Luckily, I had deliberately got there early so that I was able to calm myself down before a secretary rushed me upstairs for my test.

Keeping to a strict time limit, I had to assess groups of adjectives, marking which most and which least matched my ideas of myself at work. Choosing one quality out of four when all seemed appropriate was difficult, more difficult than the interview that followed – though I felt I hadn't impressed in that either.

Confirmation of this arrived a week later. My rejection letter was accompanied by a copy of the Private and Confidential Personal Profile Analysis – two and a half sides of paper, based on that 10-minute test.

The Profile's rude inaccuracy and its judgemental tone were harder to accept than the fact that I had been turned down for the job. Apparently, I have 'no eye for detail'; I am also 'a forceful individual ... who leads rather than directs' and am 'motivated by financial reward to pay for good living.' The words 'impatient', 'restless' and 'strong-willed' also came up.

'A portrait of an ambitious, power-mad person,' said a psychologist friend of 15 years to whom I showed the Profile. She said it didn't apply to me at all.

I know myself to be a careful, industrious checker. I am shy but cheerful and a bit over-anxious to be thought creative. I am not a power-crazed person.

What would I do, I worried, if I had to take another test for another job, and this unattractive personality emerged again?

I sent the company a polite disagreement with the Profile, purely for the record. Meanwhile, I made a few enquiries.

Had my emotional state of mind made the results untypical of me? I had been disturbed to find the office so close to a hospital that held unhappy memories for me.

'State of mind will have an impact,' says Shane Pressey, an occupational psychologist, 'but on the whole its effect will be relatively minor. It appears that the test was an inadequate tool for the amount of information they were trying to get out of it, and it is not surprising that there were inaccuracies.'

Too late for that particular job, I arranged to sit another psychometric test. This one took much longer and was more thorough; the profile was also more detailed and accurate – it showed my eye for detail and the fact that I have a problem meeting deadlines.

But a peculiar result is hard to challenge without seeming unable to take criticism. It is simply not acceptable to refuse to take a test, in case the job candidate seems uncooperative and eccentric. The interview, with its yes/no personal feeling, is here to stay, but so is objective testing.

If my experience is anything to go by, the job candidate should be suspicious of 10-minute tests that result in generalised – and possibly wildly inaccurate – judgements. I accept that it would be costly to arrange for face-to-face discussions of test results with all job candidates, but a telephone call would be preferable to simply receiving a written 'profile' through the post and having no opportunity to discuss its contents.

- 7 Before the writer took the test, she
- A felt that she was unlikely to do it very well.
 - B made sure that she was mentally prepared for it.
 - C believed that such tests were fair to candidates.
 - D did some research into tests of that kind.
- 8 What did the writer think when she took the test?
- A She could not understand some of the questions.
 - B She found that there was not enough time to do it.
 - C She felt that she had not done it very well.
 - D She decided that it would not prove anything.
- 9 What does the writer mean by 'judgemental' in the fifth paragraph?
- A critical
 - B impatient
 - C impersonal
 - D thoughtful
- 10 When the writer received the Personal Profile Analysis, she
- A was offended by the comments made about her answers.
 - B was glad that she had not been offered the job.
 - C regretted some of the answers she had given in the test.
 - D realized that her personality would not have suited the job.
- 11 Why did the Profile worry her?
- A It made her feel that she had been too self-confident before.
 - B It indicated that she might have trouble getting a job in future.
 - C It did not show that she was capable of being a creative person.
 - D It told her things about herself that she had not noticed before.
- 12 What did she find out after taking the test for the job?
- A The way she was feeling had badly affected her performance in it.
 - B Psychometric tests seldom provide reliable information about people.
 - C Many job candidates are unwilling to take psychometric tests.
 - D It may have been an unsuitable test for its intended purpose.
- 13 What does the writer recommend?
- A Candidates should be able to talk about their test results with employers.
 - B Employers should pay no attention to the results of psychometric tests.
 - C Candidates should not be concerned about taking psychometric tests.
 - D Employers should stop asking candidates to take psychometric tests.
- 14 Why does the writer describe her experience?
- A It is typical of experiences that a great many other people have.
 - B It shows that no method of selecting job candidates can ever be fair.
 - C It is an example of how difficult it can be for someone to get a job.
 - D It illustrates faults in a new method of assessing job candidates.

Task 2

You are going to read an article from a magazine called *Bookcase*. For questions 21–35, choose from the authors (A–D). There is an example at the beginning (0).

Of which author are the following stated?

- | | |
|--|---|
| She wrote a book in which the main character is elderly. | <input type="text" value="0"/> <input type="text" value="D"/> |
| She used personal experience in one of her books. | <input type="text" value="21"/> <input type="text"/> |
| She wrote a book that didn't seem likely to be interesting. | <input type="text" value="22"/> <input type="text"/> |
| She has been a writer for longer than some people may realize. | <input type="text" value="23"/> <input type="text"/> |
| She made a prediction about a certain type of book. | <input type="text" value="24"/> <input type="text"/> |
| She went through a difficult period in her life. | <input type="text" value="25"/> <input type="text"/> |
| She suffered a disaster concerning one of her books. | <input type="text" value="26"/> <input type="text"/> |
| She has written about hidden feelings. | <input type="text" value="27"/> <input type="text"/> |
| One of her books became successful some time after it was first published. | <input type="text" value="28"/> <input type="text"/> |
| She had difficulty in writing one of her books. | <input type="text" value="29"/> <input type="text"/> |
| She has written in an amusing way. | <input type="text" value="30"/> <input type="text"/> |
| Her books have always dealt with matters of right and wrong. | <input type="text" value="31"/> <input type="text"/> |
| Her latest book has been even more popular than her previous ones. | <input type="text" value="32"/> <input type="text"/> |
| She has noticed a change in the type of book she writes. | <input type="text" value="33"/> <input type="text"/> |
| She has a preference for books that describe everyday events. | <input type="text" value="34"/> <input type="text"/> |
| Her latest book is different from her others. | <input type="text" value="35"/> <input type="text"/> |

Encounters with top authors

Over the course of 50 issues, we've been through literally thousands of new fiction titles in an effort to steer our readers in the direction of the best new books and the most promising authors. In fact, several of today's best-loved novelists were featured in *Bookcase* before they reached the top of the bestseller lists. So, to celebrate our 50th anniversary, we look back on some early encounters with today's most popular writers.

A JILLY COOPER

Prior to 1986, Jilly had published a string of domestic romances, but was still best known for her hilarious articles in *The Sunday Times*. So when all her passion and wicked sense of humour came pouring out in *Riders*, a 900-page tale of ambition on horseback, *Bookcase* invited her to write a background piece for the magazine. Among Jilly's admissions were that the main character, Jake, was based on her own childhood riding teacher, Mr Green; that she'd lost the original 50,000-word manuscript on a bus in 1971; and that, second time around, she'd almost come to a stop after a few chapters. Yet, despite all this, *Riders* ran on to become a number-one bestseller.

B P.D. JAMES

Certain authors have such a reputation that we are always interested in their work. P.D. James is a case in point – an original writer of crime fiction for more than 30 years. Prior to publishing her acclaimed novel, *A Taste For Death*, she wrote an article for *Bookcase* about the development of the English murder mystery, in which she observed that the gentle puzzles of the past had given way to a darker form reflecting a moral crisis in society. 'The detective story has moved closer to the style of other novels,' she said, 'and this is a trend which will continue.' Her words were put into action. As recently as the last issue of *Bookcase*, we reviewed *The Children of Men*, which marks a major change of direction for P.D. Appealing to her widest audience yet, this is a terrifying, futuristic morality tale.

C JOANNA TROLLOPE

If you thought Joanna Trollope was a recent success, think again. Her long career as a published author began in 1975. And when *Bookcase* visited her in 1991, she had just had five years of relative financial hardship. *Bookcase's* interest had been aroused by the easily readable, yet thought-provoking style of her third novel, *A Passionate Man*, about emotions beneath the surface of English village life. As it turned out, this book was to light up her slow-burning career. 'Perhaps the public has been fed impersonal fiction for too long,' said Joanna, who herself favours writing with 'an appetite for dealing with life as we really live it.' Today, the appetite for Joanna's work is so strong that even a re-issue of her earlier novel, *The Choir*, reached number one in Britain.

D ROSAMUNDE PILCHER

It didn't sound that promising: a novel by a 63-year-old grandmother, featuring a heroine her own age; a novel distinctly short on blood, passion and glamour; a novel, instead, about the complexities and pleasures of family life. Yet *Bookcase* was charmed by Rosamunde Pilcher's story-telling and set off to interview her immediately. It emerged that Rosamunde had written 12 published novels prior to *The Shell Seekers*. She had stuck to her beliefs, reasoning that 'people are looking for moral standards.' Her instincts were right. In America, the book hit the *New York Times* bestseller list and stayed there for three months. A star was born.

Task 3

You are going to read part of a careers leaflet about working with animals. Seven sentences have been removed from the passage. Choose from the sentences **A–H** the one which fits each gap (**16–21**). There is one extra sentence which you do not need to use. There is an example at the beginning (**0**).

SAFARI PARK KEEPER

Annie Stewart has been a keeper at Woburn Animal Kingdom for the past twelve years, and for eight years before that worked at Longleat Safari Park. It's hard physical work, out in all weathers – animals have to be fed and looked after every day of the year.

'My working day normally begins at 8 am, but if an animal's sick I may have to be up all night with it. **0** #

It's a five-day week, on a rota, including weekends and bank holidays. They're obviously our busiest times while we're open to visitors between March and October. I begin by loading feeds onto the Land Rover, then I drive to the eland (a type of larger antelope). I feed and check them, making sure none are injured or sick and that they have plenty of hay in their shed. **16** In the winter we have to be careful not to let the animals out too early when the weather is cold, particularly if they are young.

We always have to take special care in our dealings with the rhino – remember that they are dangerous wild animals. **17** And the eland can be especially unpredictable when strangers are around. They only trust two of us to go near them, so if there are any problems with them on my day off I might easily be called in.

During the season when we're open to the public, it's part of the keepers' job to patrol the park in Land Rovers, watching the public as much as the animals.

People can be amazingly silly, ignoring signs and warnings. **18** Some get out of their cars to take photographs when they're frighteningly close to an animal that could kill them in an instant. It's not uncommon for people to stop and picnic; last year some people were found picnicking amongst the tigers! We have to try and be diplomatic and maintain a sense of humour, especially on days when there are queues of traffic and everyone's getting short-tempered. The keepers maintain radio contact all the time, so if there is any problem with either the public or the wildlife, help is never far away.

19 I'm responsible for some 70 of them, each of which has a name. I fill in a daily diary and a weekly report, making a note of any changes of behaviour.

This is a job which requires dedication and hard work. **20** I'd had experience of looking after dogs in boarding kennels, and I was fascinated by the safari park concept. So I wrote to them and was lucky enough to get a job, learning as I went along.

Chipperfields, who part own Longleat and Woburn, were at that time opening up safari parks around the world. I found myself travelling to Uganda on a catching trip and to Spain, Germany and Japan to open parks, as well as to Malaysia and Thailand, transporting animals. **21** It's like a wild animal farm here – the animals have plenty of freedom and I enjoy the independence and responsibility which are central to my job'.

- A I was first attracted to it when I saw a documentary about this place 20 years ago.
- B I get to know all the animals in my care individually.
- C They have to be watched all the time in case something upsets them.
- D They seem to have no idea of the possible danger.
- E So I've had some wonderful opportunities.
- F Then I go through a similar process with the giraffe and the hippo.
- G But what you do need are what I call 'animal sense' and common sense.

Task 4

For questions 1–15, read the text below and decide which word or phrase **A**, **B**, **C** or **D** best fits each space. There is an example at the beginning (0).

Garrett A Morgan

An accident between a car and a horse-drawn carriage turned on a green light in the mind of one (0) to it. Why not, thought Garrett A Morgan, design a signal that would (1) the movement of road traffic? (2) a result, in February 1927 Morgan produced the world's first automatic electric traffic signal.

His invention (3) of a pole with two arms that turned round to (4) when traffic should move. The words 'stop' and 'go' were on different sides of the arms, which automatically turned and (5) the right line of traffic when necessary.

Morgan, who had been (6) about road safety because of the (7) number of cars coming on to the roads at the (8), sold his invention to the General Electric Company for \$40,000.

Morgan was born in Kentucky in 1877 and (9) an elementary education. In 1905 he began a job (10) sewing machines and in 1907 he (11) his own shop for this. He (12) on to start a company selling hair treatments and later he invented the 'safety hood', which (13) firemen from gas and smoke and (14) a prize at a 1914 exhibition.

Morgan died in 1963, just months after being (15) by the US government with an award for inventing the first automatic traffic signal.

- | | | | | | | | | |
|----|---|-----------|---|------------|---|-------------|---|-------------|
| 1 | A | direct | B | train | C | master | D | rule |
| 2 | A | With | B | Being | C | As | D | By |
| 3 | A | composed | B | combined | C | constructed | D | consisted |
| 4 | A | declare | B | indicate | C | sign | D | inform |
| 5 | A | aimed | B | opposed | C | viewed | D | faced |
| 6 | A | tense | B | restless | C | excited | D | concerned |
| 7 | A | raising | B | increasing | C | enlarging | D | heightening |
| 8 | A | while | B | period | C | time | D | age |
| 9 | A | received | B | attained | C | gathered | D | took |
| 10 | A | remedying | B | mending | C | revising | D | correcting |
| 11 | A | opened | B | introduced | C | installed | D | formed |
| 12 | A | took | B | went | C | kept | D | got |
| 13 | A | covered | B | prevented | C | saved | D | protected |
| 14 | A | reached | B | caught | C | won | D | succeeded |
| 15 | A | respected | B | honoured | C | approved | D | valued |

For questions 16–30, read the text below and think of the word which best fits each space. Use only **one** word in each space. There is an example at the beginning (0).

Task 5

Festivals in the Caribbean can be huge, colourful events that stretch the imagination. One of the biggest (0) these, the Trinidad Carnival, consists of five days of non-stop parties and music competitions that end (16) a costumed parade through the streets of the capital, Port of Spain.

The music at the carnival is calypso. Calypso is (17) than just music for singing and dancing. An evening in a 'calypso tent' will give you a course in Trinidadian politics and (18) you know all about the island gossip. But (19) the topic of the songs, calypso's main function is (20) entertain.

One of the most important parts of the carnival is the calypso competition. This is divided (21) two sections. First of all, on the Sunday, the best song is judged. Ten finalists each sing two songs in front of (22) crowd of 30,000. The singers all do (23) best to give performances that will have the crowd shouting and screaming (24) more, and the winner receives the highly-prized title of Calypso Monarch.

Then, on the Monday, there is the Roadmarch competition, (25) the best dance tune is decided. Dancers in fantastic costumes spill out onto the streets (26) their thousands at 4am and dance in a parade with the calypso bands. This goes on (27) the carnival ends the following night. The winner is the person (28) tune is being played most often as the bands pass the place where the judges (29) situated.

And the music has to be good, to keep as (30) as half a million people dancing non-stop for five days.

Task 6

For questions 56–65, read the text below. Use the word given in capitals at the end of each line to form a word that fits in the space in the same line. There is an example at the beginning (0).

Exercise is one of the best ways of keeping (0) away. It **DEPRESSED**

improves your body and your mind and (56) you to perform **ABLE**

better in the work place and at home.

Proper (57) is essential if you want to get the most from **BREATH**

exercise and you should also take into (58) your heart rate. **CONSIDER**

It can be (59) to do too much, which is why all good fitness **HARM**

instructors emphasise the (60) of 'listening to your body'. **IMPORTANT**

When you first start you should use good (61), because it's **JUDGE**

easy to make the mistake of using the equipment (62) or **CORRECT**

doing too much at one time. Start slowly and build up gradually.

Exercise should not be seen as a (63) task; it can be as easy **DEMAND**

as a quick walk. To increase your fitness (64), exercise for 20 **STEADY**