

Vocabulary: employment 词汇: 就业

Finding a new job isn't always easy. You search for a suitable **vacancy**, send in an application form and if that goes well, you might be invited for an **interview**. For some, this is when the panic sets in – you're going to be faced by a panel of strangers who'll fire difficult questions at you, and you'll have to actually **prove yourself**. But how would you feel if, instead of being asked why you want the job, you're asked to stand up and dance?!

From the **perspective** of a company, it wants to **hire** the right person because they can make a big difference to the success of the **organisation**. It therefore needs to test a **candidate** in the most appropriate way to discover how suitable he or she may be. A good interview process should involve rigorous **screening** of job applicants and effective questions that every **applicant** gets asked. But that's not always the case.

Alison Green is an author and creator of the workplace advice column 'Ask a Manager'. She told the BBC that some companies “give their **interviewers** little or no **training** and often leave them completely on their own when it comes to **figuring out** what to ask job candidates.” She mentions that some interviewers are too **casual** and some focus on building a good **rapport** and end up hiring the candidate they just ‘**clicked with**’, regardless of their **skills and abilities**.

An **inexperienced** interviewer may think it's clever to ask ‘if you were an animal, what kind would you be?’ That has been asked, Alison Green says, but in reality this has no connection with the job. And there have been **inappropriate** requests, such as one **job seeker** being asked to show the interviewer the inside of her handbag to demonstrate how organised she was. Talking of inappropriate, the BBC heard from a number of people who were surprised by the questions they were asked in an interview. Mature student Kevin Helton said that “the interviewer asked, ‘you used to be in the Army, how many people have you killed?’”

But as Alison Green points out, while a candidate might feel **at the mercy** of an interviewer, they are able to question why they're being asked something, and while the interviewer might be making **judgements**, the candidate can also make their own judgement and decide if this is really the **career move** they want to make!

词汇表

vacancy	职位空缺
interview	面试
prove yourself	证明自己的实力
perspective	(思考问题的) 角度
hire	雇佣
organisation	组织, 团体
candidate	候选人, 应试者
screening	筛选
applicant	申请人
interviewer	面试官
training	培训
figure out	想出
casual	不在意的, 漫不经心的
rapport	融洽, 和谐的关系
clicked with	一拍即合的, 与……产生共鸣的
skills and abilities	技能与能力
inexperienced	缺乏经验的
inappropriate	不适合的, 不恰当的
job seeker	应聘者
at the mercy	听命于……, 任凭……摆布
judgement	判断, 评判
career move	职业发展

测验与练习

1. 阅读课文并回答问题。

1. According to the article, what can make a big difference to the success of a company?
2. What is the problem with interviewers just trying to develop a good rapport with the candidate?
3. In one interview, how did the interviewer want to find out how organised a candidate was?
4. True or false? *Only the interviewer is able to make judgements about the person they are interviewing.*
5. According to Alison Green, what is the problem when an interviewer has little or no training?

2. 请在不参考课文的情况下完成下列练习。选择一个意思合适的单词填入句子的空格处。

1. His in-depth knowledge of how cars work made him a perfect _____ for the job as a mechanic.

interviewer	candidate	job seeker	vacancy
-------------	-----------	------------	---------

2. We have a great boss, she has a fantastic _____ with all the team and she even buys them cakes sometimes!

perspective	screening	rapport	organisation
-------------	-----------	---------	--------------

3. Our flight is delayed but we're _____ of the weather – there's nothing we can do.

at a mercy	on the mercy	at the mercy	of the mercy
------------	--------------	--------------	--------------

4. I'm working so much, my house is a mess so I'm going to have to _____ a cleaner.

hire	applicant	perspective	interview
------	-----------	-------------	-----------

5. I met my wife on a blind date. As soon as started talking, I just _____ her.

clicks with	clicked on	clicked at	clicked with
-------------	------------	------------	--------------

答案

1. 阅读课文并回答问题。

1. According to the article, what can make a big difference to the success of a company?

A company wants to hire the right person because they can make a big difference to the success of the organisation.

2. What is the problem with interviewers just trying to develop a good rapport with the candidate?

Some interviewers focus on building a good rapport and end up hiring the candidate they just 'clicked with', regardless of their skills and abilities.

3. In one interview, how did the interviewer want to find out how organised a candidate was?

An interviewer at one company asked to look the candidate's handbag to see how organised she was.

4. True or false? *Only the interviewer is able to make judgements about the person they are interviewing.*

False. While the interviewer might be making judgements, the candidate can also make their own judgement and decide if this is really the career move they want to make!

5. According to Alison Green, what is the problem when an interviewer has little or no training?

She said that some companies give their interviewers little or no training so they don't know what questions to ask the candidates.

2. 请在不参考课文的情况下完成下列练习。选择一个意思合适的单词填入句子的空格处。

1. His in-depth knowledge of how cars work made him a perfect **candidate** for the job as a mechanic.

2. We have a great boss, she has a fantastic **rapport** with all the team and she even buys them cakes sometimes!

3. Our flight is delayed but we're **at the mercy** of the weather – there's nothing we can do.
4. I'm working so much, my house is a mess so I'm going to have to **hire** a cleaner.
5. I met my wife on a blind date. As soon as started talking, I just **clicked with** her.