



# THE FUTURE OF JOB SEARCH



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Expemo code:  
192Z-FMCQ-D2D

## 1 Warm up

In pairs, answer the following questions.

1. How did you find your first job?
2. How do people in your country usually look for a new job?
3. Which job have you done in the past that was the best fit for your skills and personality? Why was it a good fit?
4. What qualities do you think you need for your current job?
5. In what ways have you demonstrated your potential to employers?

## 2 Focus on vocabulary

Part A: Look at the noun phrases in the box. Add them to the correct definition below.

a bad situation      a computer or a system      a particular process      a person or a system  
 the essential part      the future      the same      the usual limits

1. crux (n): \_\_\_\_\_ of an issue or a problem
2. algorithm (n): \_\_\_\_\_ followed, usually by a computer, to solve a certain problem.
3. predictive (adj.): in a way that is connected with guessing \_\_\_\_\_
4. inherent (adj.): describing something which is part of \_\_\_\_\_ and cannot be taken away
5. scaleable (adj.): used to describe \_\_\_\_\_ which can be changed to meet different requirements in the future
6. perpetuate (v): to do something that makes \_\_\_\_\_ continue
7. equitable (adj.): in a way that treats everyone \_\_\_\_\_
8. transcend (v): to move beyond \_\_\_\_\_ of something



**Part B: Now put the correct words from Part A into the gaps in the following sentences. The form of the word may need to change.**

1. Future systems that management use will need to be \_\_\_\_\_ to deal with new demands as the company grows.
2. He was fired for \_\_\_\_\_ false rumours about some of his co-workers.
3. You could tell she was going to be successful. She very quickly \_\_\_\_\_ the requirements of her job, and it wasn't long before she was promoted.
4. I find his management style very fair and \_\_\_\_\_. There's no sense that he favours some people over others.
5. We have this great \_\_\_\_\_ which helps us predict which products a customer is likely to want and when they will need them.
6. I find \_\_\_\_\_ text on my phone really useful when I need to quickly answer questions from colleagues.
7. I think the reason for the company's failure was the \_\_\_\_\_ problems in the way they made sales.
8. We're never going to solve this problem until we get to the \_\_\_\_\_ of exactly what went wrong.

**Now in pairs, answer the following questions.**

1. How do you think **algorithms** have an impact on your daily life?
2. What do you think your **inherent** biases are as a person?
3. Would you describe yourself as an **equitable** person? Why/Why not?
4. Do you think it's possible to **transcend** the requirements of your current job? Or are there clear limits to what you are able to do?

### 3

## Identifying the issue

**Watch the first part of the video by Priyanka Jain on applying for jobs (00:00 - 01:05) and answer the following questions.**



1. According to the speaker, what percentage of people who applied for jobs in the past year said they never heard anything back?
2. According to the speaker, what percentage of people leave or get fired within the first year of starting a new job?
3. What does the speaker think is the essential part of the problem that we have with how we find jobs now?
4. According to the speaker, what does it not tell us if we just look at the jobs people have done in the past?



Now in pairs, answer the following questions.

1. Do the percentages from questions 1 and 2 surprise you or not? Why?
2. Have you ever applied for a job and heard nothing back? Why do you think that was?
3. Do you agree with the speaker about the main problem with how we find a job now? Or not? Why?
4. What jobs can you list that exist now but did not exist 20 years ago? Take a few minutes to list some ideas.
5. How do you think your current job will change in the next 20 years?

## 4

## Comprehension

Watch the entire video and answer the following questions.



1. What does the speaker think is the main problem with a résumé?
  - a. They are often confusing and difficult to understand.
  - b. They only indicate experience, not potential.
  - c. Too many people lie about their experience.
  - d. They don't say enough about the person's personality.
2. What is a good way of indicating someone's future success in a role?
  - a. Someone writing a report about you.
  - b. A combination of their skills and their personal interests.
  - c. How well someone performs under pressure.
  - d. Having them take a multimeasure text.
3. What is the benefit of assessing people in this way?
  - a. It can tell you about someone's natural abilities and suitability for a particular role.
  - b. It allows you to see if the person is lying about their experience or not.
  - c. People who put effort into doing this are more likely to be appropriate for the job.
  - d. It allows the job applicants to assess the employers too.
4. What can the game with the red and green circles tell you?
  - a. If someone listens well to instructions or not.
  - b. If candidates are restrained and attentive, or impulsive and creative.
  - c. If you're going to be a good manager or not.
  - d. Whether you are able to be decisive in your decision-making or not.
5. How can this method work when it comes to hiring new people?
  - a. You can use it to immediately get rid of 80% of applicants and focus on the best candidates.
  - b. It can quickly create a way of organising your workflow and speeds up the process of hiring.
  - c. You use the most successful people for the job as a model and alter it as needed to identify the best candidates.
  - d. It removes the need for reading hundreds of résumés by moving the process entirely online.



6. What do people think might be a potential danger with this method?
  - a. That it will maintain the biased attitudes of the people who make it.
  - b. That people are far too complex for it to work well.
  - c. That it will involve too much personal information that people don't want to give.
  - d. That it relies too much on computers.
7. What would happen if you created an algorithm based on the current top 500 companies listed on the stock market to find a new CEO?
  - a. It would most likely choose a woman in her 50s.
  - b. It would most likely choose a man in his 60s.
  - c. It would most likely choose a white male named John.
  - d. It would most likely choose a white female named Jane.
8. What can be done if the algorithm is biased for a particular type of person?
  - a. Algorithms don't make mistakes, so it will not happen.
  - b. The algorithm can be changed to prevent it from being biased.
  - c. It will correct itself and report the problem.
  - d. It's unlikely that anyone would notice this happening.

**5****Talking point**

In pairs, answer the following questions.

1. Look back at the video segment with the test (02:00 - 02:20) and try it. Did you clap on the red dots correctly? Do you agree with the speaker's conclusions about your personality based on this test? Why/Why not? What examples can you give where you've been high in attentiveness or restraint, or tended to be more creative and impulsive?
2. What do you think are the negatives of using algorithms to select people for jobs?
3. Why do you think you were hired to do your job?
4. What personal qualities do you think are most important to your company when they're looking for new candidates?
5. If you were running your own company, what method would you most likely use to find people to hire? Why?

**6****Homework/extended activity**

Imagine an employer doesn't want to see your résumé but wants to know about your potential. Write a paragraph about yourself which focuses on your potential rather than your experience. What skills do you have? What potential do you have? What jobs that may not exist now would you be skilled at in the future?