

retires. But no matter how fascinating your job is, when you reach the end of your career, I suspect you mainly focus on your impending retirement.

**Examiner:** How can managers increase motivation among their workforce?

**Candidate:** Allocating the right tasks to the person with the right skills, but making every task slightly different so that they learn every time. That can lead to an increase in motivation. It's about making the job interesting, but without drowning staff in too much new information each time. If they see that they can progress steadily and meet the challenges set, then they'll stay motivated.

**Examiner:** Are people more motivated if their job involves helping others?

**Candidate:** Although my job doesn't really involve helping people, just training them, I'd hazard a guess that youth workers, for example, find it very rewarding helping a young person to achieve their personal goals or overcome a personal challenge. I can imagine, too, that it gives a counsellor tremendous job satisfaction to know that if they weren't there to listen to their patients' problems, things would probably not turn out as well for them. So, yes, although it's impossible for me to know for sure, I'd say people with those kinds of jobs take more pleasure from their work and are motivated by something more profound than just money.

## Tracks 19–20

See pages 29–30 for text.

### Track 21

**Speaker 1:** Where I come from it's almost always sweltering. Ours is an arid climate, and in most parts of the country precipitation is very low. Can you believe that in the summer, the temperature can exceed 50°C?

**Speaker 2:** Sometimes I feel like it's constantly drizzling here and it generally feels damp. In fact, right now it's pouring down. That does mean we have the most beautiful lush, green countryside, though. And the climate is temperate, so we don't suffer from any extreme weather, thank goodness.

**Speaker 3:** The weather here is notoriously changeable. People often think our country is very, very cold all the time, but ocean currents keep our climate fairly mild, considering the latitude. I don't mind our winters, which are bearable as long as you wrap up warm, but I don't like our summers because it never gets above 25°C.

### Track 22

Tell me about your country's climate.  
What's your favourite kind of weather?  
Does the weather influence your mood?  
Is it worse to feel too hot or too cold?

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### Track 23

**Examiner:** Tell me about your country's climate.

**Candidate:** We have an extreme climate. Our winters are absolutely freezing, and our summers are boiling hot. That means that the people, the houses, the transport system, everything needs to be prepared to cope with every kind of weather.

**Examiner:** What's your favourite kind of weather?

**Candidate:** What I like most is hot, dry weather. I love being able to sit outside on a balmy evening with a drink, rather than cooped up inside like you are in the winter.