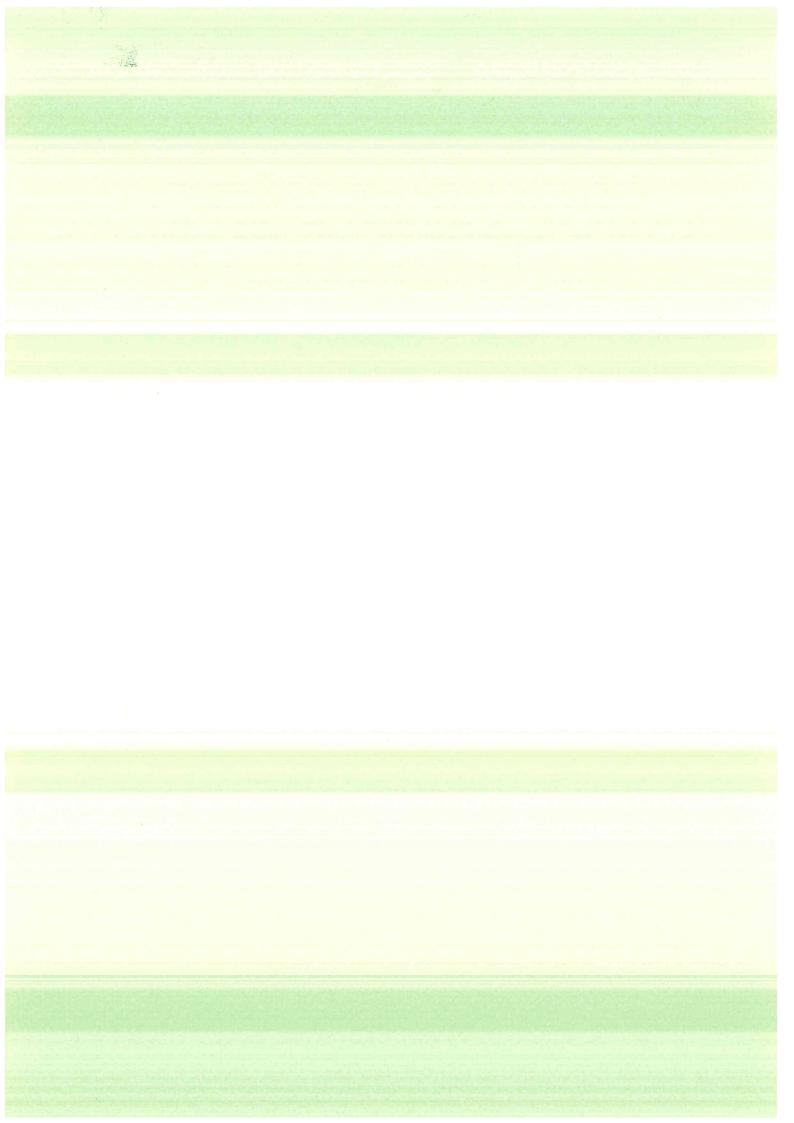# READING

Based on the reading passage, answer the following questions.

1. What does the "$2 billion annually" market value (Paragraph 2) suggest about workplace personality assessments?

   a) Their effectiveness is universally accepted
   b) Most companies develop their own tests
   c) They represent a significant industry and business
   d) Only large companies can afford these services ✓

2. Find a phrase that has a similar meaning to "gain advantage" in Paragraph 3.

   _____tip the scales_____ ✓

3. Paragraph 4 indicates that employers are "divided." What does this division refer to?

   a) Disagreement over which MBTI type is best
   b) Split between using MBTI for hiring versus team building ✓
   c) Differing opinions on using MBTI in the hiring process
   d) Debate about the cost of personality assessments

4. Based on the information in paragraphs 4-8, determine whether the following statements are True (T) / False (F) / Not Given (NG).

	T	F	NG
(i) HR Teams in traditional industries are reluctant to use MBTI for hiring.	☐	☐	☑ ✓
(ii) Companies nowadays have gradually resorted to a more data-driven approach in their recruitment.	☑	☐	☐ ✗

5. Fill in the missing blanks with **ONE** word found in Paragraphs 6-8.

   The use of MBTI in recruitment risks generating stereotypes, potentially leading companies to

   overlook qualified individuals who do not fit certain (i) ___traits___ *expectations*. Studies show ✓

   personality assessments are unreliable tools to (ii) ___predict___ job capability. Indeed, ✓

   many factors have (iii) ___influenced___ personal career paths far more than just innate traits. ✓

   Due to these issues, some organizations are now investigating (iv) ___scientifically___ to foster ✗

   more (v) ___diverse___ teams and conduct thorough candidate evaluations. ✓

8

6. Why might internalizing MBTI labels (Paragraph 9) be risky for job seekers?

    a) It could make them ignore qualities that employers value.
    b) It could cause them to be conservative in selecting jobs.
    c) It could cause them to be screened out in preliminary selection.
    d) It might continue stereotyping and therefore encourage discrimination.

7. What does the temptation to "game the system" discussed in Paragraph 10 imply about the use of MBTI in hiring?

    a) It encourages authentic self-presentation. ×
    b) It helps companies to find suitable candidates. ×
    c) It provides motivation for dishonesty.
    d) It discourages candidates from applying.

8. Find a word that has a similar meaning to "limits" in Paragraph 9-10.

    Stereotypes   stifles

9. Based on the information in paragraphs 12-13, determine whether the following statements are True (T) / False (F) / Not Given (NG).

	T	F	NG
(i) Holistic methods consider a person's skills and experience in real-life scenarios.	☐	☐	☐
(ii) Holistic hiring processes take much longer than those involving MBTI.	☐	☐	☑

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   (a) Their effectiveness is universally accepted
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   d) Only large companies can afford these services

   ✗

2. Find a phrase that has a similar meaning to "gain advantage" in Paragraph 3.

   <u>Stand out</u>

   ✗

3. Paragraph 4 indicates that employers are "divided." What does this division refer to?

   a) Disagreement over which MBTI type is best
   b) Split between using MBTI for hiring versus team building ✗
   (c) Differing opinions on using MBTI in the hiring process
   d) Debate about the cost of personality assessments

   ✓

4. Based on the information in paragraphs 4-8, determine whether the following statements are True (T) / False (F) / Not Given (NG).

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(i) HR Teams in traditional industries are reluctant to use MBTI for hiring.	☐	☐	■
(ii) Companies nowadays have gradually resorted to a more data-driven approach in their recruitment.	■	☐	☐

   ✓

   ✗

5. Fill in the missing blanks with **ONE** word found in Paragraphs 6-8.

   The use of MBTI in recruitment risks generating stereotypes, potentially leading companies to

   overlook qualified individuals who do not fit certain (i) <u>expectations</u>. Studies show

   personality assessments are unreliable tools to (ii) <u>predict</u> job capability. Indeed,

   many factors have (iii) <u>validated</u> personal career paths far more than just innate traits.

   Due to these issues, some organizations are now investigating (iv) <u>alternatives</u> to foster

   more (v) <u>diverse</u> teams and conduct thorough candidate evaluations.

   ✓
   ✓
   ✗
   ✓
   ✓

   ⑥

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7. What does the temptation to "game the system" discussed in Paragraph 10 imply about the use of MBTI in hiring?

    a) It encourages authentic self-presentation.   X
    b) It helps companies to find suitable candidates. X
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8. Find a word that has a similar meaning to "limits" in Paragraph 9-10.

    Stifles

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(i) Holistic methods consider a person's skills and experience in real-life scenarios.	☒	☐	☒
(ii) Holistic hiring processes take much longer than those involving MBTI.	☒	☐	☐

③

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   ✗

2. Find a phrase that has a similar meaning to "gain advantage" in Paragraph 3.

   stand out.   ✗

3. Paragraph 4 indicates that employers are "divided." What does this division refer to?

   a) Disagreement over which MBTI type is best ✗
   b) Split between using MBTI for hiring versus team building
   c) Differing opinions on using MBTI in the hiring process   ✓
   d) Debate about the cost of personality assessments ✗

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(ii) Companies nowadays have gradually resorted to a more data-driven approach in their recruitment.	☐	☑	☐

   (i) ✗

   (ii) ✓

5. Fill in the missing blanks with **ONE** word found in Paragraphs 6-8.

   > The use of MBTI in recruitment risks generating stereotypes, potentially leading companies to
   >
   > overlook qualified individuals who do not fit certain (i) _expectations_. Studies show   ✓
   >
   > personality assessments are unreliable tools to (ii) _predict_ job capability. Indeed,   ✓
   >
   > many factors have (iii) _influenced_ personal career paths far more than just innate traits.   ✓
   >
   > Due to these issues, some organizations are now investigating (iv) ~~recruiting~~ _assessments_ to foster   ✗
   >
   > more (v) ~~holistic~~ _diverse_ teams and conduct thorough candidate evaluations.   ✓

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   a) It could make them ignore qualities that employers value.
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   c) It could cause them to be screened out in preliminary selection.
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   ✓

7. What does the temptation to "game the system" discussed in Paragraph 10 imply about the use of MBTI in hiring?

   a) It encourages authentic self-presentation.
   b) It helps companies to find suitable candidates. ✓
   c) It provides motivation for dishonesty.
   d) It discourages candidates from applying.

   ✗

8. Find a word that has a similar meaning to "limits" in Paragraph 9-10.

   distorts

   ✗

9. Based on the information in paragraphs 12-13, determine whether the following statements are True (T) / False (F) / Not Given (NG).

	T	F	NG	
(i) Holistic methods consider a person's skills and experience in real-life scenarios.	☑	☐	☐	✓
(ii) Holistic hiring processes take much longer than those involving MBTI.	☒	☐	☑	✓

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   ✓

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   _ tip the scales _____

   ✓

3. Paragraph 4 indicates that employers are "divided." What does this division refer to?

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   c) Differing opinions on using MBTI in the hiring process
   d) Debate about the cost of personality assessments

   ✓

4. Based on the information in paragraphs 4-8, determine whether the following statements are True (T) / False (F) / Not Given (NG).

	T	F	NG
(i) HR Teams in *traditional* industries are reluctant to use MBTI for hiring.	☐	☑	[	✗
(ii) Companies nowadays have gradually resorted to a more data-driven approach in their recruitment.	☑	☐	☐	✗

5. Fill in the missing blanks with **ONE** word found in Paragraphs 6-8.

   The use of MBTI in recruitment risks generating stereotypes, potentially leading companies to

   overlook qualified individuals who do not fit certain (i) __expectations__. Studies show   ✓

   personality assessments are unreliable tools to (ii) __predict__ job capability. Indeed,   ✓

   many factors have (iii) __adopted__ personal career paths far more than just innate traits.   ✗

   Due to these issues, some organizations are now investigating (iv) __alternatives__ to foster   ✓

   more (v) __diverse__ teams and conduct thorough candidate evaluations.   ✓

⑦

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   _____ narrows _____

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(ii) Holistic hiring processes take much longer than those involving MBTI.	☐	☐	☑

④