

Why the best hire might not have the perfect resume by Regina Hartley

WARM-UP

1. In pairs, consider these questions:
 - A. Which parts of the CV would be the most important for you if you were recruiting someone?
 - B. What is more important: top-level education or varied experience?
 - C. Should your social background count during recruitment? Why yes/no?
 - D. If you were a manager, would you prefer to have a team member who has had to struggle in his life or someone who has had an easier life?



VOCABULARY

2. Fill in the gaps by transforming the words in the brackets:
 - A. Persistent offenders were given sentences that were **disproportionate** to the offences they had committed. (PROPORTION)
 - B. The brief argued against the idea that racial **diversity** on a campus is linked to positive educational outcomes. (DIVERSE)
 - C. The government should also work towards a more **inclusive** society that tolerated and protected differences of opinion. (INCLUDE)
 - D. We had a 150% growth last year which means that we **outperformed** our competitors and became market leaders. (PERFORM)
 - E. The research gave us some new **insights** into how we choose employees. (SIGHT)
 - F. She managed to **overcome** her fear of flying at last and went by plane to Asia. (COME)
 - G. Despite the fact that she was the best in the team, she was always **underestimated** by her boss. (ESTIMATE)
 - H. She keeps moving on despite all the **adversities** that occur to her. (ADVERSE)



CV = resume
(BrEng) = (AmEng)

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3. Create 4 open-ended questions (starting with *who, where, which, when, how* etc.) and use one word from the gaps in ex. 2 in each of them:

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4. In pairs, ask and answer each other's questions.

DISCUSSION:

5. Look at the following points and discuss them:

- Who are Silver Spoons and Scrappers?
- Comment on the statements from the video:

"A series of odd jobs may indicate inconsistency, lack of focus, unpredictability. Or it may signal a committed struggle against obstacles."

" Even the worst circumstances can result in growth and transformation. A remarkable and counterintuitive phenomenon has been discovered, which scientists call Post Traumatic Growth."

"In a study of the world's most highly successful entrepreneurs, it turns out a disproportionate number have dyslexia. In the US, 35 percent of the entrepreneurs studied had dyslexia."

"Companies that are committed to diversity and inclusive practices tend to support Scrappers and outperform their peers."

- Who should an employer bet on: a Silver Spoon or a Scrapper?