

TEXTO A

Firms Hire for "Cultural Fit"

Job rejections are like break ups - they are never fun, but some are worse than others. 'We were impressed by your resume, but you're not a cultural fit' is the 'it's not you, it's me' of job rejections. It is vague, confusing and almost always means there was something about you personally they didn't like but didn't want to say out loud. Sandra Okerulu experienced this first-hand earlier this year. She applied for a role at a New York-based company and had an interview which went "perfectly", she says. The company told her that her experience was what they were looking for, and she'd get an email about a second interview shortly. But she heard nothing for days. "Then I got an email saying I wasn't a good fit, so they went with somebody else," she says.

Of course, candidates understand job interviews are about more than checking qualifications. They're also compatibility assessments- if your working style and behaviours mean you'll function well within an organisation. The problem is that, too often, these assessments are subjective. That can mean candidates who look, act or sound different to recruiters are at an immediate disadvantage. Being dismissed for 'cultural fit' can leave demoralised candidates struggling to decipher what they did wrong. It can also leave certain workers unable to access particular roles or sectors.

Although many recruiters only hire candidates they think will fit with the company culture, research shows it's actually in companies' interests to stop doing this if they want to build better teams. In fact, there's a significant disadvantage for companies who rely on cultural fit: they can end up very homogenous, so diversity is actually better for business.

Adapted from "What Does Being a 'Cultural Fit' Actually Mean?" BBC Worklife, October 20, 2021.
<<https://www.bbc.com/worklife/article/20211015-what-does-being-a-cultural-fit-actually-mean>>

QUESTIONS

A.1.- Are the following statements TRUE or FALSE? Copy the evidence from the text. Use a complete sentence. No marks are given for only TRUE or FALSE.

a) Not being 'cultural fit' is never used as an excuse to turn down candidates because of their personality.

False. "We were impressed by your resume, but you're not a cultural fit' is the 'it's not you, it's me' of job rejections."

b) Sandra Okerulu's position was taken by another candidate.

True. "Then I got an email saying I wasn't a good fit, so they went with somebody else," she says.'

(Puntuación máxima: 2 puntos)

A.2.- In your own words and based on the ideas in the text, answer the following questions. Do not copy from the text.

a) Which two consequences can potential workers suffer if rejected for not being 'cultural fit'?

It can hurt their self-esteem since they may not understand what they should have done differently. Moreover, for some people the access to specific posts is unattainable.

b) How can companies benefit from not applying the 'cultural fit' policy when hiring workers?

Because they may end up creating more heterogeneous groups, which has proven to be more beneficial.

(Puntuación máxima: 2 puntos)

A.3.- Find the words in the text that mean:

a) seeking (paragraph 1) **looking for**

b) soon (paragraph 1) **shortly**

c) tests (paragraph 2) **assessments**

d) make up (paragraph 3) **build**

(Puntuación máxima: 1 punto)

A.4.- Complete the following sentences. Use the appropriate form of the word in brackets when given.

a) Hiring is often subjective, **which** means some applicants may not be selected even **if** they have excellent qualifications.

b) When writing an **application** (apply) for a job, recruiters suggest **including** (include) skills and work experience in the resume.

c) Some jobs require being good **at** digital marketing, such **as** social media.

d) Candidates who are culturally fit **are thought** (think) to be **worse** (bad) for a firm than others.

(Puntuación máxima: 2 puntos)

A.5.-Write about 150 to 200 words on the following topic. Is cultural diversity good for society? (Think about school, social relationships, work, etc.). Discuss.

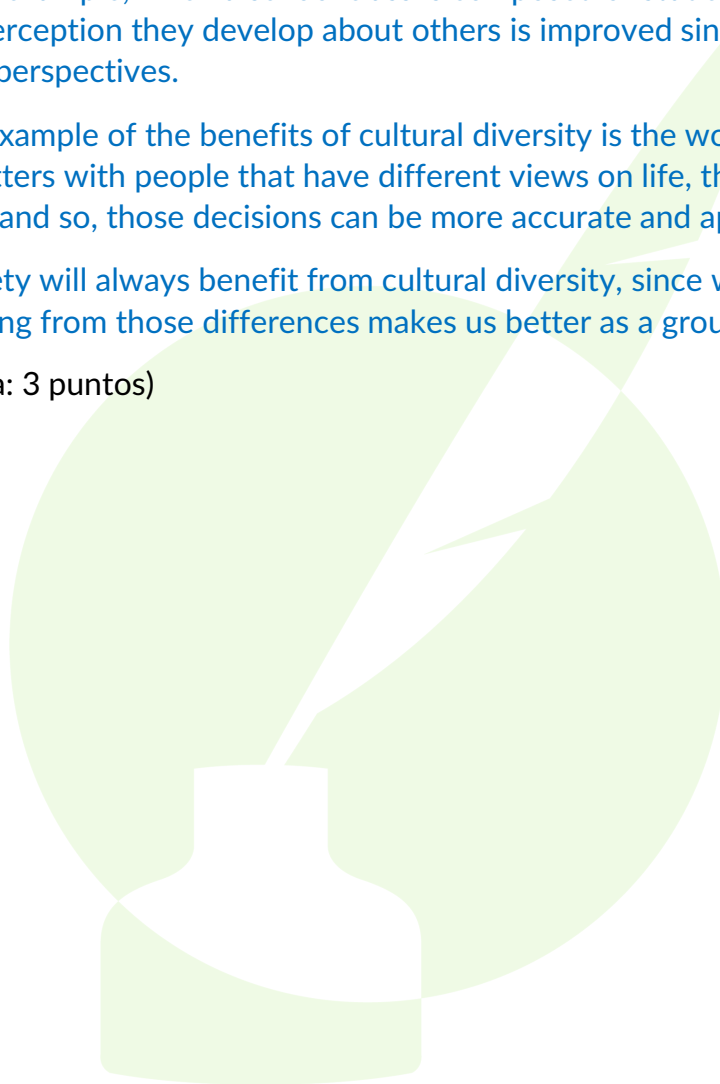
Human beings are social animals and, so, the shape of our communities is essential to define the functioning of our society, especially, our values. Therefore, the more different the people are, the better they function as a fair society.

If we take a look at small groups, we can identify how they function better when they are more heterogeneous. For example, when a school class is composed of students from different backgrounds, the perception they develop about others is improved since they can understand more easily others' perspectives.

Another clarifying example of the benefits of cultural diversity is the work environment. When you can discuss matters with people that have different views on life, that can enrich the outcome decisions, and so, those decisions can be more accurate and applicable to more people.

In a nutshell, a society will always benefit from cultural diversity, since we are all actually different, and learning from those differences makes us better as a group.

(Puntuación máxima: 3 puntos)



TEXTO B

Environmental Impact of the Clothing Industry

According to reports from 2019, the amount of clothes bought in the European Union (EU) per person has increased by 40% in just a few decades. This fact was driven by a fall in prices and the increased speed with which fashion is delivered to consumers.

Clothing accounts for between 2% and 10% of the environmental impact of EU consumption. This impact is often felt in third countries, as most production takes place out of the EU. The production of raw materials-e.g. pesticides for cotton, spinning them into fibres, weaving fabrics and dyeing require enormous amounts of water and chemicals. Consumer use also has a large environmental footprint due to the water, energy and chemicals used in washing, tumble drying and ironing, as well as to microplastics shed into the environment.

Less than half of used clothes are collected for re-use or recycling when they are no longer needed and only 1% are recycled into new clothes, since technologies that would enable recycling clothes into virgin fibres are only starting to emerge. Various ways to address these issues have been proposed, including developing new business models for clothing rental, designing products in a way that would make re-use and recycling easier (circular fashion), convincing consumers to buy fewer clothes of better quality (slow fashion), and generally directing consumer behaviour towards choosing more sustainable options.

In 2018, the EU adopted a circular economy package that will for the first time ensure that textiles are collected separately in all Member States by 2025 at the latest. The European Parliament has for years promoted the use of ecological and sustainable raw materials and the re-use and recycling of clothing.

Adapted from "Environmental Impact of the Textile and Clothing Industry," European Parliament Think Tank, January 17, 2019. <[https://www.europarl.europa.eu/thinktank/en/document.html?reference=EPRS_BRI\(2019\)633143](https://www.europarl.europa.eu/thinktank/en/document.html?reference=EPRS_BRI(2019)633143)>

QUESTIONS

B.1.- Are the following statements TRUE or FALSE? Copy the evidence from the text. Use a complete sentence. No marks are given for only TRUE or FALSE.

a) EU clothes consumption has no consequences for non-EU countries. **False.** "This impact is often felt in third countries, as most production takes place out of the EU."

b) New regulations were approved to make all EU states classify clothing waste. True. “In 2018, the EU adopted a circular economy package that will for the first time ensure that textiles are collected separately in all Member States by 2025 at the latest.”

(Puntuación máxima: 2 puntos)

B.2.-In your own words and based on the ideas in the text, answer the following questions. Do not copy from the text.

a) Which reasons have caused the increase in clothes sales in recent years?

Clothes prices have fallen down and consumers receive fashion much more rapidly than before.

b) How can clothes re-use or recycling be improved? Name two proposals.

It has been proposed to offer better businesses for renting clothes or persuading buyers not to acquire so many clothes and choosing higher-quality products.

(Puntuación máxima: 2 puntos)

B.3.- Find the words in the text that mean:

a) purchased (paragraph 1) **bought**

b) because of (paragraph 2) **due to**

c) deal with (paragraph 3) **address**

d) encouraged (paragraph 4) **promoted**

(Puntuación máxima: 1 punto)

B.4.- Complete the following sentences. Use the appropriate form of the word in brackets when given.

a) I think that **the most efficient** (efficient) option to decrease fashion-driven pollution is beginning **to rent** (rent) clothes.

b) Since 2018, people **have become** (become) more and more aware **of** the clothing industry people environmental impact.

c) In order to change consumer habits **that** are contributing to pollution, new regulations **were drawn up** (draw up) two years ago.

d) Complete the following sentence to report what was said.

"Were only 2% of used clothes recycled in the country last year?"

The French minister asked if only 2% of used clothes had been recycled in the country the previous year.

(Puntuación máxima: 2 puntos)

B.5.- Write about 150 to 200 words on the following topic.

"Clothes say a lot about you." Do you agree with this statement? Justify your opinion.

(Puntuación máxima: 3 puntos)

In recent years the clothes industry has increased their benefits substantially. A great number of people is more and more worried about their fashion choices. That is undoubtedly related with what these choices are telling to others.

We, human beings, are social animals, so we interact with each other in many ways, and one of them is our appearance. When you go to an important job interview you do not wear what you would wear to run errands, and vice versa. Likewise, many people can feel silly when they perceived they are overdressed for an occasion.

Besides avoiding rejection, what we wear is also a choice to make others know about our interests, our approach to life or our ideology. Teenagers tend to choose clothes that inform about the group they belong to, or the kind of music they listen to. In the same way, grown-ups that dress like teenagers want to show others they prefer to live a less conventional life.

In a nutshell, it is undeniable that people usually dress thinking about what image they want to convey about themselves to others, and clothes is a very important part of that image.