



CÁTEDRA SALCEEK INGLÉS NIVEL I

MODELOS DE EXAMEN FINAL
LIBRE / REGULAR

EXAMEN DE INGLÉS NIVEL 1

Libres / Regulares- febrero de 2021

How To Overcome The Challenges Of Hiring A Remote Workforce

Forbes – Feb 2021

One of the biggest long-term question companies are being challenged is maintaining the company culture when hiring a remote workforce. Unless the people fit the culture, it is hard to maintain the company values over time.

Employees who were hired during the COVID-19 pandemic are struggling to get connected with their teams. Connection, one of the four key dynamics in company culture, depends on building a network that supports you, incorporating the company values and purpose in daily behavior, and managing change. When these skills are not nurtured, connection suffers, compromising engagement, empowerment and performance.

The research shows companies can improve the hiring experience by emphasizing organizational values and providing mentoring programs.

1) Emphasizing organizational values

The company should define their core values, and communicate them to the employees during the hiring process, during the onboarding, and throughout the entire employee journey. Communicating clear values are beneficial when companies grow too fast to help align employees. Sharing values is not about just including them in the onboarding package or posting them on the wall. It is about living, working and breathing based on these values. Leaders, in particular, are the role models for these values. They have to make the culture come alive regularly.

To reinforce company values after the onboarding process, companies can start by:

- reiterating values during all-hands meetings and coaching sessions
- sharing stories about real-life experiences of people who have demonstrated those values
- providing rewards, through leaders or peers, to individuals who live out company values
- organizing "speed dates" with the current staff and asking them if they would like to work with this person or have them in their group.

2) Creating a mentoring program

The research shows that "employees who feel mentored and coached in their organization send more recognition to their colleagues. This is even more important for new hires who are onboarded remotely."

Coaching and one-on-one feedback have proved to be even more necessary in remote work. Most effective leaders recommend having at least one weekly 10 to 30 minutes session to check in with every employee.

Change, growth and remote work are the norm now. Companies need to be recruiting all the time and make it part of the culture, as employees are more prone to change positions or leave the company. The new hire training, the evaluation for a good cultural and technical fit and the mentoring along the employee journey are key to not spending money on someone who will be disengaged and leave soon or will not perform based on the same values.

Responda las siguientes consignas **utilizando únicamente la información suministrada en el texto:**

1) Según el texto, indique cuál es la opción correcta para cada consigna. Elija una sola opción como respuesta en cada punto:

A. Para mantener los valores de la empresa a lo largo del tiempo, se necesita:

- i) contratar personas con características y valores diferentes a los de la empresa.
- ii) contratar personas que tengan los mismos valores y metas que la empresa.
- iii) contratar personas que propongan cambios en la empresa.

B. Los empleados que fueron contratados durante la pandemia tienen dificultades para:

- i) entender el funcionamiento de la empresa.
- ii) usar las nuevas herramientas del trabajo remoto.
- iii) conectar con sus equipos de trabajo.

C. ¿Cuál de estas opciones NO se menciona en el texto como acción para reforzar los valores de la empresa?

- i) Compartir experiencias de la vida real de personas que demostraron esos valores.
- ii) Hacer reuniones los fines de semana con los miembros del equipo para conocerse mejor.
- iii) Dar premios a los miembros del equipo que viven de acuerdo a los valores de la empresa.

2) ¿Cómo se deben compartir los valores de la empresa? ¿Quiénes son los que más deben mostrarlo y cómo?

3) Sintetice en no más de 5 o 6 renglones cuáles son los principales desafíos de la contratación remota según el texto

4) Mencione las tres condiciones que garantizan que la empresa no gaste dinero en contratar a personas que no duraran en el trabajo ni actuaran conforme a los valores de la empresa.

5) ¿Por qué el autor menciona que es más necesario tener devoluciones individuales en el trabajo remoto con los empleados que en los trabajos presenciales? (De una respuesta según el contexto del artículo)

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The Power of Choice and What Matters Most for The Future of Work

Employee stress levels are high and mental health issues are rife. The pandemic has caused a huge change in how we work and live—and one of the most difficult aspects is the loss of control. This is difficult for all of us—and also for leaders and organizations. When people aren't at their best, wellbeing, happiness and performance suffer and so do company outcomes.

We know from brain science that humans crave certainty and safety. We want control so we can create (as much as possible) conditions to reduce ambiguity. The pandemic has pushed our proverbial buttons because we haven't been able to make the usual choices about when we go out, what we do, how we spend our time, and how and where we work. All of this causes stress because as adults, we crave a level of autonomy and control over our lives. And we just haven't had as much lately.

But leaders can make a big difference. Leaders have significant influence over creating the conditions for people to thrive and companies to prosper. One of the most impactful things a leader can do is provide more choice and control for employees.

This is especially relevant as you consider the future of work, hybrid work, work from home and how much control people will have over how, when and where they work. It will be critical to strike the right balance of providing choice for employees and ensuring the achievement of business results.

There's plenty of science behind choice and control and also many ways to empower people. First, based on experimental studies, choice and control make a big difference for people and performance.

- Classic studies on work-life demonstrated happiness and wellbeing weren't correlated with whether women worked full-time, part-time or didn't work outside the home. Instead, positive outcomes were correlated with whether people were able to make their preferred choice about how—and how much—they worked.
- A study found when people have greater control over their experiences in the workplace, they are more engaged.
- Studies by Indiana University's Kelley School of Business in 2016 and 2020 found out that when people are in jobs with high stress and have little control over their workflow, they end to be less healthy and experience higher mortality rates than those with more flexibility or choices about their work. On the other hand, jobs with high stress but which afford greater amounts of autonomy and decision making did not result in the same negative health impacts. The ability to make decisions and have some control over their work made all the difference.

All of this reinforces how much control matters: When people have greater autonomy in their work, they have less stress and perform better.

Ways to Provide Choice and Control

So, what kinds of choice can leaders provide? There are likely more opportunities today than pre-pandemic, and chances are, you can offer even more control than you thought. Overall, it will be key to open the dialogue with employees—understanding their situations and needs, clarifying expectations and reinforcing the contributions you value and require from them.

Some companies have always provided the opportunity for employees to choose where they work, but this kind of control will be rising significantly. Studies demonstrate 87% of leaders expect to provide greater flexibility to employees in where, when and how they work. How much people come into the office and the hours they keep are a critical element of control, especially as day care, schools and partner/spouse workplaces are ramping back up. Each employee may have different preferences for their working schedules, locations and patterns, and it's wise to provide as much flexibility as possible.

Overall, choice, control and autonomy are critical to people's wellbeing, happiness and mental health. But they are also important to organizational results. When people feel empowered to make their own decisions, they are usually happier with the outcomes and more engaged. In addition, when people are at their best, they can bring their best—to their workplaces—and more—to their families and communities.

Responda las siguientes consignas utilizando únicamente la información suministrada en el texto:

1) Según el texto, indique cuál es la opción correcta para cada consigna. Elija una sola opción como respuesta en cada punto:

A. Basados en los estudios experimentales, la felicidad y el bienestar de las mujeres trabajadoras estaba correlacionado con:

- i) el tiempo de trabajo, es decir, jornada completa o media jornada.
- ii) poder decidir qué días trabajar y qué días no.
- iii) poder decidir cómo y cuánto trabajaban.

B. Las personas se involucran más en sus trabajos cuando:

- i) tienen menos horas de trabajo.
- ii) pueden elegir el horario laboral.
- iii) tienen más control sobre sus experiencias en el lugar de trabajo.

C. En lugares de trabajo donde se maneja mucho estrés y se tiene poco control sobre el flujo de trabajo, las personas:

- i) tienden a ser menos saludables y experimentar tasas de mortalidad más altas.
- ii) tienden a hacer más ejercicios.
- iii) tienden a exigir más a sus empleadores.

D. Cuando las personas tienen más autonomía en su trabajo:

- i) manejan mejor su rutina.
- ii) tienen mejor rendimiento y menor estrés.
- iii) ninguna de las afirmaciones anteriores es correcta.

2) Qué efectos tuvo la pandemia sobre el trabajo según el texto en el primer párrafo? ¿Cuáles son los aspectos más afectados y cómo lo fueron?

3) ¿Qué aspecto es fundamental para lograr un equilibrio en el nuevo modelo de trabajo "híbrido"?

4) ¿Qué opciones da el autor del texto sobre cómo los líderes pueden mejorar la situación laboral actual y futura de sus trabajadores en relación con el nuevo tipo de vida que se enfrenta en la relación trabajo / vida social-familiar pos pandemia?

EXAMEN DE INGLÉS NIVEL 1

Libres / Regulares- mayo de 2021

Working from home: 'People have forgotten how to be sociable'

By Steve Mellen- BBC News

"From this evening I must give the British people a very simple instruction - you must stay at home."

Those were the words of Boris Johnson a year ago today, starting 12-months of working from home, as people turned their kitchen tables into desks, their spare rooms into offices and juggled home schooling with their careers.

Here, three people share their experiences of remote working and tell how it has impacted on their lives and careers.

Before lockdown, fitness instructor **Sarah Langford** held her regular classes in a community hall and a sports centre in Bristol, and had to switch to virtual sessions quickly. "I was lucky that I have my own gym/massage space in my house so all I had to do was move a lot of equipment so I had a clear space," she said. "Then it was a case of getting to grips with Zoom, which had its tricky moments particularly with working out how to use the microphones. "I did offer a lot of free classes and the clients were really helpful letting me know what worked and what didn't. It clicked very quickly, and now it feels like the new norm." She said she misses the energy and interaction of their-person classes and cannot wait to start them again. "I try and make them [the classes] fun so you will get a lot of laughs, and I miss that because now everyone else is muted. "But even when lockdown finishes, I think some people will stick with the online classes, particularly if they end up still working from home."

When lockdown began, freelance writer **Michelle Martin** was looking after her elderly mother, recently diagnosed with borderline early onset Alzheimer's, at her home in East London, and juggling work with taking her grandson to and from nursery. The dangers of the virus became all too clear very quickly, she said. "I had a good friend pass away inside the first two weeks. His wife called an ambulance and after he was taken away, nobody ever saw him again. "That set the tone for the first couple of months, it felt like everything was closing in." Michelle is also a carer for her older sister who lives nearby and said she "took on more than she could handle" but that she "had no choice". "I think I was on auto pilot for most of the days, I blanked a lot of things out." Michelle said she was "always worrying" about the people she was caring for. "At the same time, I was trying to write articles. My finances took a hit because my work suffered. Being freelance is convenient in one sense as you can choose when you work, but it was hard to find the time."

Professional photographer **Barbara Evripidou** said she lost a year's worth of work "in 48 hours" at the start of lockdown. "We all thought it would be over fairly quickly," she recalls. "I remember enjoying the first couple of weeks, spending time with the kids and getting a lot of Netflix in. "But by June, I thought 'this is ridiculous' and realised I had to do something. It was hard to see where my income was going to come from." She joined two networking groups where she lives in Bristol, Athena and Evo, which led to her making new contacts and learning new skills. Photography bookings returned slowly in the autumn and have started increasing again recently, which MsEvripidou says is "a great relief". Her concern is now for her children. "My two oldest have really struggled to motivate themselves recently," she said. "I've got a 17-year-old who should have been enjoying that summer between GCSEs and A-levels last year, and that was stolen from him. "My kids have become real 'home birds' which is really sad, because at their age they should be out there enjoying themselves."

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1) Según el texto, indique cuál es la opción correcta para cada consigna. Elija una sola opción como respuesta en cada punto. **RESALTE** con color amarillo la respuesta que cree correcta en cada caso:

A) Sarah tuvo que usar Zoom para dar sus clases y:

- 1) no tuvo ningún problema para usar la herramienta online
- 2) lo que resalta como complicado de la herramienta fue cómo usar los micrófonos
- 3) tuvo muchos problemas de conexión y video

B) De las clases presenciales, Sarah extraña:

- 1) el espacio y los equipos de su gimnasio
- 2) salir a cenar después de las clases
- 3) la interacción y la energía que había con los clientes en las clases presenciales

C) Al comienzo del aislamiento, Michelle Martin tenía que:

- 1) cuidar a su hija, que sufría de Alzheimer, y al mismo tiempo llevar y traer a su nieto de la guardería.
- 2) cuidar a su madre, que sufría de Alzheimer, y al mismo tiempo llevar y traer a su nieto de la guardería.
- 3) cuidar a su abuela, que sufría de Alzheimer, y al mismo tiempo llevar y traer a su nieto de la guardería.

D) Respecto de las personas que cuidaba, Michelle:

- 1) se sentía segura y con esperanza de que todo iba a salir bien
- 2) vivía preocupada por ellas
- 3) ninguna de las respuestas anteriores es correcta

E) El estado económico de Michelle:

- 1) no se vio afectado por el aislamiento
- 2) sufrió un golpe porque su trabajo se vio afectado por la falta de tiempo
- 3) se mantuvo igual durante el aislamiento

F) Al inicio del aislamiento, Barbara Evripidou:

- 1) tomó medidas para seguir trabajando de modo remoto
- 2) aprovechó el tiempo sin trabajo para disfrutar de su familia
- 3) se preocupó por su falta de trabajo, pero no hizo nada al respecto

G) Para afrontar el aislamiento y la limitación laboral, Barbara:

- 1) se unió a una red de contactos laborales y aprendió nuevas habilidades
- 2) decidió iniciar una carrera nueva relacionada con el mundo digital
- 3) decidió invertir su tiempo en el cuidado de su familia y hogar

H) La preocupación de Barbara respecto de sus hijos con la situación de aislamiento estaba relacionada con:

- 1) las malas notas en el colegio
- 2) el acostumbramiento al encierro y la falta de motivación
- 3) los malos hábitos adquiridos durante el encierro

2) Relacione y explique en pocas palabras la frase del título: *'People have forgotten how to besociable'* con el texto: ¿En qué sentido las personas olvidaron cómo ser sociables? ¿Cómo afectó el aislamiento a su sociabilidad?

3) Explique qué tienen en común las tres personas mencionadas en el artículo en el aspecto laboral durante el aislamiento.

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The Catalog of Rights

Welfare Rights

Welfare rights refer to a wide set of provisions that, fundamentally, aim at addressing the problem of poverty. The most notable welfare rights include the right to an adequate standard of living, food, water, access to health services, education, housing, social security, and work.

For most of these rights, it is understood that the State must provide benefits for those who are unable to take care of themselves. This means that welfare rights clearly constitute 'positive rights' and for this reason they are traditionally objects of polemic. Since the 1990s, there has been a clear trend for increased recognition of positive rights, but it would be premature to say that they have received widespread acceptance.

India and South Africa are leaders in the judicial protection of welfare rights. In the case *People's Union for Civil Liberties v. Union of India & Others* the Indian Supreme Court enjoined the State to provide meals to children attending public schools. In the case *Minister of Health and Others v Treatment Action Campaign and Others*, the South African Constitutional Court ordered the State to make available an antiretroviral drug that prevented mother to child transmission of HIV.

Freedom Rights

Under freedom rights, we cluster those rights that create a sphere of autonomy for individuals, in which the State may not intervene. Freedom rights include, most prominently, freedom of conscience, freedom of religion, freedom of speech, freedom of movement, freedom of association, the right to property, and the right to privacy.

Although they are not as intimately connected with the human being as integrity rights are, they are never theless of tremendous importance. These rights are instrumental for the maintenance of a free society, a space where individuals may interact with each other in conditions of freedom and equality, exchange ideas, and form their identities without the intervention of the State. A free civil society is necessary for democracy, and the absence of a free civil society is a mark of totalitarianism.

Despite their importance, these rights are characterized by being subservient to the public good. Almost all freedom rights expressly allow for limitations when the public good is at stake. Such limitations vary from banning television programs that are deemed to be harmful to minors to allowing surveillance of private conversations to stop criminal activities.

Not all freedom rights are subject to exceptions. Freedom of religion and freedom of conscience are generally thought to have an external and an internal aspect. The internal aspect refers to what one believes in one's mind, and the external aspect refers to making those beliefs public. The internal aspect of these rights is generally considered to deserve absolute protection. The law may never legitimately interfere with a person's conscience.

Political Rights

Strictly speaking, political rights are the right to vote in free elections and to be elected into office. From a broader perspective, it can be seen that most freedom rights have a political dimension. Freedom of conscience protects one's political beliefs, freedom of speech allows one to disseminate them, freedom of assembly allows one to make a political protest, and freedom of association allows one to organize a political party. Usually the importance given to these rights by courts is heightened when they are exercised in a political context.

Even then, it is useful to distinguish political rights, strictly defined, from freedom rights in their political dimension. It is generally accepted that the political rights of being able to vote and to be elected to office can be made available only to nationals but does not hold true for the political exercise of freedom rights.

Due to this restriction one could see political rights as an exception to the rule that human rights belong to every human being. To have political rights, one needs a special legal status, that of having a particular nationality or being resident in a particular country. Even then, this should be seen in the light of the presupposition that every person is a citizen of a country and that statelessness is an anomaly. In reality, according to the United Nations' High Commissioner for Refugees (2009), there are some 12 million stateless persons in the world.

Responda las siguientes consignas utilizando únicamente la información suministrada en el texto:

1) Desde la década de 1990 ya no se discute la legitimidad de los derechos positivos.

Verdadero / Falso (justifique)

2) Lea las opciones de traducción de la siguiente oración y seleccione las que considere correctas.

Despite their importance, these rights are characterized by being subservient to the public good.

a) Debido a su importancia, estos derechos están subordinados al bien público.

b) A pesar de su importancia, estos derechos se caracterizan por estar subordinados al bien público.

c) Si bien no revisten tanta importancia, estos derechos se caracterizan por estar por encima del bien público.

d) Aunque son muy importantes, estos derechos tienen como característica estar subordinados al bien público.

3) ¿Qué aspecto del derecho a la libertad de religión y del derecho a la libertad de conciencia merece una protección de carácter absoluto?

a) El externo

b) El interno

c) Ambos

4) En uno de los casos mencionados, la Corte Suprema de la India dictaminó que no correspondía al Estado satisfacer las necesidades de los alumnos de escuelas públicas.

Verdadero / Falso (justifique)

5) En otro de los casos mencionados, ¿Qué debió hacer el Estado Sudafricano a partir de la decisión de la Corte Suprema? Elija la opción correcta.

- a) Realizar una campaña en contra del HIV
- b) Financiar la producción de una vacuna
- c) Garantizar la disponibilidad de una droga para prevenir el contagio de HIV

6) ¿Se podría afirmar que los derechos al bienestar son derechos positivos? Justifique su respuesta.

7) De acuerdo con lo que afirma el autor, ¿Cuál de los siguientes es el indicador de un régimen totalitario?

- a) Existencia de restricciones por razones de interés público
- b) Falta de intervención del Estado
- c) Ausencia de una sociedad civil libre
- d) Censura de algunos programas televisivos

8) Según el autor, ¿se podría afirmar que los derechos políticos están sujetos a una restricción determinada? Justifique su respuesta. Además explique por qué el autor sostiene que estos derechos pueden ser considerados la excepción a una regla específica.

