

THINGS CHANGE:

JOB CHANGE

OBJECTIVES:

- 1. Answer job interview questions about change
- 2. Understand what the present subjunctive is



A Look at the picture. What is happening? What type of animal is this? Why does it symbolize change? What other transformations occur in nature? Use your phone to find pictures.



B Which of the milestones in the box do you think change a person's life the most? Why? Of those you have experienced, which has been the most challenging? For ideas, watch Susanne's video.

fall in love

have children

lose someone you love

retire

start school

get married

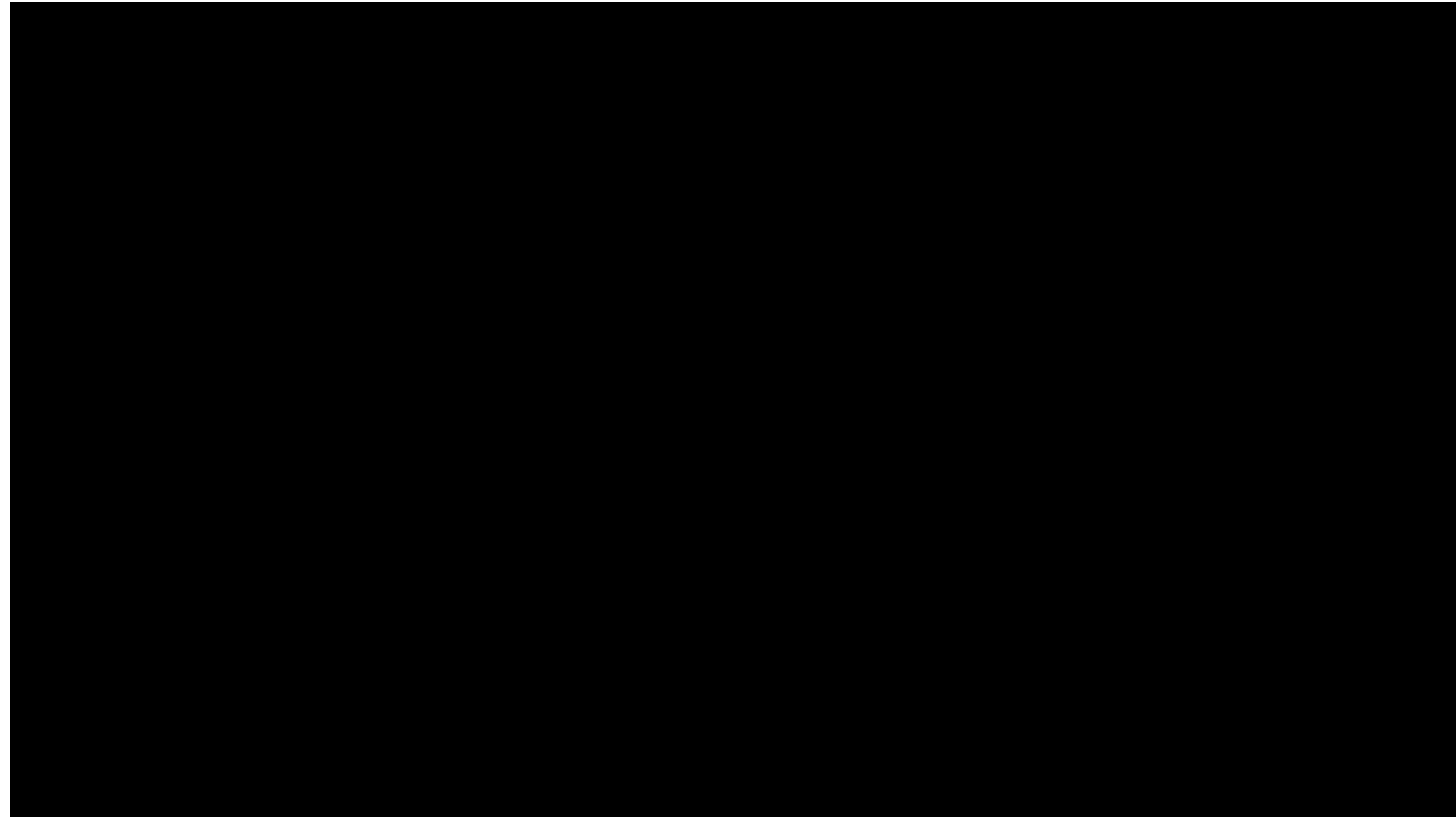
leave home

move to a new place

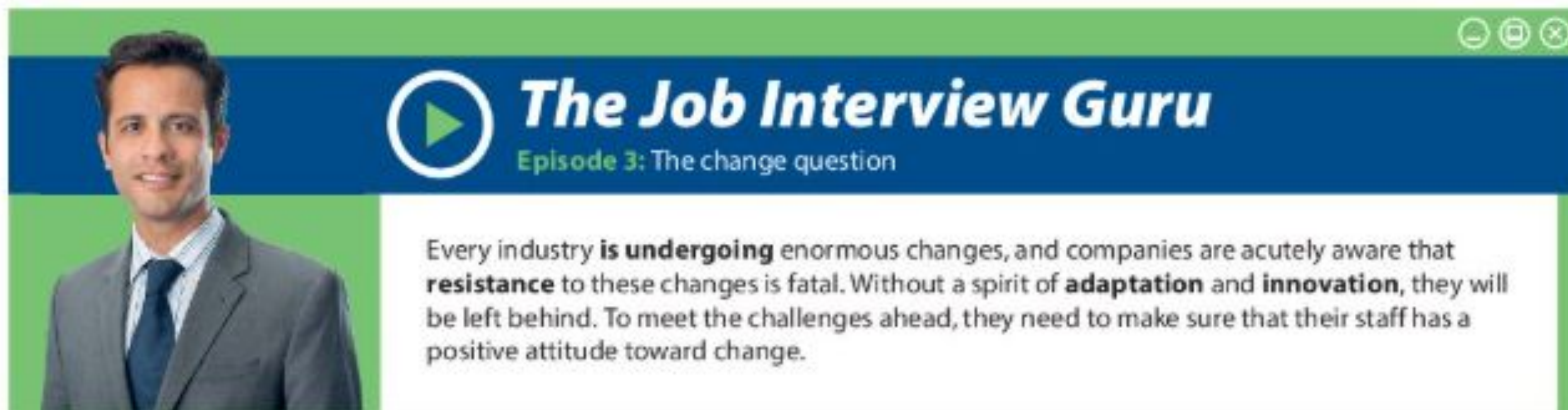
start a new job



EXPERT SPEAKER



1 LANGUAGE IN CONTEXT



The Job Interview Guru
Episode 3: The change question

Every industry **is undergoing** enormous changes, and companies are acutely aware that **resistance** to these changes is fatal. Without a spirit of **adaptation** and **innovation**, they will be left behind. To meet the challenges ahead, they need to make sure that their staff has a positive attitude toward change.

- A  2.44 Look at the screenshot from an online tutorial. What do you think the “change question” is? Listen and check.

 2.44 Audio script

- Host** In this episode, we'll talk about the most important job interview question of all.
- Guru** That's right. Companies today are insisting that recruiters find out as much as possible about a candidate's attitude towards change. The demand that employees be comfortable with handling change is universal, so I strongly recommend that everyone, no matter what the job, prepare a good answer to the question, "How do you handle change?"
- Host** That seems like a simple question.
- Guru** Yes, but your answer needs to show that you **embrace** change and see **disruption** as a chance to shine.
- Host** And how do we do that?
- Guru** An essential quality of a good answer is that it be practical and specific. Think of an example that clearly illustrates your positive reaction to change – a huge **shake-up** in your life, like a **transition** from one school to another, or a new management system that you **implemented** at work, maybe a policy change that you **facilitated**. Doesn't matter what. The important thing is that it shows you are not afraid of change, nor do you rush in with blind enthusiasm. So, you're aware of the **disruptive** potential of change, but you can evaluate situations objectively, then identify possible obstacles and come up with **innovative** strategies to overcome them.
- Host** Sounds like a tall order! Let's look at a few examples. ...

B  2.44 Listen again and read. Do you agree that a good answer to the change question is crucial to job interview success? Why or why not?

2

VOCABULARY: Talking about change

A  2.45 Look at the **bold** words in the screenshot and the audio script. Make a chart like the one below and categorize the words according to how they are used. Listen and check. Which words suggest a negative attitude?

Nouns	Verbs	Adjectives
resistance	undergo	

2 VOCABULARY: Talking about change

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resistance	undergo	

<u>NOUNS</u>	<u>VERBS</u>	<u>ADJECTIVES</u>
Resistance Adaptation Innovation Disruption Shake-up (a big change or reorganization, especially in a company, organization, or system). Transition	Undergoing Embrace Implemented Facilitated (made something easier to do or helped something happen).	Disruptive Innovative

PRACTICE TIME!

Introducing new processes can be very **disruptive** to an organization, but the hope is that they will improve things and employees will see them as helpful, smart, and **innovative**.



PRACTICE TIME!

Some people believe that the way something has always been done is the best way to do it. But technology and how people do business around the world is changing. So, it's best to be open to new ways of working and **embrace** the changes it brings enthusiastically.



PRACTICE TIME!

Townspeople used to share their ideas and opinions at city council meetings. Some people, however, were very **disruptive** during the meetings, so the council had to **implement** some new rules on when and how long people are allowed to speak.



PRACTICE TIME!

My boss asked me to **facilitate** the sales meeting since I'm not directly involved in sales. He thought people would feel more comfortable with an "outsider" than with the boss leading the discussions.



PRACTICE TIME!

Our company will **undergo** a rebranding campaign this year. It will affect all parts of the business and be a lot of work, but it will also allow us to grow in different directions when our new identity is in place.



PRACTICE TIME!

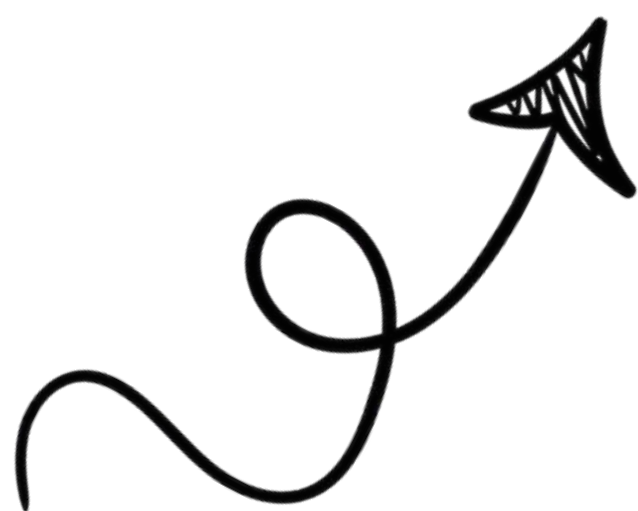
Something that causes disorder or a breakdown in processes or systems is often described as **disruptive**.



B **Circle** the correct words to complete the answer to “the change question” discussed in the unit.

How do you handle change?

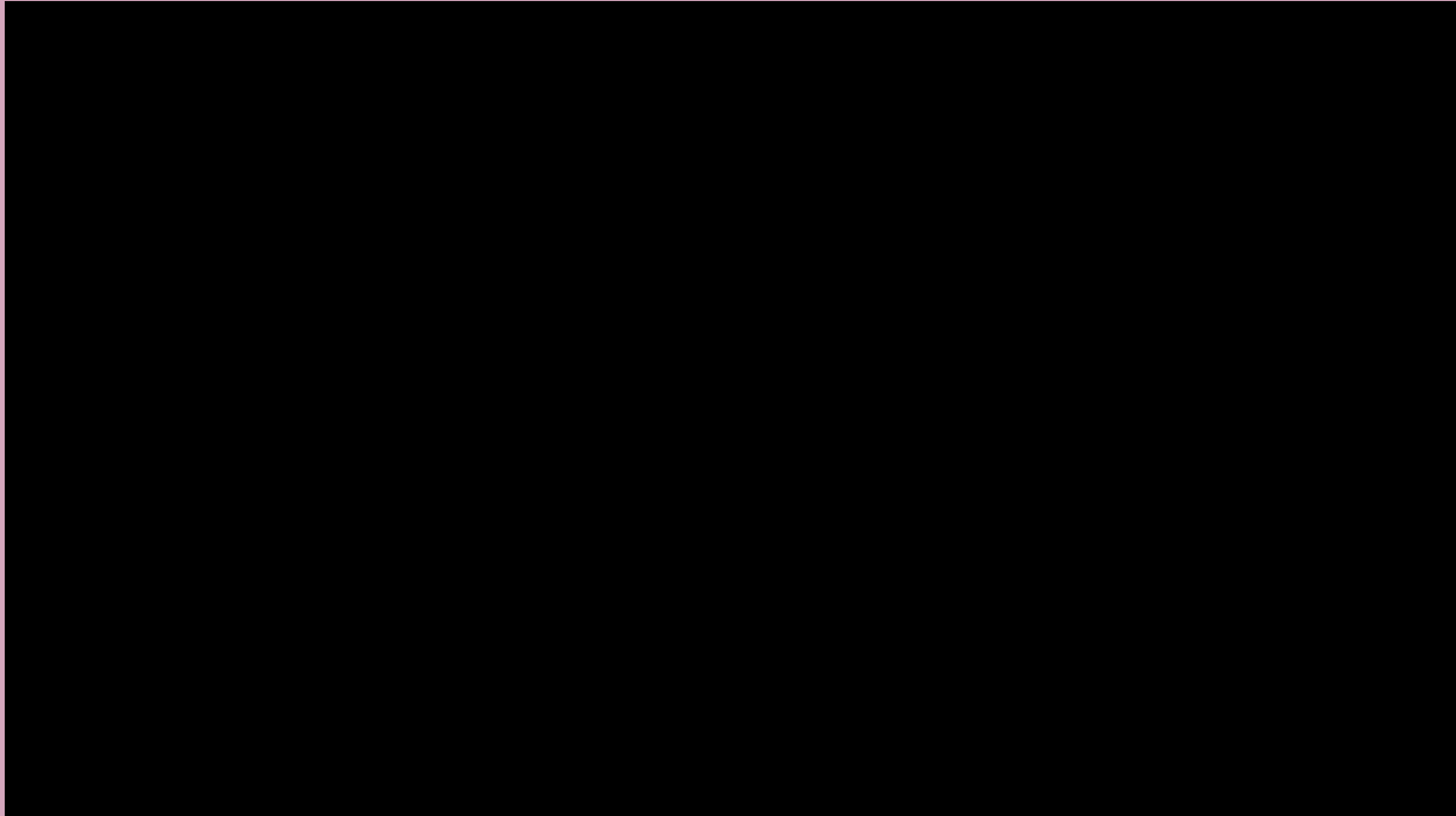
I enjoy working in ¹*a shaken up / an innovative* environment, so I generally ²*disrupt / embrace* change and see it as an opportunity rather than a threat. Recently, my team ³*implemented / transitioned* a new communication system across the company. I was chosen to be on the team that ⁴*facilitated / underwent* this massive ⁵*innovation / transition* because I helped choose it. Well, people didn't like the system at first and showed a lot of ⁶*embrace / resistance* to it because they feared that ⁷*adapting / undergoing* changes like this during our busiest season was too ⁸*disruptive / resistant*. But we went slowly so that it didn't feel like a big ⁹*facilitation / shake-up*. And after a few ¹⁰*adaptations / innovations* to align it with our company's processes, people really like it.



Do you think this is a good answer? Why or why not?



Do you agree with Susanne?



Read the
expressions and
discuss them in
pairs. Do you agree
with them? Why or
why not?

Change is difficult; not changing is fatal.

*The more things change, the more they
stay the same.*

If it isn't broken, don't fix it.

PRESENT SUBJUNCTIVE

The present subjunctive is a verb form used to talk about **demands, suggestions, recommendations, or things that are important**/necessary. It is also used in some formal expressions.

Subject + verb of suggestion/importance + that + subject + base verb

E.G:

- I suggest that he go to the doctor (NOT 'goes').
- The teacher recommended that she study more.
- It is important that she arrive early.
- They asked that the meeting be canceled.

- suggest
- recommend
- insist
- demand
- require
- ask
- propose



A Look at the sentences in the grammar box. Then complete the rules below.

The present subjunctive

Companies today **are insisting that** recruiters **find out** as much as possible.

The demand that employees **be comfortable with** handling change is universal.

An **essential quality** of a good answer is **that it be** practical and specific.

- 1 Use the present subjunctive in *that* clauses after verbs that express a need to act, a request, or a proposal:
advise, ask, demand, insist, order, recommend, request, suggest.
- 2 Use the present subjunctive after nouns that express a strong request or proposal:
demand, insistence, recommendation, suggestion.
- 3 Use the present subjunctive after expressions containing adjectives that suggest importance:
crucial, essential, imperative, important, vital.



The present subjunctive

The present subjunctive is used to lend authority to a speaker's words. It is usually used to refer to demands, suggestions, and recommendations; to describe what should happen; or to identify what is important.

- 1 Verbs in the present subjunctive do not add -s for the third person. The present subjunctive form of the verb *to be* is *be*.

*He insists that we all **be** ready to go at noon. I suggest that you **not come** any earlier than two.*

- 2 Use the present subjunctive with *that* clauses ...

- after verbs that express a request or a proposal: *advise, ask, demand, insist, recommend, suggest*.

*He **recommended** that we **allow** extra time for traffic.*

- after expressions containing adjectives that suggest importance: *essential, imperative, important, vital*.

*It is **imperative** that he **complete** the application and **send** it in immediately.*

- after nouns that express a strong request or a proposal: *demand, insistence, recommendation, suggestion*.

*The officer's **demand** that we **pull** the car over and **wait** was surprising to all of us.*

A Use the prompts to rewrite the sentences with the subjunctive.

- 1 Students need to be on time for class. That's a requirement at this school.

The school requires **that students be on time for class.**

- 2 He visits his grandma at least once a week, which they say is important for her recovery.

For her recovery, it is important **that he visit his grandma at least once a week.**

- 3 The mayor has ordered people to stay indoors during the hurricane for their own safety.

The mayor's order that **people stay indoors during the hurricane is for their own safety.**

- 4 Medical professionals agree that all patients, whatever their age or physical condition, need to do some form of exercise every day.

It is recommended that everyone **do some form of exercise every day.**





ACCURACY CHECK

Be sure to use the base form of the verb in the present subjunctive.

I recommend that everybody ~~prepares~~ an answer. ✗

I recommend that everybody prepare an answer. ✓

The demand that we ~~are~~ on time was repeated many times. ✗

The demand that we be on time was repeated many times. ✓

PAIR WORK

Look at the situations. Use the words in parentheses () to offer advice using the present subjunctive. Check your accuracy.

- 1 A friend is stressed out about an upcoming interview. (I suggest ...)
- 2 A coworker had a heated discussion with his boss. (I recommend ...)
- 3 You need people to understand an important rule. (It is essential ...)



PRACTICE TIME!

The police officer asks that everyone **stay** calm.



PRACTICE TIME!

It is essential that you **go** to the dentist twice a year.



PRACTICE TIME!



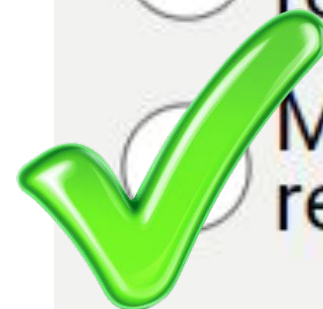
☒ I suggest that Mario arrive early.

☐ I suggest that Mario arrives early.



PRACTICE TIME!

☐ May I request that Ms. Martinez returns my call?



☒ May I request that Ms. Martinez return my call?



PRACTICE TIME!

It's crucial that Tania **leave** (*to leave*) for the airport no later than 6:00 a.m.



PRACTICE TIME!

Jake's suggestion that we **stay** (*to stay*) at the Royal Hotel was great.



PRACTICE TIME!

The airline requests (to request) that all passengers on Flight 329 to Miami proceed (to proceed) immediately to Gate 37.



4

SPEAKING

A

GROUP WORK

Look at the job interview questions below. As a group, prepare an answer to one of them. Remember, a good answer should be practical and specific. Try to use the vocabulary from exercise 2A in your answers.

- a Can you tell me about a time when you had to implement a change?
- b What changes would you like to see being made in your current situation?
- c What has been the most disruptive change in your life in the last 10 years?

B

Think of questions that interviewers might ask in different contexts. What advice would you give about answering them?

In a job interview, they might ask about past experience. I think the most important thing is that you be honest about what you find disruptive and what you embrace.



**WELL
DONE!**

The image features the words "WELL DONE!" in a bold, 3D, blocky font. The word "WELL" is rendered in red, and "DONE!" is in orange. Both words have a teal-colored shadow or outline that gives them a three-dimensional appearance. The text is set against a plain white background. There are several decorative elements: two orange four-pointed stars, one to the left of "DONE!" and one to the right of "WELL", and five small teal dots scattered around the text. The overall style is playful and celebratory.