



YOUR ENGLISH SUPPLEMENT

Volume 24 // 9.95€

**40-PAGE
DOSSIER**



22 pages
of exercises



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1 hour of audio

Get A Better Job

The latest expert advice on job interviews



Anglo Humour

» History
» Grammar





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Yes 1
The one about you



Yes 2
Food



Yes 3
Sexology



Yes 4
Human physiology



Yes 5
The brain



Yes 6
Emotions



Yes 7a
Gothic literature



Yes 7b
The law*



Yes 8
Religion



Yes 9
Love



Yes 10
Sleep and dreams



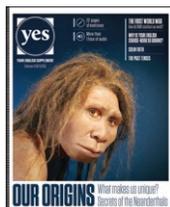
Yes 11
Geology



Yes 12
Medicine



Yes 13
Shakespeare



Yes 14
Palaeo-archaeology



Yes 15
Sports



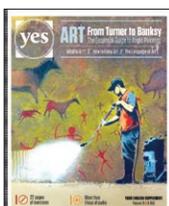
Yes 16
Radical grammar



Yes 17
Business English



Yes 18
Women



Yes 19
Women



Yes 20
Women



Yes 21
Women



Yes 22
Women

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* only available with this cover in digital format (the contents is the same for 7a and 7b).

GENERAL CONTENTS

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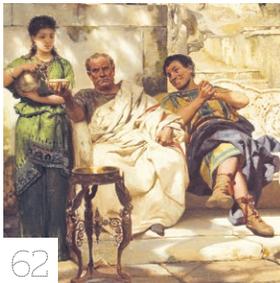
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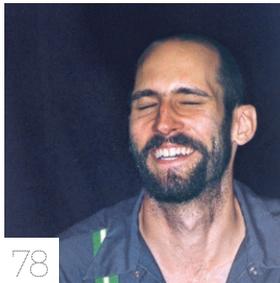
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How to Use Your English Supplement

SYMBOLS

Each page-long article in the magazine has been created to be used more or less independently so that you can learn and practise even if you only have five or ten minutes free.

At the same time, the symbols below allow you to develop a theme you are interested in more extensively. Teachers can use these symbols to instantly prepare a class or classes around a common theme.



Exercise (at the end of the magazine). Test and consolidate what you have learned.



Speaking extension. A question aimed at provoking a group discussion of the topic in question.



Downloadable audio file (see also audio scripts). There are recommendations on how best to use the audio files on p. 87.



This arrow directs you to other related articles in the magazine.



Listening extension (Internet). Once you've learned the basic vocabulary of a topic, why not listen to further discussions?



Photo by Gabbot

- ¹**to bring about** (bring-brought-brought) - cause
- ²**demise** - end, decline
- ³**scriptwriter** - sb. who writes the script (= text) of a movie
- ⁴**professor** - (*false friend*) head

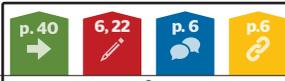
- of department at a university, senior academic
- ⁵**to set up** (set-set-set) - create, establish
- ⁶**to arise** (arise-arose-arisen) - emerge, occur

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THE E

Some
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- ⁷**speed**
- ⁸**from**
- ⁹**naive**
- ¹⁰**to tre**
- ¹¹**scena**
thetic



ABBREVIATIONS KEY

These are the only abbreviations you have to know to use this magazine:

- sb.** = somebody
- sth.** = something
- swh.** = somewhere
- [U]** = uncountable noun
- [C]** = countable noun

FOOTNOTES

The superscript numbers in the text refer to the footnotes at the bottom or at the side of the same page. The footnotes explain the difficult vocabulary as determined by our non-native proofreaders. Like you, these proofreaders are learners so they are able to identify the exact words you need to know to understand the sentence. Definitions are given in English, so that you learn to think in English and these definitions are then checked by the non-native proofreaders to ensure that you will understand them. Some words are defined by pictures: we use these visual stimuli when that is the best way to fix an idea in your memory. Read the definition or look at the illustration and then re-read the sentence in question. By working with English-language footnotes you will rapidly increase your vocabulary and learn how English words relate to each other, all of which will have a dramatic impact on your fluency and **self-confidence**¹.

Some readers find it useful to put their finger next to the word in the article that they are looking for in the footnotes to make it easier to return to the text afterwards. Either way, it shouldn't be difficult to find your place because the footnotes are numbered and the words are highlighted in bold. Notice that the syllables and words that should be **stressed**² are underlined.

Red footnotes give extra cultural (rather than linguistic) information, or they refer you to other articles.



Photo by Ikiwaner

NOT-SO-CARNIVOROUS CROCS⁷

Research from the **US Fish and Wildlife Service** in Charleston, South Carolina, has confirmed decades of anecdotal reports: over half the existing crocodilian species supplement their diet with fruit. It seems that at least 13 of the 23 species of crocodiles and alligators in the world today eat fruit as well as meat.

- | | |
|--|---|
| ¹ warning (adj.) - <u>alarm</u> | (associated with werewolves) |
| ² to bang - beat, hit | ⁹ meanwhile - at the same time |
| ³ to pick up - receive | ¹⁰ raid - surprise attack |
| ⁴ to relay - <u>resent</u> | ¹¹ cropland - arable <u>farms</u> |
| ⁵ garbled - incoherent, meaningless | ¹² farmer - agriculturalist |
| ⁶ Chinese whispers (UK English) - broken telephone (US English) | ¹³ more lightly - less <u>deeply</u> |
| ⁷ croc - (colloquial) <u>crocodile</u> | ¹⁴ signature whistle - high-frequency sound that identifies an individual |
| ⁸ full moon - when the <u>complete disc of the moon is visible</u> | ¹⁵ acquaintance - <u>known individual, (in this case) friend</u> |



stand that darkness lowers **farmers**¹². Or perhaps they're less and **more lightly**¹³ when

MY NAME

Dolphins have a **signature** to identify themselves and to identify others. When they hear a familiar whistle they respond with a **acquaintance**¹⁵, which they use to identify a friend. **Acquaintance**¹⁵ whistle. Moreover, a study from **Cuba** has now found that dolphins have **signature whistles**¹⁴ after gesturing they have the best



- ¹**self-confidence** - self-assurance (opposite of 'self-doubt', 'hesitancy')
²**to stresssth.** - emphasize, underline

PHONEMIC SYMBOLS

Here are the phonemic symbols that we use which might cause you problems.

Consonants

- /tʃ/ as in **church**, **watch**
- /ʃ/ as in **wash**, **sure**, **action**
- /dʒ/ as in **judge**, **gesture**
- /z/ as in **measure**, **vision**
- /j/ as in **yes**
- /θ/ as in **thick**, **path**
- /ð/ as in **this**, **breathe**
- /ŋ/ as in **sing**

Pure Vowels

- /æ/ as in **cat**
- /ʌ/ as in **cut**
- /ə/ as in **occur**, **supply**, **aroma**
- /ɜ:/ as in **first**, **turn**, **earn**
- /ɔ:/ as in **court**, **warn**

Diphthongs

- /iə/ as in **ear**, **here**
- /eə/ as in **air**, **there**

CURRENT AFFAIRS

This section of the magazine offers short news stories organized thematically:

- 7 **Hiring News**
- A new official report reveals a shocking reality in the UK job market.
Exercise 2
-
- 8 **Language News**
- What's the fastest-growing language in Britain?
Exercise 2
-
- 9 **Climatology News**
- Do psychological defects in our brains mean we cannot react to avert the imminent catastrophe?
Exercise 2
-
- 10 **Health News**
- How music could save your life and noise can kill you
- How to get babies to enjoy green vegetables
- How to improve school grades at no cost
Exercise 2
-
- 11 **News from the Past**
- Chimpanzees are ready for a hot meal
- *Homo sapiens*' secret weapon
- The invasion of the milk people
Exercise 2

SPEAKING & LISTENING EXTENSION

- 7 **Read:** you can download the *Social Mobility and Child Poverty Commission* report at:
<https://goo.gl/I2FmGW>
-
- 8 **Speak:** would you be willing to change your surname on getting married?

View: learn Emoji (and perhaps quite a lot of English) at:
www.emoji-cheat-sheet.com
-
- 9 **Watch:** a clear and concise explanation of why the sixth mass extinction has started from a Stanford professor at:
<https://goo.gl/kJqUda>
-
- 10 **Speak:** should mobile phones be prohibited at school?
-
- 11 **Watch:** a short explanation about the chimps' cognitive ability to cook from the New York Times at:
<https://goo.gl/QKFKxA>



Hiking up Kilimanjaro

Photo by Masa Sakano

THE TOP OF THE CROP?¹

Much of this month's magazine is dedicated to the latest expert **advice**² on how to get a better job. One **insight**³ is that the world labour market is going to become increasingly like the world of work in the Anglosphere; short-term contracts - often well-paid ones - for everyone. But what is the British labour market really like? An official British Government report from the **Social Mobility and Child Poverty Commission makes for revealing reading**⁴. It seems that bosses in the established professions **hire "in their own image"**⁵, creating a '**class ceiling**⁶ that **keeps bright**⁷, working-class candidates **out of the race**⁸. 70% of job offers from the UK's top legal, **accountancy**⁹ and financial companies went to graduates from either private schools or selective state schools (11% of the school population).

It's not a question of family **background**¹⁰ per se, but being able to sound upper-middle class. So, **for instance**¹¹,

author Sathnam Sanghera, **quotes**¹² his own experience as an example. His **parents**¹³ were **illiterate**¹⁴ immigrants. However, he **got an assisted place**¹⁵ in a private school and went on to Cambridge University. There he learned to "move easily among the upper-middle classes". His accent disappeared and he **found out**¹⁶ that the words 'nuffink'¹⁷ and 'serviette' **are best avoided**¹⁸. He also learned that "being moderately badly dressed is a sign of **poshness**¹⁹".

How do **recruiters**²⁰ justify this accent-based apartheid? One told the report that "homogeneity **breeds**²¹ **a huge amount of**²² efficiency". The problem is that there are so many university graduates that recruiters **fall back on**²³ their accent prejudices when hiring. According to the *Financial Times*, others value experiences that are **highly**²⁴ correlated with **wealth**²⁵ - such as playing the **cello**²⁶ or **hiking up**²⁷ Kilimanjaro. Of course, the whole system is bad for business as it excludes many excellent candidates simply because of the way they speak.

¹**top of the crop** - *crème de la crème*, cream of the crop (US English)

²**advice** - recommendations

³**insight** - perspicacious idea

⁴**makes for revealing reading** - is fascinating to read

⁵**to hire in your own image** - employ people who are similar to you

⁶**class ceiling** - invisible barrier to working-class people in business hierarchies

⁷**bright** - brilliant, clever

⁸**to keep sb. out of the race** (keep-kept-kept) - not permit sb. to compete

⁹**accountancy** - the professional keeping of financial records

¹⁰**background** - origins

¹¹**for instance** - for example

¹²**to quote** - cite, mention

¹³**one's parents** - (false friend) one's mother and father

¹⁴**illiterate** - not able to read or write

¹⁵**to get an assisted place** (get-got-got) - be invited to study for free

¹⁶**to find out** (find-found-found) - discover

¹⁷**a pebeian pronunciation of 'nothing'**

¹⁸**X is best avoided** - you should try not to use X

¹⁹**poshness** - upper-middle-class style

²⁰**recruiter** - sb. who decides who to employ

²¹**to breed** (breed-bred-bred) - generate, create

²²**a huge amount of** - (emphatic) a lot of

²³**to fall back on** (fall-fell-fallen) - resort to, refer to

²⁴**highly** - closely

²⁵**wealth** - affluence, prosperity, being rich

²⁶**cello** - (originally 'violoncello') type of big violin

²⁷**to hike up** - ascend

BANNED¹ PLATES²

The British Driver and Vehicle Licensing Agency (DVLA) has published its list of **banned¹ number plates²** in a 46-page document. British cars cannot use 'BLO3 JOB'³, 'SLO5HED'⁴, 'VA61ANA'⁵, 'PRO5 TAT'⁶ or 'MOSSAD'⁷ because they are **deemed⁸** to be 'potentially sensitive' by the DVLA. However, for some reason the DVLA has not **banned¹** 'ORG45M' or 'PEN15'.

NAME CHANGING

Until the end of the 20th Century almost all British women (94%) adopted their husband's **surname⁹** when they got married. This situation has changed somewhat and now between a quarter and a third of women maintain their father's surname after marriage. Until about five years ago, husbands never adopted their wives surnames. However, in recent years the practice has become relatively common. One of the **main¹⁰** reasons is that some men take the opportunity to **ditch¹¹** an embarrassing surname like 'Bogg'¹² or 'Cock'¹³.

PHILOSOPHY BY MISTAKE

Here's a lovely anecdote from David Lavelle from North Yorkshire that was published in *The Daily Telegraph*: "I was **assist-^{ing}¹⁴** my 16-year-old daughter with her homework when she received a text from Mum, which read: "What do you want from life?"

This was an unexpected and profound question for a teenager. We debated various answers - **wealth¹⁵**, **fulfilment¹⁶**, love, all three. Five minutes later, she received a second message, **blaming¹⁷** predictive text **for¹⁷** correcting the word 'Lidl'¹⁸."

THE NEW ESPERANTO

What's the fastest-growing language in the UK? According to a study by the **University of Bangor** in Wales, it's Emoji. Emoji, meaning 'picture character', is a set of almost 1000 **tiny¹⁹** images that can be used like text on smartphones. These **go way beyond²⁰** **just²¹** emoticons to include everything from **bells²²** and bikinis to ghosts and guitars.



A choice of surnames

Photo by DollyThicke



Emojis

¹**banned** - prohibited

²**number plate** (UK English) - licence plate (US English), sign with a car's registration number on it

³**which could be interpreted as 'blow job'** (= an act of fellatio)

⁴**which could be interpreted as 'sloshed'** (= drunk)

⁵**which could be interpreted as 'vagina'**

⁶**which could be interpreted as 'prostate'**

⁷**the 'Mossad' are the Israeli secret police**

⁸**to be deemed** - be considered

⁹**surname** - last name, family name, patronymic

¹⁰**main** - principal, primary

¹¹**to ditch** - (colloquial) get rid of, lose

¹²**a homophone of 'bog', which is a slang term for 'WC'**

¹³**a slang term for 'penis'**

¹⁴**to assist** - (false friend) help

¹⁵**wealth** - affluence, riches, prosperity

¹⁶**fulfilment** - profound satisfaction

¹⁷**to blame X for Y** - accuse X of being responsible for Y

¹⁸**Lidl is a supermarket chain (originally from Germany)**

¹⁹**tiny** /'taini/ - very small, minute

²⁰**to go way beyond** (go-went-gone) - be much more varied than

²¹**just** - (in this case) simply, only

²²**bell** - type of inverted metal cup that makes a clear musical note when hit



NO FUTURE: THE HUMAN BLIND SPOT¹



Photo by Christopher Prentiss Michel

Humans seem to love metaphors that suggest that other species ignore dangers and are **mindlessly**² self-destructive. **Ostriches**³ are accused of **burying** their **heads in the sand**⁴, lemmings **rush headlong**⁵ to their collective destruction. Neither image is zoologically true. We desperately need a human metaphor that encapsulates these ideas because we are the species that epitomizes these **traits**⁶.

Climate change cannot stimulate politicians to act. They view the world in a four-year cycle (until the next election). **Indeed**⁷, it cannot get most voters **exercised**⁸; it is a distant problem that requires sacrifices now to **avoid**⁹ uncertain losses in the future. Our response to climate change **mirrors**¹⁰ another human **trait**⁶. We are the only species that is **aware of**¹¹ our own mortality on a rational level but most of us are **in denial**¹² about our own deaths on an emotional level.

Climate-change science is based on long-term predictions that cannot be verified immediately. This **allows**¹³ those with an interest in questioning it to jump on its mistakes as **proof**¹⁴ that it is a 'belief' not science. But the mistakes are selectively publicized. Recently, the US **National Oceanic Administration** demonstrated that the apparent **hiatus**¹⁵ in global warming at the end of the

20th Century was because of the difference in temperatures recorded from ships and **buoys**¹⁶. There was no real **hiatus**¹⁵, in fact global warming has accelerated in recent decades. But did you hear about that?

As Jonathan Freedland - writing in *The Guardian* - **points out**¹⁷, "Climate change is Kryptonite" **as far as the media**¹⁸ **is concerned**¹⁹. There's no one specific event. "The crisis also **lacks**²⁰ a specific location, and what places there are - those that will be **hit**²¹ first by, **say**²², **rising**²³ water levels - are far away. It's **long on**²⁴ technical details, and **short on**²⁵ human narrative - it **lacks**²⁰ a clearly defined, single villain. **Above all**²⁶, it's **a bit of a downer**²⁷."

It seems incredible but we could **render**²⁸ our world uninhabitable because of the way we consume news! So, don't expect the declaration by the world's leading climate scientists that the world's sixth mass extinction has already started to make **a blind bit of**²⁹ difference to humanity and the way we **behave**³⁰.

¹**blind spot** - area that one is not able to perceive

²**mindlessly** - unthinkingly

³**ostrich** - big flightless African bird

⁴**to bury one's head in the sand** - (metaphorically) ignore danger, (literally)

⁵**to rush headlong** - run impetuously

⁶**trait** - characteristic

⁷**indeed** - (emphatic) in fact

⁸**exercised** - worried, agitated

⁹**to avoid** - prevent, circumvent



¹⁰**to mirror** - repeat, parallel

¹¹**to be aware of** - be conscious of

¹²**to be in denial** - not accept a reality

¹³**to allow** - enable, permit

¹⁴**proof** - evidence

¹⁵**hiatus** /hai'eitəs/ - pause, interruption

¹⁶**buoy** - anchored floating marker

¹⁷**to point out** - indicate, mention

¹⁸**the media** - newspapers, TV, internet, etc.

¹⁹**as far as... is concerned** - as regards..., (in this case) for...

²⁰**to lack** - not have

²¹**to hit** (hit-hit-hit) - (in this case) affect

²²**say** - (in this case) for example

²³**rising** - ascending



²⁴**to be long on** - have a lot of

²⁵**to be short on** - have little

²⁶**above all** - most importantly

²⁷**to be a bit of a downer** - (colloquial) be depressing

²⁸**to render** - make

²⁹**a blind bit of** - (emphatic) any

³⁰**to behave** - act



Giuseppe Verdi

MUSIC ON YOUR MIND

A study from **Oxford University** has found that some classical music can be used to control **blood pressure**¹. Music with a repeated 10-second rhythm, which coincides with the phases of the brain's blood-pressure control mechanism, reduced blood pressure and the **heart rate**². The effective music in the study included works by Verdi, Puccini and Beethoven. Faster classical music had no effect. Conversely, music by The Red Hot Chili Peppers increased the heart rate.

NOISOME³ NOISE

Meanwhile, a four-year Swedish study has found that exposure to road-traffic, train and especially air-traffic noise increases the risk of becoming fat. The **link**⁴ is probably through stress caused by interrupted sleep, which can interfere with metabolism and **trigger**⁵ the production of cortisol. Poor sleep has also **been linked to**⁶ the accumulation of toxic proteins in the brain, which can **eventually**⁷ cause Alzheimer's and memory loss, according to a study from the **University of California** at Berkley.

WEAN⁸ TO GREENS⁹

A study from **University College London** has found that babies **are much more likely to enjoy**¹⁰ eating **greens**⁹ if they are given them to eat **within**¹¹ the first **fortnight**¹²

after being **weaned**⁸. Unfortunately, the study did not **find out**¹³ if the acceptance of **greens**⁹ **carried on**¹⁴ into childhood and adolescence.

NO CELLS¹⁵ IN SCHOOLS

Would you like to increase the **test scores**¹⁶ in your local school by 6% at no cost? A study by two economists from the **London School of Economics** suggests an easy way of doing so: **ban**¹⁷ mobile phones from school. Although banning phones has no effect on **high-achieving**¹⁸ pupils, for low-achieving students from **low-income**¹⁹ families the impact is equivalent to that of one hour's extra teaching every week.

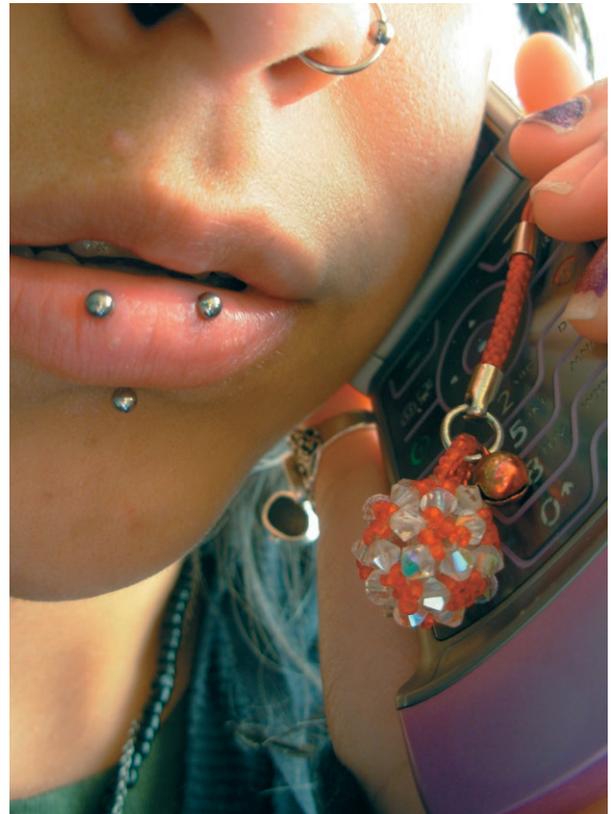


Photo by Daisy Romwall

¹**blood pressure** - the pressure in one's arteries

²**heart rate** - cardiac activity

³**noisome** - extremely unpleasant, very disagreeable

⁴**link** - connection

⁵**to trigger** - provoke, cause

⁶**to be linked to** - be associated with

⁷**eventually** - (*false friend*) in the end

⁸**to wean** - accustom an infant to food other than its mother's milk

⁹**greens** - green vegetables

¹⁰**are much more likely to enjoy** - have a much greater probability of enjoying

¹¹**within** - in

¹²**fortnight** - two weeks

¹³**to find out** (find-found-found) - determine, discover

¹⁴**to carry on** - continue

¹⁵**cell** - (*in this case*) mobile phone, cellphone, cellular telephone

¹⁶**test scores** - academic results

¹⁷**to ban** - prohibit

¹⁸**high-achieving** - academically successful

¹⁹**low-income** - poor, economically disadvantaged



Photo by Ikiwaner

PRIMED TO COOK

One of the few attributes that is exclusively human is our cooking of food. A team from **Harvard University** have now **honed**¹ this defining **trait**² to that of controlling fire. They found that 90% of chimpanzees in a test at the **Goodall Research Centre** preferred cooked food to **raw**³ food and would put **sweet potatoes**⁴ in an **'oven'**⁵ so as to be able to eat them hot. The chimps were ready to wait for the food to cook and the majority of them were **willing to**⁶ carry their food some distance in order to

¹to **honesth.** - refine sth., make sth. **more** specific

²**trait** - characteristic

³**raw** - uncooked

⁴**sweet potato** - (*Ipomoea batatas*) a **tropical tuber**

⁵**oven** /'ʌvən/ - container for cooking

⁶**to be willing to** - be ready to, be prepared to

⁷**to be primed** /praɪmɪd/ - (in this case) be **genetically prepared**

⁸**just** - (in this case) **only**

⁹**to allow** - permit, enable



cook it. This suggests that our common ancestors (Hom- inids) were **primed**⁷ to prefer cooked food but only the Hominins learned to control fire. For safety reasons the 'oven' in the experiment was **just**⁸ a bowl with a false base, which **allowed**⁹ humans to substitute cooked food for the **raw**³ food the chimps inserted into the bowl.

DOGS & US

The **Swedish Museum of Natural History** has revealed the discovery of a **bone**¹⁰ from the last common ancestor of **wolves**¹¹ and dogs. The bone is 35,000 years old suggesting that dogs are much older than previously thought. This discovery **strengthens**¹² the case proposed by Prof.

Pat Shipman earlier this year that humans **outcompeted**¹³ the Neanderthals thanks to our domestication of **wolves**¹¹.



INVASION OF THE MILK PEOPLE

A study from **Harvard University** and the **University of Copenhagen** which analysed DNA from 170 ancient skeletons has concluded that Europe was transformed around 3000BCE by a massive invasion of people from southern Russia. These people brought with them **metal skills**¹⁴, **cattle-herding**¹⁵ expertise and their Indo-European language (which would become Latin, Greek, etc.). Interestingly, they also seem to have introduced a **gene**¹⁶ that made adult humans able to digest cow's milk (i.e. lactose tolerant).

¹⁰**bone** - piece of osseous material

¹¹**wolf** (plural 'wolves') - (*Canis lupus*) a **wild carnivorous mammal**

¹²**to strengthen** - rein- force, corroborate

¹³**to outcompete** - displace (another species) in the compe- tition for **space, food** etc.

¹⁴**metal skills** - ability to make and use metals

¹⁵**cattle-herding** - livestock farming, **domesticating** and using cows

¹⁶**gene** - (in this case) **hereditary mutation**



THE BETTER-JOB DOSSIER

- 13 **Your Ideal Job**
Exercises 4, 25, 31
- 14 **The Coming Labour Market**
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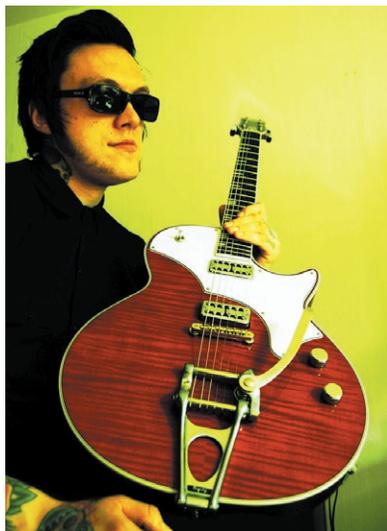
Towards¹ Your Ideal Job

Choose a job you love and you will never have to work a day in your life.

Confucius

What Is Your Ideal Job?

I'd love to be a rock star. Unfortunately, I'm middle-aged, fat, I can't sing and I can't play a musical instrument.² Being a rock star might be my dream job but it is not my ideal job. My ideal job is one which I am good at, and I work hard at because I enjoy doing it so much.



My dream job.

Photo by Jbengage

Don't be Tragic

If someone conforms in love, **say**³, accepting a **spouse**⁴ chosen by his or her **parents**⁵, we tend to think of it as tragic. However, it is just as tragic to fall into a profession and then **remain**⁶ there for 45 years. You think I'm exaggerating? Your profession decides who you spend a third of your adult life with, when you die, how much you earn, your social status and it can be an important factor in determining where you live and who your **significant other**⁷ is. In fact, your profession is probably the biggest factor in determining **whether**⁸ you have a happy life. The Grant Study of 268 white US **male**⁹ graduates from the 1940s to the present found that life satisfaction was **largely**¹⁰ determined by job satisfaction - not money, not status, not power. George Vaillant, the study's leader concludes, "In terms of **achievement**¹¹, the only thing that **matters**¹² is that you be content at your work." Working **towards**¹ finding your ideal job is as important as finding true love.



Is your career an 'arranged marriage'?

Photo by Rohit

It's a Journey

The title of this article is '**Towards**¹ Your Ideal Job' because you are not going to get your ideal job from one day to the next. The important thing is to be **involved in**¹³ a process of self-analysis in which you **find out**¹⁴ what you are good at, and what **tasks**¹⁵ you enjoy doing even though other people consider them work. As you get to know '**professional you**¹⁶ you will have a clearer and clearer idea of what you want to do to **earn a living**¹⁷. From that you should be able to **work out**¹⁸ what **skills**¹⁹ you need to learn and what experience you need to obtain to move towards your ideal job.

¹**towards** (UK English) - toward (US English), in the direction of

²**yes, I know that there are plenty of middle-aged, fat, talentless rock stars but they started younger**

³**say** - (in this case) for example

⁴**spouse** - husband or wife

⁵**one's parents** - one's mother and father

⁶**to remain** - stay, continue

⁷**significant other** - life partner, spouse

⁸**whether** - (in this case) if

⁹**male** (adj.) - ♂, referring to men and boys

¹⁰**largely** - mostly, primarily

¹¹**achievement** - accomplishment, fulfillment, success

¹²**to matter** - be important

¹³**to be involved in** - participate in, undertake

¹⁴**to find out** (find-found-found) - discover

¹⁵**task** - job, activity

¹⁶**professional you** - your professional self

¹⁷**to earn a living** - receive a salary for work

¹⁸**to work out** - determine

¹⁹**skill** - talent, ability

The Coming Labour Market

We live in exceptional times. The world of work is changing faster than ever before in human history. Many, perhaps most, of those starting university now **will end up doing jobs**¹ that don't even exist yet. Even that might be **understating the case**². In the words of James Reed, "employers want people who will **thrive**³ in a workplace that might be unrecognizable three years from now".⁴ So, with so much change around is there anything intelligent that can be said about the coming job market?

Well, **for one thing**⁵ we are told that 90% of new jobs around the world over the next decade will not require a university **degree**⁶. That does not mean that graduates won't be doing these jobs (there is an increasing surplus of graduates), it **just**⁷ means that they will be competing with non-graduates, many of whom will be better prepared for the new jobs.

Secondly, qualifications designed for the old job market and experience in it are going to **count for less**⁸. Building on James Reed's comment above, employers are increasingly looking for **recruits**⁹ who are adaptable, motivated and honest. It is people with those **traits**¹⁰ who will be really useful as the transformation **gathers pace**¹¹.

Job Hopping¹²

Thirdly, all the indications suggest that there will be fewer and fewer **long-term**¹³ jobs. The world seems to be moving towards an Anglo-style job market in which people change their jobs **on average**¹⁴ every year or two; 91% of young Britons expect to stay in their current jobs for less than three years. That means interviewing



What's in store?

Photo by Marina Carres

for jobs more often. **Indeed**¹⁵, many of us will be in a semi-permanent job search. That may sound to you like a **day labourer's**¹⁶ existence but ask well-connected Anglos and they will be able to cite many examples of compatriots who work short-term contracts for good salaries.

Finally, the job market is becoming increasingly international. Languages are **key**¹⁷ to competing in the new job market - as you already know. However, the idea of **upping roots**¹⁸ is much less traumatic if it is for a six-month contract than if your mentality expects a job for life.

¹**will end up doing jobs** - will do jobs in the end

²**to understate the case** - downplay the situation (opposite of 'exaggerate')

³**to thrive** - prosper, be successful

⁴**Why You? [Penguin, 2014]. Reed is chairman of Reed Recruitment, the biggest online job site in Europe**

⁵**for one thing** - to start with

⁶**degree** - academic qualification

⁷**just** - (in this case) simply

⁸**to count for less** - be of less value

⁹**recruit** - new employee

¹⁰**trait** - characteristic

¹¹**to gather pace** - accelerate

¹²**job hopping** - changing jobs frequently

¹³**long-term** - (in this case) that last for many years

¹⁴**on average** - typically

¹⁵**indeed** - (emphatic) in fact

¹⁶**day labourer** - worker with no special abilities who is employed from one day to the next

¹⁷**key** (adj.) - essential, crucial

¹⁸**upping roots** - moving, emigrating

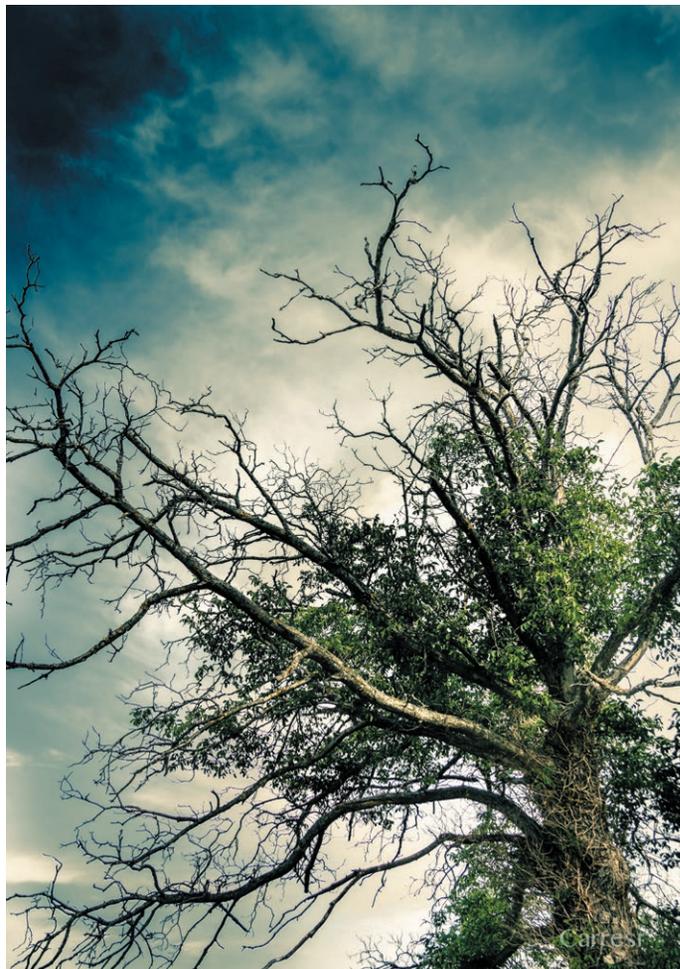
Where Do Jobs Come From?

To understand the labour market you have to know where jobs come from. They don't **grow on trees**¹. Companies only **hire**² new employees **when it hurts**^{3,4}. If somebody leaves the company, the manager will try to **get by**⁵ without that employee. If business is expanding, the firm's first choice is to **get by**⁵ on **overtime**⁶. Hiring only happens when the company can't **handle**⁷ the **workload**⁸ over an extended period of time and quality is **slipping**⁹ as a result. In other words firms hire because there is a problem that they cannot solve internally or by buying some new software. Hiring people is expensive and the process is arduous and time-consuming; **indeed**¹⁰, in the short-term it is counterproductive **since**¹¹ it takes managers away from producing. Employing people is a last resort for companies.

Please note, this is a description of business reality; we're not saying it is a good situation. To start with, it explains why unemployment often **remains**¹² high even as economic growth **picks up**¹³.

An Exercise in Empathy

It is crucial that you **bear in mind**¹⁴ this exercise in empathy as you approach the job market. Only by putting yourself in a potential employer's shoes can you project the **persona**¹⁵ necessary to get the job. A job interview is not about why you would be really happy doing the job



Jobs don't grow on trees.

Photo by Sara L. Carresi

you are **applying for**¹⁶; it's about why you are the person who can solve the problem that has created the **opening**¹⁷. Enthusiasm is good but the real question for the **hiring firm**¹⁸ is, "Will this candidate solve our problem?" In order to answer in the affirmative you need to identify what the problem is. Discovering this and then connecting your **skill set**¹⁹ to the resolution of the problem is nine-tenths of the battle.

¹**to grow on trees** (grow-grew-grown) - appear spontaneously

²**to hire** - employ

³**when it hurts** - when there is pain/suffering

⁴**to paraphrase Fried and Hansson's ReWork (2010)**

⁵**to get by** (get-got-got) - survive, cope

⁶**overtime** - employees working extra hours

⁷**to handle** - manage, deal with

⁸**workload** - quantity of work

⁹**to slip** - (in this case) suffer, decline

¹⁰**indeed** - (emphatic) in fact

¹¹**since** - (in this case) given that, as

¹²**to remain** - stay, continue to be

¹³**to pick up** - start to increase again

¹⁴**to bear in mind** (bear-bore-borne) - take into consideration, remember

¹⁵**persona** - (false friend) image, identity

¹⁶**to apply for** - solicit, present oneself as a candidate for

¹⁷**opening** - vacancy, job opportunity

¹⁸**hiring firm** - company that wants to employ sb.

¹⁹**skill set** - combination of abilities

I Haven't Got Time to Search for a Job

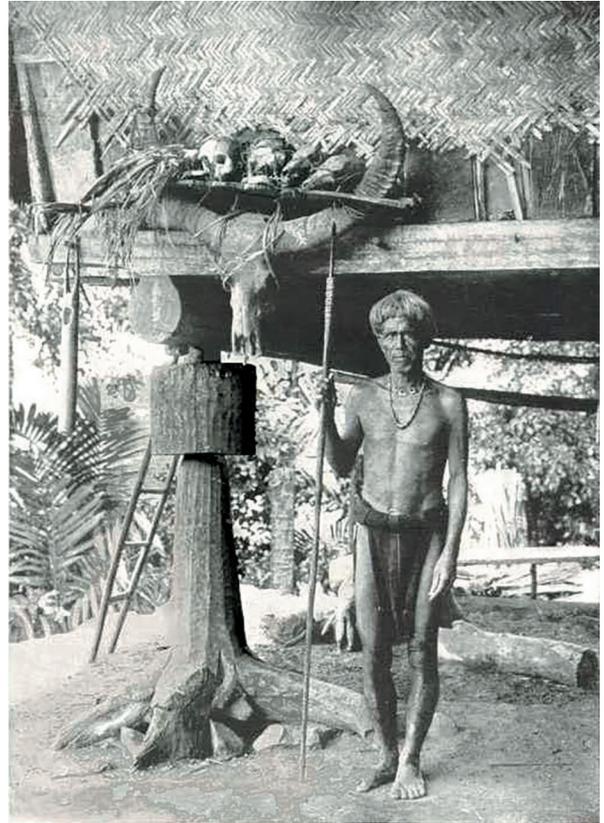
Many people **get stuck**¹ in a job because they are too busy with work and family responsibilities to find a better post. These days there is little excuse for this.

LinkedIn

Raising² your professional profile by joining LinkedIn is a **tiny**³ effort and begins to **put you in the loop**⁴. Many of your friends and contacts probably don't know your work history and your **skill set**⁵, so even if they hear about your ideal job they may not associate it with you. Once you are involved in the **recruitment**⁶ process, a LinkedIn account will help you to project an image of being **up-to-date**⁷, too.

Recruitment⁶ Agencies

Recruitment agencies make their money by offering appropriate candidates to companies. If the company **eventually**⁸ employs a candidate suggested by the recruitment agency, the agency is paid a **finder's fee**⁹ by the company. The **employee**¹⁰ pays nothing. A good recruitment agency will interview you themselves to get a better idea of who you are. They need to **find out**¹¹ what you are looking for and your **skill set**⁵. After that, they **take the slog**¹² **out of**¹³ searching for a job. They will simply contact you when a **suitable**¹⁴ job **comes up**¹⁵.



In need of a head-hunter?

Photo by Dean C Worcester

You do the interviews but not the **trawling for**¹⁶ jobs. Moreover, in one sense you go to the interview recommended by someone.

It should be easy to find recruitment agencies operating in your area. Don't just **sign up to**¹⁷ the first you find. Look for **feedback**¹⁸ from their clients. The right **fit**¹⁹ with a recruitment agency is almost as important as the right fit in a new job.

As short-term **skilled**²⁰ employment becomes more common (see p. 14), working through a recruitment agency or a **headhunter**²¹ will become more and more convenient.

¹**to get stuck** (get-got-got) - become trapped, stay

²**to raise sth.** - increase sth., augment sth.

³**tiny** /'taini/ - minute, very small

⁴**to put sb. in the loop** (put-put-put) - (in this case) incorporate sb. so that s/he knows about what jobs are on offer

⁵**skill set** - combination of abilities

⁶**recruitment** - employment, hiring

⁷**up-to-date** - ultra-modern, conscious of the latest technology

⁸**eventually** - (false friend) in the end

⁹**finder's fee** - sum of money for finding sth./sb. for sb.

¹⁰**employee** - sb. who is employed

¹¹**to find out** (find-found-found) - determine, discover

¹²**slog** - hard work

¹³**to take A out of B** (take-took-taken) - eliminate A from B

¹⁴**suitable** - appropriate

¹⁵**to come up** (come-came-come) - appear, emerge

¹⁶**to trawl for** - search extensively for, make an arduous effort to find

¹⁷**to sign up to** - register with

¹⁸**feedback** - opinions, reactions

¹⁹**fit** - match, compatibility, affinity

²⁰**skilled** - specialized

²¹**headhunter** - (in this case) recruiter for high-paid jobs

The Fit¹

What are interviews for?

According to economist Stephen Dubner, co-author of *Freakonomics*, the key factor that determines employees' productivity is not their salary but **whether**² their boss and their co-workers are **jerks**³. Formulated another way, the most important question a job interviewer should be asking is, "Will this person **fit in**⁴ with the people he or she will have to work with?" This is not an **idle**⁵ question for the interviewer. A bad **hire**⁶ can be **acutely**⁷ embarrassing to the interviewer's reputation as a manager. Someone who consistently **hires**⁸ candidates who are not profitable for the company **risks**⁹ losing his or her job. The conclusion from all of this is that you as **interviewee**¹⁰ have to convince the interviewer that you are the **safe**¹¹ choice for the job; the person who will **fit in**⁴. That usually means transmitting an aura of **confidence**¹² and **quiet**¹³ good humour. Remember, an interview is not about **finding out**¹⁴ **whether**² you are qualified for the job. If you weren't qualified to fill the position, you wouldn't have been **called to interview**¹⁵.

In the Interviewer's Shoes

Interviewers are not a superhuman race, usually they are **rather**¹⁶ simple people. They are judging your **behaviour**¹⁷ in this high-stress context **against**¹⁸ what the company needs in the post. That's why there is all the **nonsense**¹⁹ about team-players, punctuality and firm



Why are you a good fit for the company?

Photo by Charles Hamm

handshakes²⁰. They need someone who will **fit in**⁴, be on time and exude **confidence**¹².

If you show that you have prepared for the interview this suggests that you will prepare for important meetings. Two documents you know that the interviewer will have in front of him or her are your CV and your **covering letter**²¹, so bring copies of both or you will be at a disadvantage. Preparation is also knowing the interviewer's name and how it is pronounced and having as much information about the company and the job as possible.

Questions about the Fit¹

The interviewer could ask the following question about the **fit**¹:

» Why are you a good fit for the company?

¹**fit** - match, compatibility, affinity

²**whether** - (*in this case*) if

³**jerk** - insufferable person

⁴**to fit in** - be compatible, assimilate

⁵**idle** /'aidəl/ - (*in this case*) frivolous, trivial

⁶**hire** - act of employing sb.

⁷**acutely** - very

⁸**to hire** - take on, employ

⁹**to risk** - be in danger of

¹⁰**interviewee** - sb. who is being interviewed

¹¹**safe** - (*in this case*) risk-free, (*opposite of* 'risky')

¹²**confidence** - self-assurance, belief in oneself

¹³**quiet** /'kwaɪət/ - (*false friend*)

calm, tranquil

¹⁴**to find out** (find-found-found) - discover, determine

¹⁵**to call sb. to interview** - invite sb. to be interviewed

¹⁶**rather** - somewhat, surprisingly

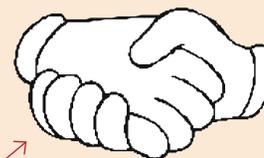
¹⁷**behaviour** (UK English) - behavior (US English), conduct

¹⁸**against** - in comparison with

¹⁹**nonsense** - (*in this case*) baloney, exaggeration

²⁰**handshake** - act of taking another person's hand in yours as a gesture of respect

²¹**covering letter** (UK English) - cover letter (US English), introductory letter



Know Yourself, Be Yourself

The best person you can be in the interview is yourself.¹

Since the Ancient Greeks there has been the idea that an important part of oneself's function in life is to **find out**² who one really is: "know **thyself**"³. Having a realistic idea of who you really are is a sign of maturity. People who know who they are, and are comfortable with who they are, are easy to work with and tolerant of others. If you **put on a performance**⁴ in a job interview, this suggests that you don't believe that who you really are is capable of getting the job. Good interviewers can **spot**⁵ a performance. As Robert Ashton⁶ comments, "It's

actually⁷ very difficult to deviate too far from the truth without the other person **spotting**⁵ it". Evidently, the message that you don't believe in your own personality is a very bad one to transmit. The same goes for **canned**⁸ answers. If an interviewer hears the 'right' answer, learned **verbatim**⁹ from a 'how to **ace**¹⁰ interviews' manual, at best you won't **stand out**¹¹. **Firms**¹² want to **hire**¹³ adults who are open and sincere, not yes-men, chameleons or **mimics**¹⁴.

The error that most people make is to think that a job interview is primarily about one's work history. If you get to the interview, the **recruiters**¹⁵ have decided that your **skills**¹⁶ and experience are sufficient to do the job. The interview is primarily about your personality. "Who are you?". Expressed in numbers: 96% of employers say they value **mindset**¹⁷ over **skills**¹⁶.

The more objective and realistic you can be, the more mature and employable you will appear.⁶



A bit of introspection

Photo by Irene Sanz

Throughout¹⁸ this dossier we will be **encouraging**¹⁹ you to think about yourself. Specifically, we will ask you to remember illustrative anecdotes from your professional life and to register them (in your brain or on paper), so that they are easy for you to **recall**²⁰ during an interview. Our education systems mostly teach us to be **outwardly**²¹ focused, not analysing our own **behaviour**²², so spending time on this may be an effort. However, **self-awareness**²³ in life is as valuable as it is in work, so it's quite a useful skill even if you never have another job interview. Being adaptable, sincere and determined are essential for **success**²⁴ in life, not just job interviews.

¹ **James Reed, chairman of Reed Recruitment**

² **to find out** (find-found-found) - discover

³ **thyself** - (archaic/poetic) yourself

⁴ **to put on a performance** (put-put-put) - act, simulate

⁵ **to spot** - identify

⁶ **Robert Ashton is a social entrepreneur and author of Sales! How to Sell Yourself and Your Ideas, And Succeed at Work (2014)**

⁷ **actually** - (false friend) in fact

⁸ **canned** - (in this case) artificial, suggested by someone else

⁹ **verbatim** /vəˈbeɪtɪm/ - word for word

¹⁰ **to ace sth.** - (US English) triumph at sth.

¹¹ **to stand out** (stand-stood-stood) - be distinctive, be conspicuous

¹² **firm** - company

¹³ **to hire** - employ

¹⁴ **mimic** - imitator

¹⁵ **recruiter** - selector

¹⁶ **skill** - talent, ability

¹⁷ **mindset** - attitude

¹⁸ **throughout** - in every part of

¹⁹ **to encourage** - urge

²⁰ **to recall** - remember

²¹ **outwardly** - away from ourselves, externally

²² **behaviour** (UK English) - behavior (US English) conduct

²³ **self-awareness** - conscious knowledge of one's character, feelings, motives, and desires

²⁴ **success** - (false friend) positive results, triumph

The Skills Audit¹

What have you got to offer?

She's "weatherproof"

Photo by Eva Rinaldi



You will be a **successful² interviewee³** if you can transmit to a **stranger⁴** what you have to offer in a way that makes you seem like a person it would be pleasant to work with. You need to make a list of what you have to offer and illustrate it. Don't confuse **skills⁵** with qualifications and job titles. You should focus on the problem the **recruiting company⁶** needs to solve. The focus should be on what you have learned in your studies and your work experience that is applicable in the context of the new job. If you are unclear what skills are needed for a specific post, visit O*Net (www.onetonline.org) to get a better idea.

Illustrating Skills

Anyone can say they have good communication **skills⁵**, they pay attention to detail or they are self-starters. The important thing is to **prove⁷** it. Some **skills⁵** can be **backed up with⁸** quantifiable data (e.g. sales **figures⁹**) and you should give this where possible. However, many **skills⁵** are unquantifiable and you need an anecdote to illustrate

these intangible **assets¹⁰**. Once you have your anecdotes, don't feel that they can only be used to answer very specific questions. An anecdote about you adapting to new technology **can answer¹¹** "Tell me about a big change you have had to **deal with¹²**", "How do you deal with change?" or even "Why do you feel qualified to do this job?"

Your **skill set¹³** with its illustrating series of anecdotes can be **tailored¹⁴** to answer, "What are your greatest **strengths¹⁵**?"

Be Thorough¹⁶

Make sure you have **worked out¹⁷** all the advantages you offer. **For instance¹⁸**, if you live round the corner from the office you are effectively 'weatherproof' - you won't be late for or miss work in adverse meteorological conditions. You will also be more **committed¹⁹** to the company; a **lengthy²⁰ commute²¹** is one of the **main²²** reasons people **quit²³**. Such things may seem marginal to you, but they may be high on a manager's **agenda²⁴** if he or she has recently had a bad experience.

¹**skills audit** - systematic evaluation of the abilities one has

²**successful** - effective, triumphant

³**interviewee** - sb. who is being interviewed

⁴**stranger** - (false friend) sb. one does not know

⁵**skill** - talent, ability

⁶**recruiting company** - company that plans to employ sb.

⁷**to prove** (prove-proved-proven) - demonstrate

⁸**to back sth. up with** - demonstrate sth. with, support sth. using

⁹**figures** - numbers, statistics

¹⁰**asset** - strength, advantage, attribute

¹¹**can answer** - (in this case) can be used to answer

¹²**to deal with** (deal-dealt-dealt) - handle, manage, cope with

¹³**skill set** - combination of abilities

¹⁴**to tailor** - adapt

¹⁵**strength** - attribute, talent

¹⁶**thorough** - meticulous, exhaustive

¹⁷**to work out** - determine, (in this case) list

¹⁸**for instance** - for example

¹⁹**committed** - devoted, loyal

²⁰**lengthy** - excessively long

²¹**commute** (n.) - journey to work

²²**main** - principal, primary

²³**to quit** - leave one's job, resign

²⁴**agenda** - (false friend) list of priorities

What Is Your CV For?

We are told that **selectors**¹ on average² give a **résumé**³ six seconds to **grab** their **attention**⁴. That should give you some idea of the importance of clarity and readability.

The Purpose of a Résumé³

What is your CV? Yes, of course it is a presentation of the qualifications and experience that you feel qualify you to do the job in question. However, perhaps more importantly, it is a sample of your ability to produce documents to what you consider perfection. This is why spelling mistakes, grammar errors and **clunky**⁵ syntax can lose you the opportunity to get an interview. Of course, it is not existentially important **whether**⁶ you spell the word 'résumé'³, 'resumé' or 'resume' but it is a reflection on your attention to detail. **Claiming**⁷ that you have 'excellent communications **skills**⁸ and then demonstrating on your CV that you patently don't is a contradiction few **selectors**¹ will forgive.

Employment & Unemployment

As a **rule of thumb**⁹ your résumé should be one or two pages long depending on the **length**¹⁰ of your **career**¹¹. If you have periods of unemployment, be ready to explain **why** in a positive way. If you have periods of employment you are less proud of, don't present them as intervals when you weren't working, **just**¹² **summarize**¹³ them as much as possible and focus on your **stand-out**¹⁴ **posts**¹⁵. Remember these will vary according to the job



If you have periods of employment you are less proud of...

Photo by Toshihiro Oimatsu



Camouflage long periods of unemployment

Photo by Kenneth Allen

you **are applying for**¹⁶, so be ready to adapt your CV every time you **apply for**¹⁶ a job.

Above all¹⁷, camouflage long periods of unemployment. One study out of¹⁸ **Northeastern University** in the States found that managers would **rather**¹⁹ **hire**²⁰ somebody with no relevant experience than someone who

had been out of work for more than six months. So, if you find that you are unemployed for any length of time, get on some sort of training course so you have something to put on your CV.

¹**selector** - recruiter, hiring manager

²**on average** - typically

³**résumé** - CV, curriculum vitae

⁴**to grab sb's attention** - make an impression on sb., attract sb's attention

⁵**clunky** - inelegant

⁶**whether** - 'if' (but 'if' cannot be used before 'or')

⁷**to claim** - say, state, declare

⁸**skill** - ability, talent

⁹**rule of thumb** - practical guide

¹⁰**length** - duration

¹¹**career** - (false friend) professional trajectory

¹²**just** - simply

¹³**to summarize** - synopsise

¹⁴**stand-out** - prominent, obviously relevant

¹⁵**post** - job

¹⁶**to apply for** - solicit, try to get

¹⁷**above all** - most importantly

¹⁸**out of** - (in this case) from, undertaken by

¹⁹**would rather** - would prefer to

²⁰**to hire** - employ, offer a job to

Your CV Checklist

Your CV has literally seconds to escape the **reject pile**¹. The process of **weeding out**² the **definitely nots**³ from the 'maybes' takes place at speed and often at the end of the working day when the selector is tired. It is therefore crucial that it makes the right impression quickly. To do this it should be adapted to the specific job you are **applying for**⁴.

The Checklist⁵

- » The title of the CV should be your name not 'Curriculum Vitae' or 'Résumé'.
- » Consider starting the CV with your unique selling proposition (in a single sentence).
- *I am a bilingual accountant with several years' experience in the biochemical sector.*
- » Make sure it is easy to read (short sentences, font 12).
Avoid⁶ clichés and **buzzwords**⁷.
- » Include your social-media **hyperlinks**⁸. Make sure your email address sounds professional (~~hotboyhotmail.com~~).
- » As the years **go by**⁹, your **education**¹⁰ should occupy a smaller and smaller part of your CV.
- » List all jobs but give more detail about the most relevant ones.
- » List the relevant **'soft skills'**¹¹ you acquired in the **highlighted jobs**¹².



Ask a literate friend to check your CV again.

Photo by коворкинг-пространство Зона действия

- » **Mirror**¹³ some of the expressions in the **job spec**¹⁴ so that the person filtering the CVs sees the connection easily.
- » Use the spellcheck to review your spelling and grammar. Then do it yourself. Then ask a **literate friend**¹⁵ to check it again. If it's in English, ask a literate Anglo to check it.
- » If you are **applying for**⁴ several different jobs, check that you are enclosing/attaching the right version of your CV (and covering letter).

No Consensus on Photos

There is no general consensus about **whether**¹⁶ you should illustrate your CV with a photo or not. In the end you have to decide **whether**¹⁶ in the **sort**¹⁷ of job you are **applying for**⁴ this will seem unprofessional or, on the other hand, if **looks**¹⁸ are important. If you **do include**¹⁹ a photo, choose it well so that it confirms the image you are projecting in the CV and covering letter and make sure you are smiling.

¹**reject pile** - group of CVs that are not accepted for the interviewing process

²**to weed out** - filter out, eliminate

³**definitely nots** - CVs in the reject pile¹

⁴**to apply for** - solicit

⁵**checklist** - list of things to be considered

⁶**avoid** - (in this case) don't use

⁷**buzzword** - fashionable piece of jargon (= specialist vocabulary)

⁸**hyperlink** - electronic connection to another document or webpage

⁹**to go by** (go-went-gone) - pass

¹⁰**education** - (in this case) academic qualifications

¹¹**soft skills** - intangible abilities (e.g. problem-solving, creativity, tenacity, organization and attention to detail)

¹²**highlighted jobs** - (in this case) jobs that you have chosen to emphasize

¹³**to mirror** - imitate, copy

¹⁴**job spec** - job specification, detailed description of a job and the qualifications needed

to do it (as given by the company)

¹⁵**literate friend** - friend who can read and write well

¹⁶**whether** - 'if' (but 'if' cannot be used before 'or')

¹⁷**sort** - type, kind

¹⁸**looks** - appearance

¹⁹**do include** - (emphatic) include



The Case for Cover Letters

Résumés are Ridiculous

According to David Heinemeier Hansson¹, “Résumés² are ridiculous”. “They list job titles and responsibilities that are vaguely **accurate**³ at best. And there’s no way of verifying most of what’s on there. CVs are full of exaggerations and **straitjacketed**⁴ qualifications. Job titles are gratuitously hyperbolic. 20% of job seekers admit that they are prepared to lie on their CVs. And being successful in business **has little to do with**⁵ having done well in the classroom. Hansson recommends ignoring the résumé **and instead**⁶ hiring⁷ good writers. “Being a good writer is about more than writing. Clear writing is a sign of clear thinking. Great writers know how to communicate. They make things easy to understand. They can put themselves in someone else’s shoes. They know what to omit. And these are qualities you want in any candidate.” Fortunately, **recruiters**⁸ have a ready example of a candidate’s writing **skills**⁹: his or her **covering letter**¹⁰. Hansson recommends ignoring the résumé and focusing on the covering letter. If it is well-written, you have a candidate **worth interviewing**¹¹. Expressed another way, when recruiters receive CVs and cover letters they are as interested in **weeding out**¹² as **shortlisting**¹³ for interviews; a grammar mistake or a **clunky**¹⁴ syntax can be an easy excuse for eliminating you from the pile. Of course, having a ‘**tame**¹⁵ literate Anglo who can **proofread**¹⁶ your **covering letters**¹⁰ and return them **promptly**¹⁷ is a great **asset**¹⁸.”

Of course, not all recruiters think like Hansson but **it’s worth taking** his ideas **into account**¹⁹ and putting **due**²⁰ effort into your cover letter. Show that you have read and



A fifth of job seekers are prepared to lie on their CVs.

Photo by Agence de Presse Meurisse

understood the job description. Show how you **match**²¹ the requirements, and show that you can write clearly and intelligently.

Readability

Your cover letter should be easy-to-read (font size 12, short sentences). **Avoid**²² using clichés, such as “passionate about marketing”. **Instead**²³, demonstrate those characteristics by giving examples from your current and/or previous jobs. Repeat terms from the **job spec**²⁴ so that the **fit**²⁵ is transparent.

¹author of *ReWork: Change the Way You Work Forever* (2010)

²résumé /'resu:mei/ - curriculum vitae (CV)

³accurate - precise, exact

⁴straitjacketed - restrictive

⁵to have little to do with - be only marginally related to

⁶and instead - but rather, and by contrast

⁷to hire - employ

⁸recruiter - selector, sb. in charge of a job-interview process

⁹skill - ability, talent

¹⁰covering letter (UK English) - cover letter (US English), introductory letter that accompanies a CV

¹¹worth interviewing - you should interview

¹²to weed sb. out - eliminate a candidate

¹³to shortlist - select the most interesting candidates

¹⁴clunky - inelegant

¹⁵tame - (in this case) friendly

¹⁶to proofread - check

¹⁷promptly - quickly

¹⁸asset - advantage

¹⁹it's worth taking sth. into account - you should consider sth.

²⁰due - appropriate

²¹to match - correspond to

²²to avoid - try not to use

²³instead - by contrast

²⁴job spec - job specification, detailed description of the job and the requirements for candidates

²⁵fit (n.) - match, compatibility, affinity

Customize¹ Your Covering Letter

A cover letter should explain why you want to work for the company and why you think you are the solution to their problem. **Grab**² the selector's attention by writing a first sentence that **stands out**³.

Your cover letter should be proactive addressing any potential **red flags**⁴. If you don't live near the company, express your **willingness**⁵ to move at your own expense, for example. Remember to include your contact details on every page.

It is essential to adapt your covering letter to the post in question. That probably means starting a new one **from scratch**⁶ each time. A generic covering letter suggests little interest in the post. The covering letter can be conceived as a bridge between the résumé and the job. Its role should be to help the selector understand why your skills as reflected on your CV make you right for the job. The two documents should **work**⁷ together.



Gaining telephone intel.

Don't Be Spam

You know how irritating it is when you get spam? It's a negation of your individuality; some company that sees you as just another undifferentiated customer. Well, that is exactly the effect of a covering letter that begins **'To whom it may concern'**⁸ or 'Dear sir/madam'. 'Dear sirs' is even worse - suggesting that you have the gender-sensitivity of a character from *Mad Men*. With the internet you can do better than that. Even if you write to the boss of **Human Resources**⁹ who is not in fact the subordinate

in charge of the initial selection process it's better than the generic options. It shows you've done a bit of research.

Information mining¹⁰ on the company webpage should get you the name of the relevant person. **Look out for**¹¹ **'hiring manager'**¹², 'recruiting manager' and **'HR'**⁹ manager'. If you can't identify the right person in the selection process, you could always direct your application to the head of department you will be working for. If you have more than one name and are unsure who to write to, you can always write to several people but don't **go overboard**¹³; half a dozen letters to the same company for the same job might suggest you have **OCD**¹⁴.

Telephone Intel

If you can't get the information about names from the webpage, why not ring the company? There is no need to be **devious**¹⁵ about it. **Just**¹⁶ say that you are **applying for**¹⁷ the job and need to know who's

in charge of the selection process for your application. This shouldn't be 'secret' information and even if the person concerned **finds out**¹⁸ that you rang, she or he should be impressed at your initiative.

¹**to customize sth.** - adapt sth. so that it is appropriate for a specific situation

²**to grab** - seize, capture

³**to stand out** (stand-stood-stood) - be distinctive

⁴**red flag** - problem, worrying aspect

⁵**willingness** - readiness, preparedness

⁶**from scratch** - from the beginning (without using a previous model)

⁷**to work** - (in this case) function

⁸**to whom it may concern** - standard opening of a letter to an organization when you don't know the name of the person who will receive it

⁹**Human Resources (HR)** - the department in charge of employing and training employees

¹⁰**information mining** - extracting information

¹¹**to look out for** - be vigilant for

¹²**hiring manager** - person responsible for the process of employing new staff

¹³**to go overboard** (go-went-gone) - act in an excessive or extreme way

¹⁴**OCD** - obsessive-compulsive disorder

¹⁵**devious** - covert, furtive

¹⁶**just** - (in this case) simply

¹⁷**to apply for** - solicit

¹⁸**to find out** (find-found-found) - discover, hear

Social Media in Action

50% of British companies admit to investigating candidates on social media before job interviews. The real **figure**¹ is probably higher.



Photo by Tobias M. Eckrich

Being a Twit² on Twitter

We've all heard stories about people losing their jobs because of idiocy in social media. Despite this, it is surprising how few people check their **privacy settings**³ on Facebook or **erase**⁴ controversial Tweets before actively searching for a job.

Social media could lose you your ideal job but it can also save you from walking into a job that you may be desperate to leave two months later.

The Plus Side

More importantly, social media is also a **tool**⁵ for you to use to **find out**⁶ more about the company you are **applying to**⁷ and even about the person who will be interviewing you.

Linking In

LinkedIn can be used to find current and **former**⁸ employees of the company who may be happy to offer **feedback**⁹ on the **firm**¹⁰ or on an individual's management style. You can also find anonymous comments at www.glassdoor.com.

Use LinkedIn to see if you have any common contacts. If you do, **encourage**¹¹ them to **put in a good word for**¹² you, at very least this will show that you are good at

networking. Consider inviting an interviewer to connect on LinkedIn. Don't do this on Facebook; that would cross the line between enthusiasm and **stalking**¹³!

Twitter

Follow the company boss and/or interviewer on Twitter **if they have accounts**¹⁴. This will generate a message that you are now following the person, which means that she or he will see your name in a positive context. You could even comment on their Tweets, but do so **sparingly**¹⁵.

The Company Webpage

You should be able to determine the company's 'personality' from their webpage, especially from their **mission statement**¹⁶. What does the company believe makes them **stand out**¹⁷?

Google

In the days immediately before the interview **google**¹⁸ the company to see if there is any **breaking news**¹⁹ relating to it. This will show a real interest in the job. Be careful how you **broach**²⁰ negative publicity about the **firm**¹⁰; it might be a **touchy subject**²¹.

¹**figure** - number, statistic

²**twit** - idiot, imbecile

³**privacy setting** - level of openness at which a social-media site has been adjusted to operate

⁴**to erase** - eliminate

⁵**tool** - instrument

⁶**to find out** (find-found-found) - discover

⁷**to apply to** - solicit a job from

⁸**former** - ex-

⁹**feedback** - opinions

¹⁰**firm** (n.) - company

¹¹**to encourage** - urge, (in this case) ask

¹²**to put in a good word for sb.** (put-put-put) - say sth. positive about sb.

¹³**stalking** - follow sb. in a menacing way

¹⁴**if they have accounts** - (in this case) if they are active on Twitter

¹⁵**sparingly** - with moderation

¹⁶**mission statement** - formal declaration of objectives and values

¹⁷**to stand out** (stand-stood-stood) - be distinctive

¹⁸**to google sth.** - try to find information about sth. on Google

¹⁹**breaking news** - (emphatic) news

²⁰**to broach** - mention

²¹**touchy subject** - contentious question

First Impressions

One of the clichés of interview **advice**¹ is that first impressions are all-important; the interviewer has decided to consider you or not **within**² the first six milliseconds of **laying eyes on**³ you, etc. More realistically, Nick Keeley, **careers advisor**⁴ at **Newcastle University** says that “three-quarters of interviewees are failed within three minutes of entering the room”. Even this is probably an exaggeration. However, the first impression can be a bad start which it may be difficult to **bounce back**⁵ from. An acceptable first impression is easy: when the interviewer appears, stand up, look him or her in the eye, smile and say your name. Not so difficult? Well, you won't be ready to do that if you are playing Candy Crush, talking on the phone or sending a Whatsup. Your standing-up can become a Mr Bean moment if you have **stuff**⁶ (a **folder**⁷ full of **loose**⁸ pages) on **your lap**⁹. Your name will be eternally **linked to**¹⁰ **gum**¹¹ if you have chewing gum in your mouth when you say it.

Vernon Hill, **chairman**²¹ of Metro Bank, never hires anyone who doesn't smile in the first 30 seconds. “It's **harder**²² to teach someone to smile than to teach them **banking skills**²³”, he explains.



Photo by Valeriy Osipov

Smokers may have to smoke a cigarette before an interview to calm their nerves, but if you do, try to leave a short time so you are not breathing smoke at your interviewer. Ideally, you should use **gum**¹¹ or **breath-freshener**¹² to mitigate the **stench**¹³ of tobacco.

Clothing

The **rule of thumb**¹⁴ is to dress a little more formally than people do in the company on a normal work day. If you do a **dummy run**¹⁵ to the interview location, take the opportunity to see what employees there wear to work.

Make sure that what you choose to wear looks good both sitting down and standing up.

Your Last Stop

Leave time before the interview to go to the bathroom. Apart from **using the facilities**¹⁶ you should check your appearance (including nose and teeth) one last time. If you have had a cigarette or a coffee, you might even consider cleaning your teeth. Ensure that your **breath**¹⁷ is pleasant and your hands are warm, clean and dry. **Damp**¹⁸, **sticky**¹⁹ or cold hands have failed **many a good candidate**²⁰.

¹**advice** - recommendations

²**within** - (in this case) in

³**to lay eyes on** (lay-laid-laid) - see for the first time

⁴**careers advisor** - sb. who gives recommendations about professional trajectories

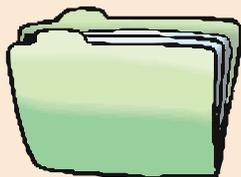
⁵**to bounce back** - recover

⁶**stuff** - (colloquial) things, objects

⁷**folder** - document holder, portfolio

⁸**loose** - unattached, not attached together

⁹**your lap** - the flat area formed by your upper legs when you are sitting



¹⁰**to be linked to** - be associated with

¹¹**(chewing) gum** - a flavoured substance for masticating (typically made from chicle)

¹²**breath-freshener** - a substance that combats halitosis

¹³**stench** - stink, smell, malodour

¹⁴**rule of thumb** /θʌm/ - general practical rule

¹⁵**dummy run** - practice trip

¹⁶**to use the facilities** - (euphemistic) urinate and/or defecate

¹⁷**breath** - exhalation

¹⁸**damp** - unpleasantly humid

¹⁹**sticky** - like adhesive

²⁰**many a good candidate** - a lot of good candidates

²¹**chairman** - president

²²**harder** - (in this case) more difficult

²³**banking skills** - specialist knowledge for working in a bank

Tell Your Story

As you go through an application process you are competing with hundreds, then dozens, then several individuals, all of whom are 'passionate about marketing', 'focused on **the bottom line**¹, who describe themselves as 'self-motivating' 'team-players'. How can you **cut through**² the **bullshit**³ of interview clichés?

Being Authentic

The obvious answer is to be authentic; to treat the selectors like real human beings and show that you are one, too. One of the most popular ways of doing this is to tell a story - your story. To do this you need to view your CV, your **covering letter**⁴ and your interview as all part of a coherent narrative **tailored**⁵ to the **job spec**⁶. Like the



Tell them how you did it your way.

Photo by Columbia Pictures Corp.

¹**the bottom line** - making a profit

²**to cut through** (cut-cut-cut) - avoid, circumvent

³**bullshit** - (in this case) empty hyperbole

⁴**covering letter** (UK English) - cover letter (US English), introductory correspondence

⁵**tailored** - adapted

⁶**job spec** - job specification, detailed description of the

abilities and qualifications required for a job (as defined by the company)

⁷**character arc** - personal transformation of each of the *dramatis personae*

⁸**to curve towards** - converge on

⁹**opening** - vacancy, work opportunity

¹⁰**skill** - ability, talent

¹¹**setback** - difficulty, reverse



Don't be a chameleon.

Photo by Airwolfhound (Hertfordshire, UK)

character arc⁷ in a TV series or a novel, your narrative **curves towards**⁸ the **opening**⁹ in question. This does not mean only mentioning positive experiences and **skills**¹⁰ relevant to the post. It means recounting your triumphs and **setbacks**¹¹, **successes**¹² and failures and how these things helped you to grow and mature. The lessons of failure are more useful than the laurels of victory. Present yourself as an individual who **strives**¹³ to understand the world you live in as you experience it. Moreover, be that person because it will **allow**¹⁴ you to present a professional **persona**¹⁵. The candidates who analyse themselves as the protagonists of their lives in a positive, realistic way are always going to be valued **more highly**¹⁶ than the chameleon who only **aims to**¹⁷ be what the selector wants and say what the selector wants to hear. The authentic candidate is refreshing for selectors **weary of**¹⁸ cloned **interviewees**¹⁹ who **spout**²⁰ **canned**²¹ answers and will be the one the **hiring**²² team remember.

Tell your story - selecting from your most relevant professional anecdotes - **in answer to**²³:

» Tell me about yourself.

» Tell me a story.

¹²**success** - (false friend) triumph, victory

¹³**to strive** (strive-strove-striven) - make an effort

¹⁴**to allow** - permit, enable

¹⁵**persona** - (false friend) image, identity

¹⁶**more highly** - more, to a greater degree

¹⁷**to aim to** - try to

¹⁸**to be weary of** - be exhausted by

¹⁹**interviewee** - candidate for a job who is being interviewed

²⁰**to spout** - say without thinking

²¹**canned** - (in this case) suggested by somebody else, artificial

²²**hiring** - (in this case) interviewing, selecting, recruiting

²³**in answer to** - (in this case) when you answer the following requests by the interviewer

Anecdotes

As we have said, you should be able to illustrate each element in your **skill set**¹ with an anecdote. On this page we offer you a check-list of key competencies with typical questions associated with them. You need to remember an anecdote that illustrates how you **possess**² each of these **skills**³.

Adaptability:

- » How do you **cope with**⁴ change?
- » Can you **think on your feet**⁵?

Assertiveness⁶:

- » What's your management style?

Creativity: "Creativity... is now a **must-have**⁷ attribute in every industry."⁸

- » Are you creative?

Determination/resilience:

- » What has been the biggest **setback**⁹ in your career?

Integrity:

- » Where does your boss think you are right now?
- » Is it OK to lie in the interests of the company?¹⁰
- » Tell me about a time when you **stood up for**¹¹ what was right?

Level-headedness¹²:

- » How do you **cope with**⁴ stress and failure?
- » When were you last angry and why?

Organization:

- » Tell me about a time you missed a **deadline**¹³.

¹**skill set** - combination of abilities

²**to possess** - have

³**skill** - ability, talent

⁴**to cope with** - tackle, handle, manage

⁵**to think on one's feet** (think-thought-thought) - improvise

⁶**assertiveness** - being positive and decisive without aggression in a way that earns respect

⁷**must-have** (adj.) - essential

⁸**James Reed, author of Why You? (2015)**

⁹**setback** - reverse of fortune

¹⁰**if you are asked this in an Anglo company the only acceptable answer is, "No, never. Lying is only ever a short-term (= temporary) solution and there are long-term (= permanent) consequences."**



Teamwork and creativity.

Photo by Collaboration Foundation

Personability¹⁴:

- » Describe a time when you **dealt with**¹⁵ a difficult person.
- » Tell me about something funny that has happened to you at work.

Persuasiveness:

- » Sell me this chair.

Proactiveness:

- » Tell me about an occasion when you showed initiative?

Self-knowledge:

- » What do you most dislike about yourself?
- » What do people **assume**¹⁶ about you that is wrong?

Sincerity:

- » What is your greatest weakness?
- » What do your co-workers say about you?

Thrift¹⁷:

- » How do you ensure maximum value for money when **managing**¹⁸ **resources**¹⁹?

¹¹**to stand up for** (stand-stood-stood) - defend

¹²**level-headedness** - imperturbability, composure

¹³**deadline** - time limit

¹⁴**personability** - amiability, friendliness

¹⁵**to deal with sb.** (deal-dealt-dealt) - interact with sb. successfully

¹⁶**to assume** - (false friend) suppose

¹⁷**thrift** - frugality, economic austerity

¹⁸**to manage sth.** - administer sth., supervise sth.

¹⁹**resources** - capital and materials

Winning Over Your Interviewer

Would you pass the 'airport test'?

Despite all the analysis and all the qualifications, job interviews are driven by emotions and **recruiting**¹ decisions are **largely**² based on intuition. The answer to the question, "Is this someone I would enjoy working with?" is of **cardinal**³ importance.

Interviewers sometimes express this in terms of the 'airport test': is this somebody I would **mind**⁴ spending a few hours with when **stuck**⁵ in an airport because of a **delayed**⁶ plane? Think about that. What qualities do you value in people you are forced to interact with? Most of us prefer people who are comfortable with themselves and have a sense of humour; people who can make conversation but know when to stop talking too; people who are informed, modest, honest and tolerant.

Now think of people you find irritating or difficult. We're probably talking about people who impose their **mood**⁷ on everyone else; people who demand attention; people who are **boastful**⁸, insincere and intolerant. Pessimists. Cynics.

Be Likeable⁹

The first rule of interviewing is to be **polite**¹⁰ and friendly to everyone you interact with. Some interviewers ask receptionists and even security guards for their impression of candidates to determine how they act in **unguarded**¹¹ moments.¹²



Smile!

Photo by Marina Carresi

The second rule of interviewing is to recognize that the other person is a human being **above and beyond**¹³ their **role**¹⁴ in the interview process. Comment on something curious (but not controversial) that you have noticed about the company. Don't interrupt the interviewer **but rather**¹⁵ listen attentively and note down questions or facts you would like to **come back to**¹⁶. Be ready to ask questions, they suggest enthusiasm and anyway, the interview should be a conversation not a one-sided interrogation. Look the interviewer in the eye when she or he is speaking to you and most of the time when you are speaking. If you find this difficult, look at the **bridge of his** or her **nose**¹⁷. Smile regularly.

Personal Chemistry

Of course, **getting on with**¹⁸ people is also about personal chemistry and it may be that you and the interviewer simply don't **click**¹⁹. However, this is the person that the company has chosen to represent them, so probably not getting on with the interviewer implies that this particular company is not for you.

¹**recruiting** (adj.) - hiring, employment

²**largely** - primarily, mostly

³**cardinal** - (in this case) great, primary

⁴**to mind** - object to

⁵**stuck** - trapped, detained

⁶**delayed** - late, postponed

⁷**mood** - emotional state

⁸**boastful** - arrogant, self-satisfied

⁹**likeable** - pleasant, amiable

¹⁰**polite** - good-mannered, courteous, respectful

¹¹**unguarded** - that has not been carefully prepared

¹²**according to Michelle Tillis Lederman, author of *The 11 Laws of Likability* (2011)**

¹³**above and beyond** - outside

¹⁴**role** - function

¹⁵**but rather** - by contrast

¹⁶**to come back to** (come-came-come) return to

¹⁷**the bridge of one's nose** - nasal bridge, part of one's nose that is between one's eyes

¹⁸**to get on with** (get-got-got) get along with, have a harmonious interaction with

¹⁹**to click** - be compatible, be able to establish a rapport (= affinity)

(We Don't Need No) Education¹

If you are one of those people who went to a **huge**² effort to **achieve**³ academic excellence, I've got some bad news for you; your educational qualifications are increasingly irrelevant. I remember **nearly**⁴ 40 years ago a teacher telling me about a school reunion he had recently been to. They started talking about academic and professional **success**⁵ and discovered that their relative salaries were exactly inversely proportional to their academic qualifications. That is now truer than in the 20th Century. 90% of the top US **CEOs**⁶ didn't go to **Ivy League universities**⁷. What you studied is increasingly irrelevant in the new labour market and it becomes more irrelevant the older you get. Nowhere is that truer than in technological qualifications. Much of what computer science **undergraduates**⁸ are learning will be **out-of-date**⁹ before they even finish their **degrees**¹⁰.

Soft Skills¹¹

The greatest relevance of your years of education is the '**soft skills**¹¹ you acquired that don't have a '**sell-by date**¹²: leadership, motivation, creativity, teamwork, determination, integrity and languages. These are things you can learn as much on a sports field as in a classroom and that's one reason why sportsmen and -women are increasingly **booked**¹³ as speakers at management conventions.

¹the title of a 1979 song by Pink Floyd that appeared in the movie *The Wall*

²**huge** - enormous, great

³**to achieve** - attain, get

⁴**nearly** - almost, just under

⁵**success** - (in this case) achievement, accomplishment, progress

⁶**CEO** - Chief Executive Officer, managing director. **In this case we are referring to people**

who manage Fortune 500 companies

⁷**Ivy League university** - one of the 8 most prestigious universities in the USA (e.g. Harvard and Yale)

⁸**undergraduate** - university student who has not yet graduated

⁹**out-of-date** - obsolete

¹⁰**degree** - (in this case) university studies, higher education

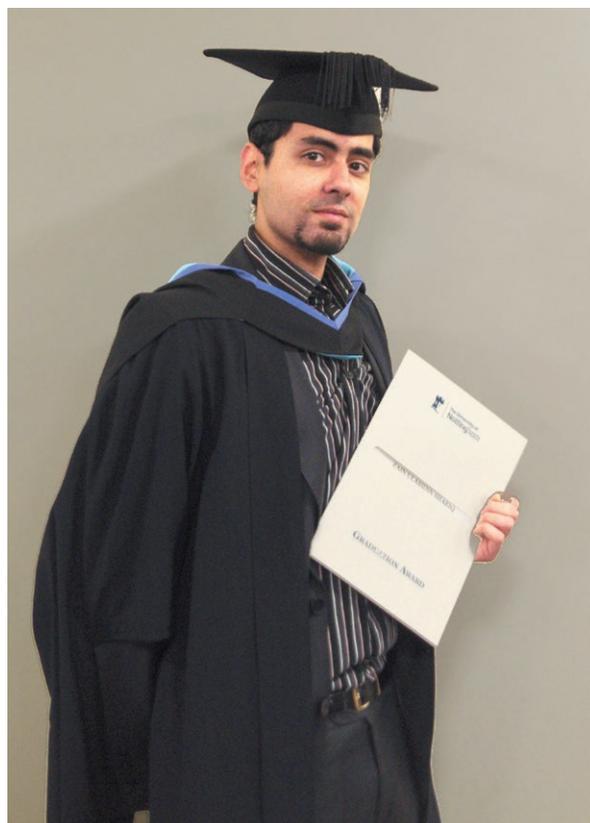


Photo by Matt Buck

Education That Matters¹⁴

There is, however, one **hugely**¹⁵ important aspect of education that you should be able to demonstrate in a job interview: continuity. 'Life-long learning' is one of those alliterative clichés that is in every **business guru's**¹⁶ **spiel**¹⁷ but there is some real substance behind this **buzzword**¹⁸. You must be able to demonstrate that you believe that part of your time must and should be dedicated to learning new skills, otherwise you will become **deadwood**¹⁹ very quickly and the **hiring company**²⁰ won't want to **take you on**²¹.

¹¹**soft skills** - intangible abilities (e.g. problem-solving, creativity, tenacity, organization and attention to detail)

¹²**sell-by date** - expiry date

¹³**to book sb.** - engage sb., arrange to employ sb., hire sb.

¹⁴**to matter** - be important

¹⁵**hugely** - very

¹⁶**business guru** - popular 'expert' on business management

¹⁷**spiel** - well-prepared presentation, pitch

¹⁸**buzzword** - fashionable term

¹⁹**deadwood** - employees who are obsolete/no longer productive

²⁰**hiring company** - company that is offering a job

²¹**to take sb. on** (take-took-taken) - employ sb.



I have extensive experience working with computers.

Photo by Cpl. Jo Jones

Experience

Is Experience Overrated?¹

You probably think that experience is the most valuable thing on your CV. Or perhaps, if you are young, it is the great **shortcoming**² of your **résumé**³. However, there are good reasons for not taking experience so seriously. **For one thing**⁴, as we have seen, the job market of the future will be very different from that of the past and so proven adaptability will be more important in many cases than experience in a profession that has been transformed.

Quality, Not Quantity

However, even when experience is relevant, its importance can be exaggerated. It takes between six months

and a year to internalize the **jargon**⁵ and **learn the ropes**⁶ in most sectors. After that, the marginal value of experience declines rapidly. "There's surprisingly little difference between a candidate with six months of experience and one with six years. The real difference comes from the individual's dedication, personality, and intelligence."⁷ It is next to impossible for a **recruiter**⁸ to **assess**⁹ the consistency and value of a candidate's experience and, in any case, what really **matters**¹⁰ is not how long you've been doing something but how well you've been doing it.

Inexperience & Your Interview

If your CV suggests a **lack of**¹¹ experience **be ready to**¹² argue this case convincingly in an interview. More importantly, **everybody** should **aim to**¹³ be able to present evidence of the quality and relevance of their experience. This **coupled with**¹⁴ **proof**¹⁵ of your adaptability and **readiness**¹⁶ to learn new **skills**¹⁷ **is worth far more**¹⁸ to a potential employer than many years in the sector.

¹**overrated** - overvalued, given too much importance

²**shortcoming** - deficiency, weakness

³**résumé** (US English) - curriculum vitae (CV)

⁴**for one thing** - to start with

⁵**jargon** - specialized vocabulary

⁶**to learn the ropes** - adapt to a new job and learn how things are organized

⁷**David Heinemeier Hansson in ReWork (2010)**

⁸**recruiter** - selector

⁹**to assess** - evaluate

¹⁰**to matter** - be important

¹¹**a lack of** - an absence of, deficient

¹²**to be ready to** - be prepared to

¹³**to aim to** - try to

¹⁴**coupled with** - together with, in combination with

¹⁵**proof** - evidence

¹⁶**readiness** - willingness, preparedness

¹⁷**skill** - ability, talent

¹⁸**is worth far more** - be of much greater value

What's Your Greatest Weakness?

Interviewer: What's your greatest **weakness**¹?

Interviewee: I'm very frank?

Interviewer: I don't think that's a weakness.

Interviewee: Who **gives a damn**² what you think!

OK, with that joke **out of the way**³ we can examine this difficult question. **First and foremost**⁴, don't answer "I'm a perfectionist" or "I work too hard". They are such clichés that even if you are being sincere, you won't sound it.



What's your greatest weakness? Chocolate!



What's your greatest weakness? Kryptonite!

Photo by Pat Loika

If possible, ask a professional **acquaintance**⁵ to have a look at your résumé and identify **weaknesses**¹. Once you know what they are, **work out**⁶ why these **shortfalls**⁷ are not **showstoppers**⁸. Remember to illustrate your answer with quantitative data and professional anecdotes.

It's important to **stick to**⁹ weaknesses that are already **apparent**¹⁰ on your CV - these are the **weaknesses**¹ that the interviewer is **concerned**¹¹ about and you don't need to **blurt out**¹² new ones. It is also essential to demonstrate how you are working to **put right**¹³ your **weaknesses**¹. As always, the interviewer will value your **self-awareness**¹⁴ as a reflection of maturity, sincerity, adaptability and openness.

Accent

Something you might consider mentioning in answer to this question is your accent. Monolingual people who **are not used to**¹⁵ **dealing with**¹⁶ non-natives often focus on their accent **rather than**¹⁷ their vocabulary, syntax and grammar **skills**¹⁸. If you feel that your accent is the worst part of your English, **point this out**¹⁹. Demonstrate that you have the professional **jargon**²⁰ you need and that you are sure that all you need to **bring** your accent **up to speed**²¹ is the experience of working in an English-language environment.

¹**weakness** - deficiency, defect
²**to give a damn** (give-gave-given) - care
³**to be out of the way** - be expressed and so not an impediment anymore
⁴**first and foremost** - most importantly
⁵**acquaintance** - sb. you know (who is not necessarily a friend)
⁶**to work out** - determine

⁷**shortfall** - deficiency, weakness
⁸**showstopper** - obstacle to progress, significant impediment
⁹**to stick to** (stick-stuck-stuck) - limit oneself to
¹⁰**apparent** - evident, obvious
¹¹**concerned** - worried, preoccupied
¹²**to blurt out** - say impulsively

¹³**to put right** (put-put-put) - correct
¹⁴**self-awareness** - conscious knowledge of one's own character, feelings, motives, and desires
¹⁵**to be used to** - be accustomed to
¹⁶**to deal with** (deal-dealt-dealt) - interact with

¹⁷**rather than** - as opposed to, instead of
¹⁸**skill** - ability, talent
¹⁹**to point sth. out** - indicate sth., mention sth.
²⁰**jargon** - specialized vocabulary
²¹**to bring sth. up to speed** (bring-brought-brought) - perfect sth., improve sth. to the necessary level

Earnings

It is standard interview **advice**¹ to **avoid talking**² about money until the interviewing company has offered you the job. It's good advice as that is when your negotiating position is strongest. You also want the interviewer to **come up with**³ a number, or a **salary range**⁴, first. You can try to **achieve**⁵ this by answering a direct pay question (e.g. "What are your salary expectations?") with another question (e.g. "Well, what salary range did the company **have in mind**⁶?"). Of course, **eventually**⁷ one of you will **blink**⁸ and **come up with**³ a **figure**⁹. The important thing is to know the **going rate**¹⁰ (and websites like Glassdoor, Salary and PayScale can help with that) and the minimum you **are willing to**¹¹ accept. **Quoting**¹² the **going rate**¹⁰ for the job will add legitimacy and reasonableness to your expectations.

Current Earnings

The most irritating question about pay is "What do you currently earn?". Your current pay is for a different job with other responsibilities so, from your point of view it is



Photo by David M. Goehring



Photo by A Dazed Memory

not relevant and you are justified in saying so, **politely**¹³ and with a smile. An alternative strategy is simply to **dodge**¹⁴ the question and answer with your expectations.

Earnings on Application Forms

Of course, you are often asked for your current or most recent salary on **application forms**¹⁵ before you even get to interview. Liz Ryan of Human Workplace recommends that on application forms that ask about your salary history you should fill each **gap**¹⁶ with your **target**¹⁷ salary and then use any **open comments field**¹⁸ to add, "All salary **figures**⁹ reported in this application reflect my current **salary target**¹⁹."

¹**advice** - recommendations

²**avoid talking** - try not to talk

³**to come up with** (come-came-come) - suggest

⁴**salary range** - pay spectrum for a specific post or function

⁵**to achieve** - accomplish, get

⁶**to have in mind** (have-had-had) - be thinking of, be considering

⁷**eventually** - (false friend) in the end

⁸**to blink** - (in this case) back down

⁹**figure** - number, (in this case) suggested salary

¹⁰**going rate** - current standard salary for a specific job

¹¹**to be willing to** - be prepared to, be ready to

¹²**to quote** - (in this case) mention explicitly

¹³**politely** - courteously, in a well-mannered way

¹⁴**to dodge** - avoid, evade

¹⁵**application form** - (digital or printed) document that has **gaps**¹⁶ in it which you have to complete

¹⁶**gap** - empty space on a form

¹⁷**target** (adj.) - desired, aspired to

¹⁸**open comments field** - gap on an application form that permits you to write what you want

¹⁹**salary target** - target salary, salary that one hopes to get

Questions about the Post

Has our page-designer **put his foot in it**¹ and inserted this page in the wrong section of the dossier? The **interviewee**² asks the interviewer questions about the post at the end of the interview, right? Er... no. In fact, the interviewer will almost certainly ask you about the post you are **applying for**³. Typical questions look something like this:

- » Could you describe the job you are **applying for**³?
- » What is it about this job that you would **least look forward to**⁴?

Testing Your Level of Interest

You may think it is **counter-intuitive**⁵ for an interviewer to ask an interviewee about the post - after all, the interviewer has all the information and you have relatively little. **Nevertheless**⁶, how much you know about the job you are **applying for**³ is a good indication of how interested you really are in the job - not in getting any job - in this specific post. Being able to give a good answer to these questions will do a lot for your **chances**⁷ of getting the job.

When answering questions about the post, don't **gabble**⁸. Ironically, the more you know

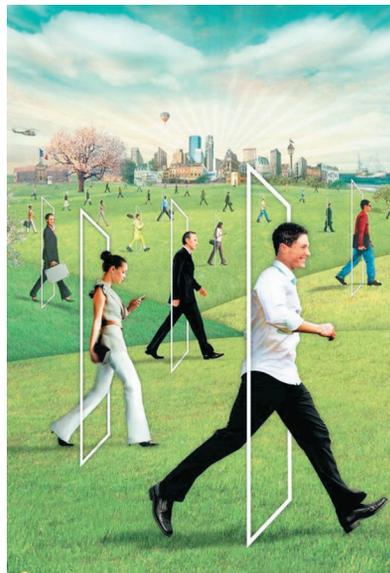


Photo by Défense Mobilité



Photo by Orrling

about the job, the easier it should be to answer the following questions in a concise way:

- » What is the essence of the job?
- » What are the **key performance indicators**⁹?
- » **Who will you**¹⁰ **be reporting to**¹¹?

The Negatives

If you are asked about the **downside**¹² of the post, talk about some function you **are used to**¹³ doing and explain how you make it **bearable**¹⁴. This will show that your expectations are realistic - you want this job but you know that some aspects will be **onerous**¹⁵. This will **dispel**¹⁶ any **worries**¹⁷ that the negatives will prove an **insurmountable**¹⁸ problem.

¹ **to put one's foot in it** (put-put-put) - make a mistake

² **interviewee** - candidate, sb. who is being interviewed

³ **to apply for** - solicit, seek, try to get

⁴ **least look forward to** - want to do least

⁵ **counter-intuitive** - contrary to common-sense expectations

⁶ **nevertheless** - however

⁷ **chances** - possibility, probability

⁸ **to gabble** - talk rapidly, unintelligibly and too much

⁹ **key performance indicator** - quantifiable factor that can be used to evaluate performance

¹⁰ **you** - (in this case) the interviewee/new recruit

¹¹ **who will you be reporting to?** - who will be your direct supervisor?

¹² **downside** - negative aspects

¹³ **to be used to** - be accustomed to

¹⁴ **bearable** - tolerable

¹⁵ **onerous** - demanding, difficult, stressful

¹⁶ **to dispel sth.** - cause sth. to disappear

¹⁷ **worries** - preoccupation, doubts

¹⁸ **insurmountable** - insuperable, overwhelming

What Do You See Yourself Doing in Five Years' Time?

An optimist is someone who thinks the future is uncertain.

Anon.¹

A Realistic Answer

Nobody knows what they will be doing professionally in five years' time, so it is perfectly acceptable to say so. Even if you have a clear **long-term**² professional **goal**³, it is impossible to know how much nearer you will be in a given time period; even a planned **career**⁴ is affected by **lucky breaks**⁵ and **setbacks**⁶. In any case a **career path**⁷ that doesn't change over time suggests a **rather**⁸ rigid personality, especially when the job market is **undergoing**⁹ such rapid transformation.

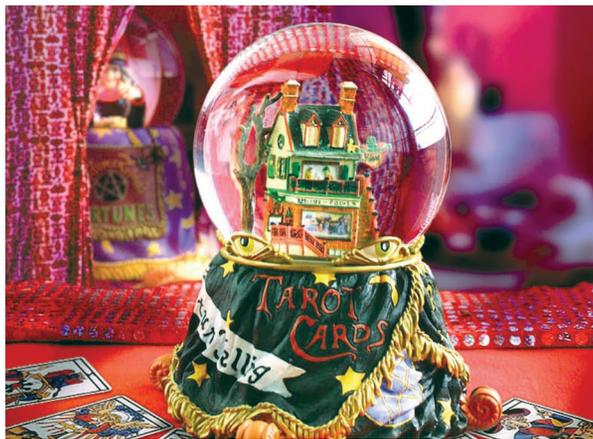


Photo by Flávio Britto Calli

¹**anon.** - anonymous

²**long-term** - long-run, relating to years as opposed to weeks or months

³**goal** - objective

⁴**career** - (*false friend*) professional trajectory

⁵**lucky break** - fortunate opportunity

⁶**setback** - reverse of fortune

⁷**career path** - professional trajectory

⁸**rather** - somewhat, surprisingly

⁹**to undergo** (-go/-went/-gone) - experience



The question does not refer to non-professional plans like starting a family

The right focus to answer the question in the title would be **along the lines of**¹⁰ "I certainly hope to have **successfully**¹¹ solved the problem that provoked this job opportunity. Where that **success**¹² **leads**¹³ - **within**¹⁴ or outside this company - I really don't know; advancing personally and professionally, certainly".

Don't Answer

The wrong answers to this question are more obvious. The question does not refer to non-professional plans (e.g. starting a family or the **trip of a lifetime**¹⁵) and you shouldn't mention them. Worse still are responses such as:

» *I expect to be running this company!*

» *I want to be doing your job.*

They are too confrontational, unrealistic and **down-right**¹⁶ irritating.

¹⁰**to be along the lines of** - be something like

¹¹**successfully** - effectively

¹²**success** - (*false friend*) favourable result, effective resolution

¹³**to lead** (lead-led-led) - (*in this case*) take me

¹⁴**within** - inside

¹⁵**trip of a lifetime** - significant holiday experience that you will probably only have once

¹⁶**downright** - (*emphatic*) simply, profoundly

Why Are You Leaving Your Current Job?

Asking a potential **employee**¹ why they² decided to leave their² job provides good **insight**³ into what **makes** them² **tick**⁴. It also **highlights**⁵ their² personality and gives you a definite indication of what they² don't want to happen in their² new job.

- Tania Seary⁶

Reasons to be Leaving

You should start to answer this question with a list of things that your current job has given you - what you have learned - before mentioning your reasons for leaving. The real reasons people have to change jobs are numerous. You may not like the people you work with, especially your boss. You may feel the need to earn more money. You may dislike the **commute**⁷ and want to work closer to home. These are all valid reasons for leaving one company. None of them are good reasons for another company to want to **hire**⁸ you. There are two valid reasons for changing jobs from the hiring company's point of view. You don't feel sufficiently **challenged**⁹ in your current post and you have few possibilities for **moving up the ladder**¹⁰. In essence, insufficient opportunities to learn and **develop**¹¹ professionally are the key to a solid



Why are you leaving?

Photo by Daniel J. McLain

answer. In other words, you're **bored**¹² and frustrated, but expressed in a positive way.

You should also **bring** your **research**¹³ into the hiring company **into play**¹⁴ here. What learning opportunities do they offer that your current firm doesn't?

Why Did You Leave Your Last Job?

This sister question is more difficult to answer. Few people choose unemployment over an unsatisfactory job these days, so unemployment could suggest a **red flag**¹⁵ about conflict or poor performance. Tell the truth while **dispelling**¹⁶ the interviewer's **worries**¹⁷. It may be necessary to **swallow** your **pride**¹⁸ and **get back in touch with**¹⁹ a **former**²⁰ boss to **find out**²¹ what he or she will say if contacted about your **candidacy**²². Fortunately, surprisingly few managers will wish to **jeopardize**²³ your future once a conflict situation is in the past.

¹**employee** - sb. who is employed, worker

²**they/'their'/'them' is used here to mean 'he or she'/'his or her'/'him or her'**

³**insight [I]** - way of understanding

⁴**to make sb. tick** (make-made-made) - motivate sb.

⁵**to highlight** - focus on, draw special attention to

⁶**founder of recruitment agency, The Source**

⁷**commute** - regular travel to and from work

⁸**to hire sb.** - employ sb.

⁹**to challenge** - (in this case) test, stimulate

¹⁰**to move up the ladder** - ascend in the company's hierarchy

¹¹**to develop** - grow, advance

¹²**bored** - unmotivated, suffering from tedium

¹³**research** - investigations, fact-finding

¹⁴**to bring sth. into play** (bring-brought-brought) - draw upon sth., use sth.

¹⁵**red flag** - (in this case) warning sign, indication that there may be a problem

¹⁶**to dispel sth.** - cause sth. to disappear

¹⁷**worries** - preoccupations, doubts

¹⁸**to swallow one's pride** - accept that you have to do sth. that may be embarrassing/humiliating

¹⁹**to get back in touch with** (get-got-got) - contact (again)

²⁰**former** - ex., previous

²¹**to find out** (find-found-found) - discover, determine

²²**candidacy** - (job) application, effort to get a new job

²³**to jeopardize** /dʒəpəˈdaɪz/ - harm, endanger

False Dichotomies

A common **trick**¹ used by job interviewers (as well as politicians and second-hand car salesmen) is to present you with a false dichotomy. You are asked to choose between two options when they are not really mutually exclusive. For example:

False Dichotomy 1

“Most people are good at **managing up**² or **managing down**³, but usually not both. Which one are you?” You could answer this by saying, “Well, I’m not most people. I believe that these are simply two different **skills**⁴ and I can motivate my team and delegate responsibilities effectively while keeping my boss fully informed about what’s **going on**⁵. Both managing up well and managing down efficiently are determined by good communications **skills**⁴.”



Do you need to check your smartphone every six minutes?

Photo by Tomwsulcer



Fear has no place in a modern working environment.

Photo by Denis Bourez

False Dichotomy 2

Similarly, an interviewer might ask, “Do you need to check your smartphone every six minutes or are you a **luddite**⁶? Of course, you have to project the idea that you are a technophile who knows that the workplace is no place for Facebook and Whatsapp. By the way, your **ringtone**⁷ **going off**⁸ in an interview is a **faux pas**⁹; answering your phone will **kill** your **chances dead**¹⁰.”

False Dichotomy 3

Another false dichotomy question is “Would you **rather**¹¹ be liked or feared?” Fear has no place in a modern working environment because it **stifles**¹² initiative, experimentation and creativity. At the same time, a manager cannot worry about **whether**¹³ she or he is liked or not. You can’t please everyone all the time. The most a manager can aspire to is respect; even if people don’t like his or her decisions, they accept them because the manager has earned her or his team’s admiration.

Pause¹⁴ before answering any dichotomy question and ask yourself if it really is **either one or the other**¹⁵.

¹**trick** - ruse, stratagem

²**to manage up** - focus your efforts on your relationship with your superiors

³**to manage down** - focus your efforts on your relationship with your subordinates

⁴**skill** - ability, talent, competence

⁵**to be going on** - be happening, be occurring

⁶**luddite** - technophobe

⁷**ringtone** - sound of a specific telephone

⁸**to go off** (go-went-gone) - sound, ring, be activated

⁹**faux pas** - social error

¹⁰**to kill one’s chances dead** - destroy one’s possibilities completely

¹¹**to rather** - prefer to

¹²**to stifle** /'staɪfəl/ - suffocate, (in this case) suppress

¹³**whether** - ‘if’ (but ‘if’ cannot be used after a preposition)

¹⁴**to pause** - wait a moment

¹⁵**either one or the other** - a dichotomy /daɪ'kɒtəmi/, a choice between two mutually exclusive options

Comparisons Are Odious

» *What would you say if I told you there are better candidates for this job?*

Also expressed as:

» *With all the talented candidates we are meeting, why should we **hire** you?*

» *How would you react if I told you that you are not the strongest candidate we have interviewed **so far**?*

These confrontational and frankly aggressive questions may be asked to see how you **deal with**³ conflict, criticism and **rudeness**⁴. **Bearing** this **in mind**⁵ it is important to answer in a **polite**⁶, reasonable way. Where there is an ‘if’ in the question, focus on the conditional: how would you react in this hypothetical situation? Otherwise, **treat it**⁷ as the much more reasonable, “Why should we **hire**¹ you?”

A Suggested Answer

“In the event that you suggested that I wasn’t the best candidate that you’ve interviewed **so far**², I’d **go over**⁸ why I think I’m the right person for the job. I’m... **As regards**⁹ other **applicants**¹⁰, I can’t comment because I haven’t been at their interviews and anyway, comparing candidacies is not my job, it’s yours.”



Photo by Nina Paley

¹to hire sb. - employ sb.

²so far - until now, up to this point

³to deal with (deal-dealt-dealt) - handle, manage with, cope with

⁴rudeness - bad manners, impertinence

⁵to bear sth. in mind (bear-bore-borne) - take sth. into consideration

⁶polite - courteous, well-mannered

⁷treat it - (in this case) respond as if it were

⁸to go over (go-went-gone) - repeat, review

⁹as regards - in relations to, in terms of

¹⁰applicant - candidate

¹¹avoid comparing - try not to compare

¹²benefits - advantages

¹³to keep sth. positive (keep-kept-kept) - ensure that sth. continues to be positive

¹⁴confident - self-assured, relaxed

¹⁵to share - (in this case) explain

¹⁶rather than - instead of, as opposed to



Photo by Edouard Hue

Once you have reiterated the reasons why you think you are the right candidate for the job, ask the interviewer if he or she has any reservations about your candidacy.

Don't Compare

“**Avoid comparing**¹¹ yourself with others, and focus on what **benefits**¹² you offer. This will help **keep** your answer **positive**¹³. You want to present yourself as a **confident**¹⁴, motivated candidate, and the way to do that is to **share**¹⁵ what you can do, **rather than**¹⁶ what you think your competition can or cannot do. That, after all, is why they should hire *you*.”

Marcelle Yeager,
President of Career Valet

Maddening¹ Metaphors



Calm on the surface but intensely active underneath

Photo by Mario Herrera

- » If you were an animal, what would you be?
- » If you could be any superhero, which would you choose?
- » What kind of biscuit are you?
- » What kind of fruit are you?

These are great questions to ask a six-year-old. However, they are not questions that a **stressed-out**² adult wants to hear in the middle of an interview. So, why do interviewers ask these **annoying**³ questions? There are four reasons. First, these questions **are meant to**⁴ reveal how **self-aware**⁵ you are. Second, they show how well you can **think on your feet**⁶. Third, they determine if you can respond to the unexpected with good humour. A final reason may simply be that your interviewer is a **jerk**⁷ who **gets off on**⁸ his or her power to ask impertinent questions.

Often however, these questions simply show if you have prepared an answer for silly metaphorical questions. The most important thing is not to be **rattled**⁹ by the question, so your first response is to smile. If your interviewer is simply a **jerk**⁷, this will **spoil**¹⁰ his or her fun. If you **draw a complete blank**¹¹, play for time. "I'll have to think about that one. Why don't you tell me what kind of biscuit you are while I'm **coming up with**¹² my answer?" Smile. If the interview is a respectful, good-humoured and sincere conversation between equals, that's a perfectly legitimate response. If it isn't, you don't want the job.

The Animal Question

There are a number of suggested answers for the question, "What kind of animal are you?". If it's **phrased**¹³ like that, you can always answer, "A human. I'm very comfortable with who I am and that includes my species." Smile. If the question clearly refers to non-human animals, there are several good options.

- » "I would be a giraffe. They **see the bigger picture**¹⁴ and get to places others can't **reach**¹⁵. They are also graceful."
- » "I would be a coyote because they can survive in almost any environment."
- » "I would be a duck because they are calm on the surface and intensely active underneath."
- » "I would be a cormorant because they are effective in the air, on land and underwater. They may not be pretty but they **get the job done**¹⁶."

Kevin Cummins recently tweeted the following: Woman on train **discussing**¹⁷ job interview loudly on phone. "It was like blahblah **amazing**¹⁸. They asked 'Which Kardashian¹⁹ would you choose to be?'"

¹**maddening** - irritating

²**stressed-out** - who is suffering from stress

³**annoying** - irritating

⁴**to be meant to** - be supposed to

⁵**self-aware** - introspective

⁶**to think on one's feet** (think-thought-thought) - reason extemporaneously

⁷**jerk** - manipulative idiot

⁸**to get off on** (get-got-got) - derive pleasure from

⁹**to rattle sb.** - unnerve sb., make sb. nervous

¹⁰**to spoil** - ruin

¹¹**to draw a complete blank** (draw-drew-drawn) - not be able to think of anything to say

¹²**to come up with** (come-came-come) - work on, determine

¹³**to phrase** - express, word

¹⁴**to see the bigger picture** (see-saw-seen) - have a more panoramic perspective

¹⁵**to reach** - get to, arrive at

¹⁶**to get the job done** (get-got-got) - be effective

¹⁷**to discuss** - (*false friend*) talk about

¹⁸**amazing** - incredible

¹⁹**a US celebrity**

Google Questions

A few years ago Google and a few other Silicon Valley companies started asking impossible questions like:

- » How many **traffic lights**¹ are there in London?
- » How many golf balls will fit inside a jumbo jet?
- » If you had to wash all the windows in Denver, how much would you **charge**²?
- » How many **piano tuners**³ are there in Seville?
- » How would you move Mount Fuji?

Of course, the interviewer does not expect you to know that there are over 6000 sets of traffic lights in London. The point is to see how you react to an unexpected question and how you analyse a difficult problem.

How to Answer

Begin with a smile; show that you can face a **conundrum**⁴ with good humour. Then, **talk through**⁵ the information you would need to acquire to **reach**⁶ the answer. Break the problem down into smaller questions (What is the capacity in cubic metres of a Boeing 747; how many golf balls fit into a cubic metre?). You could offer an **estimate**⁸ but say it's **just**⁹ a **ballpark figure**¹⁰ and you could get a better estimate with more information. You could end by suggesting that a jumbo full of golf balls would be too heavy to **take off**¹¹ and that the easiest way to get the answer would be to Google it!

An Arthurian Answer

In the movie *Monty Python and the Holy Grail* the **knights**¹² come to the Bridge of Death. There the Bridge Keeper asks King Arthur, "What is the air-speed velocity of an **unladen**¹³ **swallow**¹⁴?" Arthur answers with the question. "African or European?" and as the Keeper does



How many traffic lights...?

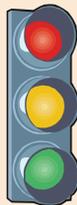
Photo by Marina Carresi

not know the answer it is he, not Arthur, who is thrown into the **Gorge**¹⁵ of Eternal **Peril**¹⁶. This gives us a **clue**¹⁷ as to how to answer 'Google questions'. If asked "How many traffic lights are there in London?", you could answer, "**Sets**¹⁸ or individual lights?". If asked about the golf balls in the jumbo jet, you could **enquire**¹⁹ if that was with or without the seats. I can't promise that your interviewer will be **cast**²⁰ into the **Gorge**¹⁵ of Eternal **Peril**¹⁶ but your answer will give you time to think and will show that you have entered into the spirit of the Google question.

This type of answer isn't **cheeky**²¹. In fact, one corporate interviewer declared, 'Candidates who would ask things like, "What about the fuel tanks in the **wings**²²?" were the ones who were distinguished in my mind.'

P.S. Google has stopped asking candidates this type of questions because they found that the answers they got did not reflect the candidate's subsequent ability to do the job.

¹**traffic lights** - red, amber and green lights for controlling the traffic on roads →



²**to charge** - ask to be paid

³**piano tuner** - sb. who adjusts the sound of pianos

⁴**conundrum** - brain-teaser, enigma

⁵**to talk through** - list, mention

⁶**to reach** - arrive at, get to

⁷**15,625 if you really want to know!**

⁸**estimate** - estimation, approximate calculation

⁹**just** - (in this case) only

¹⁰**ballpark figure** - approximation, estimate⁸

¹¹**to take off** (take-took-taken) - leave the ground

¹²**knight** - mediaeval horseman

¹³**unladen** - that is not carrying anything

¹⁴**swallow** - (*Hirundininae*) type of fast bird

¹⁵**gorge** - canyon, defile, abyss

¹⁶**peril** - danger

¹⁷**clue** - hint, indication

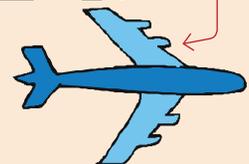
¹⁸**set** - group

¹⁹**to enquire** - ask

²⁰**to cast** (cast-cast-cast) - throw

²¹**cheeky** - insolent

²²**wings** - (in this case) rigid horizontal structure on either side of an aeroplane →



Your Questions

Don't wait until the end of the interview to ask questions. Asking questions **throughout**¹ the interview converts it into a conversation, and that helps build **rappor**t^{2,3}.

Asking the right questions in a job interview shows that

- » you are really interested in the specific job
- » you have been listening attentively **throughout**¹ the interview and
- » you have done your research.

A job interview should not just be a process of the company accepting you as an employee. You should also be judging the company to see if they are right for you. Of course, you are evaluating the company, not the interviewer, so you can't ask questions like "If you were a biscuit, what sort of biscuit would you be?" or "Tell me a story." However, you can and should ask penetrating questions like:

- » What is the **main**⁴ problem that **this role**⁵ needs to solve?
- » How long was the previous person in the role, and how many people have **held the role**⁶ in the last five years? A **high turnover**⁷ suggests a boss who is difficult to work with.
- » If you could change one thing about the **culture**⁸ here, what would it be?
- » What do you wish you had known before you started working here?
- » How did this **vacancy**⁹ **arise**¹⁰? A promotion implies the department is expanding. By contrast, if the previous **holder**¹¹ of the post left the company, this may imply conflict.
- » Is there anything that you have identified as an impediment to me getting the job?

¹**throughout** - during all of

²**rappor**t - affinity, harmony

³**Hannah Morgan, author of The Infographic Résumé (2014)**

⁴**main** - primary, principal

⁵**this role** - the person doing this job

⁶**to hold the role** (hold-held-held) - occupy the post

⁷**high turnover** - (in this case) high number of people leaving the job

⁸**(corporate) culture** - pervasive values in a company

⁹**vacancy** - opening, opportunity

¹⁰**to arise** (arise-arose-arisen)

- occur

¹¹**holder** - occupant



What's the salary?

Photo by MediaPhoto.org

Questions You Shouldn't Ask

- » When will I receive your answer?
- » When will the job start?
- » When are you hoping to **fill this position**¹²?

The company has probably **put off**¹³ **hiring**¹⁴ someone until it **hurts**¹⁵. They would like their chosen candidate to have started yesterday. However, the interview process is **drawn-out**¹⁶ and unpredictable, there have to be **background checks**¹⁷ and approval from **above**¹⁸. The interviewer has no way of knowing precisely how long that will take. Moreover, he or she knows that if the process takes too long, management may conclude that the department can survive without a **recruit**¹⁹ and cancel funding for the **opening**²⁰. So you are just creating anxiety with these questions. The appropriate question, which you should ask is: What's the next **stage**²¹ in the process?

- » What's the salary?
- » What are the hours?
- » How much time off will I get?

All these are legitimate questions, but don't ask them until you are offered the job and are negotiating the conditions.

¹²**to fill a position** - select a candidate

¹³**to put sth. off** (put-put-put) - postpone sth.

¹⁴**to hire sb.** - employ sb.

¹⁵**to hurt** (hurt-hurt-hurt) - be a problem

¹⁶**drawn-out** - protracted

¹⁷**background check** - verification of the details on one's CV

¹⁸**above** - superiors, top managers

¹⁹**recruit** - new employee, extra worker

²⁰**opening** - job

²¹**stage** - part, phase

Thank-You Notes

According to a **survey**¹ from CareerBuilder, 15% of **hiring managers**² would **dismiss**³ your candidacy **if you failed to send**⁴ a thank-you note, while a further 32% would think less of you.

Follow Up

Given the above statistics, it's a **no-brainer**⁵: write a thank-you note. Do so **within**⁶ 24 hours of the interview and if any **sort**⁷ of recommendation was made during the interview by the interviewer (e.g. to visit a professional



Photo by Артем Житенев



Photo by Oregon Dpt. of Transportation

webpage), demonstrate that you were listening and have followed up. This is not **just**⁸ to **stroke** the interviewer's **ego**⁹; it shows you were **paying attention**¹⁰ and that you are the kind of person who takes initiative even when it isn't absolutely required - active listening is a valuable **skill**¹¹.

Likewise¹², any mistake you made or any false impression you think you may have made can be **cleared up**¹³ in the thank-you note.

A Model Thank-you Note

Arnie Fertig of www.jobhuntercoach.com suggests a message **along the lines of**¹⁴: "Thanks so much for taking the time to meet with me and learn more about my **accomplishments**¹⁵ and **goals**¹⁶. I really enjoyed our **discussion of**¹⁷ the XYZ project and have already been thinking about how great it would be to be on that team and ways I can help **move the work forward**¹⁸ by doing A, B and C."

A Word of Warning¹⁹

Interviewers have a limited **amount**²⁰ of time (like all of us). Keep your thank-you note as short as possible. Interviewers may not **bother**²¹ to finish a long one and, in the **worse-case scenario**²², may even be **annoyed**²³ by a **lengthy**²⁴ note that they feel is wasting their valuable time.

¹**survey** - questionnaire, study

²**hiring manager** - sb. who organizes **job** interviews

³**to dismiss** - reject, not accept

⁴**if you failed to send** - if you did not send

⁵**to be a no-brainer** - the conclusion is obvious

⁶**within** - after less than

⁷**sort** - type, kind

⁸**just** - (in this case) only

⁹**to stroke sb's ego** - make sb. feel important

¹⁰**to pay attention** (pay-paid-paid) - concentrate, focus one's mind

¹¹**skill** - talent, ability

¹²**likewise** - in a similar way

¹³**to clear sth. up** - clarify sth.

¹⁴**along the lines of** - similar to this

¹⁵**accomplishment** - achieve-ment, triumph

¹⁶**goal** - objective

¹⁷**discussion of** - (false friend) conversation about

¹⁸**to move the work forward** - advance in the job

¹⁹**word of warning** - cautionary message

²⁰**amount** - quantity

²¹**to bother** - make the effort

²²**worse-case scenario** - worst possible hypothetical situation

²³**to be annoyed** - be irritated

²⁴**lengthy** - excessively long

Coping with Rejection

Some professions teach you to **deal with**¹ **rejection**² early on. **For instance**³, **rejection**² is more common than acceptance if you are an actor, a **cold caller**⁴ or if you work in sales. However, most of us take **rejection**² badly. It **links in with**⁵ a chain of **rejection**² going back to the **teenage**⁶ **angst**⁷ of not being loved by the person we were **besotted with**⁸. It is essential to change this **mindset**⁹ at least during your job search. As with questions of the heart, **you are very unlikely to**¹⁰ find a **true match**¹¹ on your first or second **attempt**¹² and, if you do, it may suggest that you are **willing to**¹³ conform with less than you are capable of **getting**¹⁴.

Rejection² simply means that the **fit**¹⁵ wasn't right. The **hiring company**¹⁶ **failed to see**¹⁷ all that you had to offer because they didn't dedicate enough time to getting



They love me, they love me not.

Photo by Ian Kirk

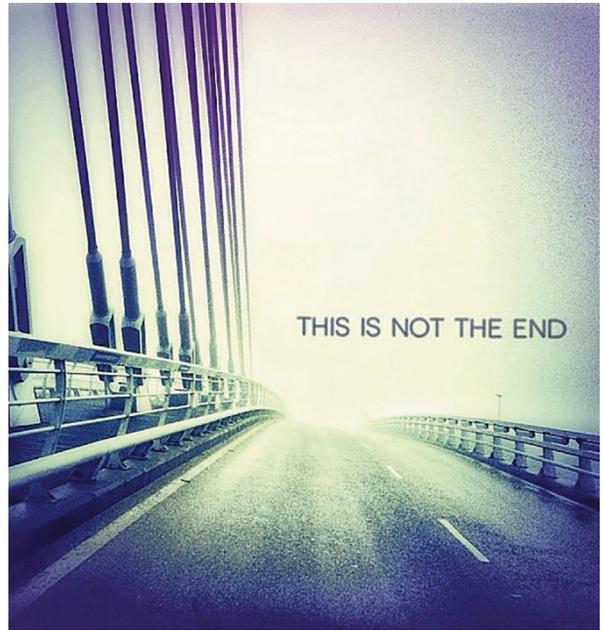


Photo by Josh Tampico

to know you, because they didn't have a clear enough idea what they were really looking for when they started the hiring process, or because they had rigid preconceived ideas about what type of person would do the job best. In any case they are not rejecting you as a person, **just**¹⁸ your **skill set**¹⁹ for the specific job. And there's probably nothing wrong with your **skill set**¹⁹ *per se*, it **just**²⁰ wasn't a **match**²¹ for that specific post.

Lessons Learned

A **rejection**² is not a waste of time. **Indeed**²², participating in a hiring process is an invaluable experience that can teach you all sorts of lessons for the next time. However, you have to make the effort of identifying them. Finally, remember that **rejection**² is like falling of a horse. The important thing is not to **feel sorry for yourself**²³ but to get back into the **saddle**²⁴ immediately. Get out there and **apply for**²⁵ another job.

¹**to deal with** (deal-dealt-dealt) - handle, cope with, manage

²**rejection** - repudiation, opposite of 'acceptance'

³**for instance** - for example

⁴**cold caller** - sb. who makes an unsolicited phone call trying to sell sth.

⁵**to link in with** - connect to

⁶**teenage** (adj.) - adolescent

⁷**angst** - anxiety, fear

⁸**to be besotted with** - amorously obsessed about

⁹**mindset** - way of thinking

¹⁰**you are very unlikely to** - it is very improbable that you will

¹¹**a true match** - a perfect fit, the ideal job

¹²**attempt** - effort, try

¹³**to be willing to** - be ready to, be prepared to

¹⁴**to get** (get-got-got) - (in this case) achieve, obtain

¹⁵**fit** - (in this case) compatibility

¹⁶**hiring company** - the company that is offering the job

¹⁷**failed to see** - did not see

¹⁸**just** - (in this case) only

¹⁹**skill set** - combination of abilities

²⁰**just** - (in this case) simply

²¹**to be a match** - be ideal, correspond to

²²**indeed** - (emphatic) in fact

²³**to feel sorry for oneself** (felt-felt) - experience self-pity

²⁴**to get back into the saddle** (get-got-got) - (literally)

remount a horse that you fell off a moment ago. (metaphorically) try again

²⁵**to apply for** - solicit

Classified Job Ads

So, you're looking for a job. But how badly do you want one? Would you answer any of these **classified ads**? All of them are supposedly genuine. Can you **work out** why they are funny?

WANTED

Girl wanted to **assist**³ magician in cutting-off-head illusion. Blue Cross⁴ and salary.⁵

WANTED

3-year-old teacher needed for **pre-school**⁶. Experience preferred.⁷

WANTED

Preparer of food. Must be **dependable**⁸ like the food business,⁹ and **be willing to**¹⁰ get hands dirty.¹¹

WANTED

30 Chinamen and a zeppelin for elaborate practical joke.

WANTED

Man wanted to work in dynamite factory. Must **be willing to**¹² travel.¹²

WANTED

Chambermaid¹³ in rectory. Love in. \$200.00 a month. References required.¹⁴



Photo by Samulli

WANTED

Mother's helper - peasant working conditions.¹⁵



Photo by AussieGall (Sydney, Au.)

WANTED

Widower¹⁶ with school-age children requires person to **assume**¹⁷ general **housekeeping duties**¹⁸. Must be capable of contributing to the growth of the family.¹⁹

← WANTED

Somebody to go back in time with me. This is not a joke. You'll get paid after we get back. Must bring your own **weapons**²⁰. Safety not guaranteed. I have only done this once before.

¹**classified ad** - short advertisement in a newspaper (typically the price depends on the number of words)

²**to work out** - determine

³**to assist** - (false friend) help

⁴**a type of US health insurance**

⁵**if there is an accident and your head is cut off the health insurance isn't going to be much use**

⁶**pre-school** - nursery school, kindergarten (UK English)

⁷**it sounds like they want to employ an experienced**

three-year-old to teach

⁸**dependable** - trustworthy, reliable, responsible

⁹**there should be a comma between 'dependable' and 'like'. As it is it implies that the food business is dependable. The advertiser wanted to say that the food preparer must like the food business**

¹⁰**to be willing to** - be prepared to, be ready to

¹¹**how can you prepare food without getting your hands dirty?**

¹²**if there is an accident he will certainly 'travel'!**

¹³**chambermaid** - cleaner, cleaning lady

¹⁴**There is a spelling mistake. It should be 'live in' (= resident in an employer's house) not 'love in' (= type of hippie orgy).**

¹⁵**there is a spelling mistake. It should be 'pleasant' working conditions; 'peasant working conditions' suggests that you will be treated like a mediaeval serf**

¹⁶**widower** - man whose wife has died

¹⁷**to assume** - (in this case) take responsibility for

¹⁸**housekeeping duties** - cooking, cleaning and the management of a home

¹⁹**the advertisement probably refers to the affective growth of the family, but it sounds like the housekeeper is expected to have children with the widower**¹⁶

²⁰**weapons** - arms

Interview Idioms: Enthusiasm

These expressions should be useful during your interview process.



It's important that everybody pulls their weight.

Photo by Rob Franklin

» to be champing at the bit

= be impatient to start. The allusion is to a horse before a race:

- You don't seem very enthusiastic. You're **hardly**¹ champing at the bit, are you?

» to be raring to go

= be **eager**² to start:

- In fact, I can start tomorrow. I'm raring to go.

» to eat, sleep and breathe sth.

= be enthusiastic/passionate about sth.

- I've eaten, slept and breathed

accounting³ since I was about 12 years old!

» to go the extra mile

[go-went-gone]

= make more effort than you have to or are expected to:

- We're looking for somebody who is prepared to go the extra mile. Are you?

» to put your heart (and soul⁴) into sth. [put-put-put]

= be passionate about sth. and work hard at it:

- I put my heart into my work but I also

think it's important to balance the office and my home life.

» to pull out all the stops

= make every effort, try very hard.

The allusion is to a church organ:

- If a project has to be finished on time, I know how to pull out all the stops.

For instance⁵...

» to stick to⁶ one's guns⁷

[stick-stuck-stuck]

= persevere, show determination:

- I think most people would have **given up**⁸ at that point but I stuck to my guns and six months later the company was turning a healthy profit.

» to get up to speed [get-got-got]

= functioning at the optimal/desired rate:

- How long do you think it would take you to get up to speed if you got the job?

» to pull one's weight

= do one's **fair share**⁹ of work. The allusion is to **rowing**¹⁰:

- What type of people do I find it difficult to work with? Well, I suppose colleagues who aren't prepared to pull their weight.

» a can-do attitude

= a **readiness**¹¹ to **achieve**¹² results

- Here's an example of my can-do attitude. About a month ago, we were asked...

» to work under your own steam

= work without the need for constant supervision:

- I'm a self-starter and I work under my own steam when there's a **lull**¹³ in the **workload**¹⁴.

¹**hardly** - not really

²**eager** - enthusiastic

³**accounting** - financial records

⁴**soul** - eternal spirit

⁵**for instance** - for example

⁶**to stick to** (stick-stuck-stuck) - stay with

⁷**guns** - firearms, (in this case) cannons

⁸**to give up** (give-gave-given) - stop trying

⁹**fair share** - corresponding portion

¹⁰**rowing** - propelling a boat using oars

¹¹**readiness** - willingness, preparedness

¹²**to achieve** - get, obtain

¹³**lull** - pause, quiet period

¹⁴**workload** - (in this case) flow (= flux) of work



Interview

Idioms: Other Expressions

Here are another nine expressions that could be useful in a hiring process.

» one's elevator pitch

= a succinct and persuasive explanation of one's merits. The allusion is to what you can say to sell yourself in the time it takes to **share**¹ an **elevator**² with sb.:

- **Work out**³ what your elevator pitch is and make sure that is the message you leave your interviewer with.

» a team-player

= sb. who enjoys working in groups:

- *Of course, I'm a team-player. Everyone is in today's workplace. Let me give you an example...*

» to be comfortable in one's own skin⁴

= be **confident**⁵ and conscious of one's own abilities:

- *This is a high-stress environment so we need someone who is comfortable in his or her own skin.*



She's adopting a power pose. Photo by Christopher Favero

» to have skeleton's in the closet [have-had-had]

= have secrets that could ruin one's reputation if they became public:

- *Do you have any skeletons in your closet that the company should know about before **hiring**⁶ you?*

» to adopt a power pose

= adopt a posture - such as having one's arms **raised**⁷ victoriously - that is believed to instil confidence:

- *He adopted a power pose in the **lift**⁸ on his way to the interview.*

» to look the part

= dress in the appropriate clothes and have a **suitable**⁹ appearance for a specific job:

- *It's important to look the part so that the interviewer can imagine you working at the company.*

» to lead by example

[lead-led-led]

= do what you ask others to do:

- *It's important to lead by example. It's the easiest way to earn respect as a manager.*

» to blow¹⁰ your own trumpet [blow-blew-blown]

= speak proudly of one's successes:

- *I'm not one to blow my own trumpet but I must say I am proud of what I did in my last job.*

» to give credit where credit is due [give-gave-given]

= attribute merit **fairly**¹¹:

- *I **turned** the company **round**¹² in two years but - credit where credit is due - I had a fantastic team I could **rely on**¹³.*

¹to share - (in this case) be together in

²elevator (US English) - lift (UK English)

³to work out - determine

⁴skin - cutaneous organ, body covering

⁵confident - self-assured, sure of oneself

⁶to hire sb. - take sb. on, employ sb.

⁷raised - elevated, (in this case) extended upwards

⁸lift (UK English) - elevator²

⁹suitable - appropriate

¹⁰to blow (blow-blew-blown)

- play

¹¹fairly - in a just way, equitably



¹²to turn sth. around - (in this case) make sth. profitable

¹³to rely on - depend on, count on

Broken English & the Hiring Process

Can you improve the English in these phrases?

Phrases in Job Advertisements

- » Failed applicants will not be returned.¹ [in an ad for the Saigon Marriott Hotel]
- » No limit on sex² [ad in The Japan Times]
- » Sex: Male or Female (preferred)³ [ad in the Korean Times]
- » Vacant English Teachers needed⁴ [in a South Korean newspaper]

Extracts from Cover Letters

I am an Italian boy, me they are as soon as graduated in Banking Economy at University of Siena and it and it would **appeal to**⁵ a lot to make experience to me in England. They are one dynamic person, of sociable open nature and; I **pursue**⁶ mine objects to you with decision, they attract the **challenges**⁷ very to me and I face every experience with the maximum **engagement**⁸. I wish to improve itself continuously is from the human point of view that professional increasing in such a way my **baggage**⁹ of **acquaintance**¹⁰ and experience. I have numerous interests between which sport and music.

This has reference to your advertisement calling for a "typist and an **accountant**¹¹ - Male or Female"... As I am both for the past several years and I can **handle**¹² both, I am applying for the post.¹³ [Kerala, India]

I am **enclosed**¹⁴ herewith...¹⁵

¹wrong word: an applicant is a person who applies for (= solicits) a job

²disaster: the idea is that the sex of the candidates is not important

³ambiguous

⁴wrong word: when 'vacant' is used to describe people it means 'not showing interest or intelligence'

⁵to appeal to - be attractive for

⁶to pursue - aspire to

⁷challenge - sth. that is interesting because it is difficult

⁸engagement - involvement, dedication

⁹baggage - onerous accumulation of experiences

¹⁰acquaintance - sb. one knows

¹¹accountant - bookkeeper, controller of financial records

¹²to handle - deal with, manage



'Graduated in Banking Economy at the University of Siena...'

Photo by Ho visto nina valore

Thank you for your consideration. Hope to hear from you shortly!¹⁶

Improved translations on p. 45.

Suggested Improvements to the Phrases on p. 45 (read p. 45 first)

1. Education: Courses in liberal arts, courses in computer science, courses in **accounting**¹⁷.
2. **Instrumental in**¹⁸ **running**¹⁹ entire operation for a Midwest chain store.
3. I am a **rapid** typist.
4. Proven ability to **track down**²⁰ and correct **errors**.
5. I **taught** English for several years.
6. Strengths: ability to meet deadlines while maintaining **my composure**²¹.
7. I demand a salary **commensurate** with my extensive experience.
8. I have **learnt** Word Perfect 6.0, computer and **spreadsheet**²² programs.
9. **I** received a plaque for Salesperson of the Year.
10. Reason for leaving last job: **maternity** leave.
11. I am a perfectionist and rarely if **if** ever forget details.

¹³ambiguity: is the applicant both male and female?

¹⁴to enclose - include with a letter

¹⁵unnecessary word: the phrase in its current state suggests that the candidate is inside the letter!

¹⁶misspelling: the phrase in its current state suggest that the hiring manager is not very tall!

¹⁷accounting - keeping financial records

¹⁸instrumental in - (in this case) I contributed to

¹⁹to run sth. (run-ran-run) - manage sth.

²⁰to track down - find

²¹composure - self-control, serenity

²²spreadsheet - electronic document for financial records

Broken English from CVs

1. Education: **Curses**¹ in liberal arts, curses in computer science, curses in accounting.²
2. **Instrumental in**³ ruining entire operation for a Midwest **chain store**^{4,5}.
3. I am a **rabid**⁶ typist.⁷
4. Proven ability to **track down**⁸ and correct errors.⁹
5. I taught English for several years.¹⁰
6. Strengths: ability to **meet deadlines**¹¹ while maintaining **composer**^{12,13}.
7. I demand a salary **commiserate with**¹⁴ my extensive experience.¹⁵
8. I have lurnt Word Perfect 6.0, computer and spreadsheat progmrs.¹⁶
9. Received a **plague**¹⁷ for Salesperson of the Year.¹⁸
10. Reason for leaving last job: maturity leave.¹⁸
11. I Am a perfectionist and rarely if if ever forget details.¹⁹

Improved versions on p. 44.

Improved translations from p. 44:

Phrases in Job Advertisements

- » **The applications of** failed applicants will not be returned.
- » Applications from both men and women are welcome.
- » Applications from both men and women are welcome (though female applicants preferred).
- » English Teachers needed.



'Instrumental in ruining entire operation...'

Photo by Ed Yourdon

Extracts from Cover Letters

I am an Italian who **is about to**²⁰ graduate from the University of Siena with a **degree**²¹ in Economics and Banking. I am looking for experience in England. I am a dynamic, open and sociable person. I am also determined and I enjoy a **challenge**²². I hope to gain experience and to expand my network. I have a **wide range**²³ of interests that include sports and music.

I am writing in reference to your advertisement for a typist and an **accountant**²⁴. As I have several years' experience in both areas, please consider my application for the post.

I **enclosed**²⁵ herewith...

Thank you for your consideration. **I** hope to hear from you shortly!

¹**curse** - malediction

²**wrong word: obviously**
'curses' is wrong; we need a similar-looking word

³**instrumental in** - (in this case) I contributed to

⁴**chain store** - one of a series of shops owned by the same company and selling the same products

⁵**wrong word: we need a word that is similar to 'ruining'**

⁶**rabid** /'ræbid/ - suffering from rabies /'reibi:z/ (= hydrophobia)

⁷**wrong adjective: it needs a similar-looking word**

⁸**to track down** - find

⁹**misspelling**

¹⁰**wrong verb form: it should be irregular**

¹¹**to meet a deadline** (meet-met-met) - respect a time limit

¹²**composer** - sb. who composes music

¹³**wrong word: the right word is a near-homophone**

¹⁴**to commiserate with** - feel sorry for

¹⁵**wrong word: the right word is a near-homophone**

¹⁶**multiple misspelling**

¹⁷**plague** - contagious bacterial illness

¹⁸**wrong word: it needs a similar-looking word**

¹⁹**unnecessary word**

²⁰**to be about to** - be going to... imminently

²¹**degree** - university qualification

²²**challenge** - sth. that is interesting because it is difficult

²³**wide range** - great variety

²⁴**accountant** - bookkeeper, controller of financial records

²⁵**to enclose** - include with a letter

Hiring Phrasal Verbs

A few phrasal verbs can make your **HR**¹ English sound much more natural.

Hiring and Firing

» **to take sb. on** [take-took-taken]

= hire, begin to employ

- Look, this software **firm**² is taking on three programmers.

» **to turn down**

= reject

- I **applied for**³ that **post**⁴ but they turned me down.

» **to lay sb. off** [lay-laid-laid]

= make sb. **redundant**⁵

- Oh, so you were laid off from your last job. Why was that?

Mentioning

» **to bring up** [bring-brought-brought]

= mention

- Would this be a good moment to bring up the question of a pension plan?



Could I just point out...?

Photo by Narek75

¹**HR** - human resources

²**firm** - company

³**to apply for** - solicit, present

oneself as a **candidate** for

⁴**post** - (in this case) job

⁵**redundant** - unemployed



She brought up an important point.

Photo by Bahrain Intl. Airport

» **to blurt out**

= say impulsively

- I **was thrown**⁶ by the question and blurted out a whole series of defects that the interviewer didn't know about!

» **to point out (that)**

= call attention to

- Could I point out that I **do actually**⁷ **have**⁸ experience working in a multinational office?

» **to rattle off**

= list quickly

- Anyone can rattle off a **string**⁹ of empty **buzzwords**¹⁰ like 'results-oriented' and 'passionate about quality'.

Interrupting

» **to butt in**

= interrupt

- Sorry to butt in but I think you've got someone else's CV there!

» **to cut sb. off** [cut-cut-cut]

= interrupt

- Never cut your interviewer off in mid-sentence.

⁶**to be thrown** - (in this case) be

disconcerted, be agitated

⁷**actually** - (false friend) in fact

⁸**do have** - (emphatic) have

⁹**string** - (in this case) list, series

¹⁰**buzzword** - fashionable term

More Hiring Phrasal Verbs

» **to take on** (responsibility/more work) [take-took-taken]
= accept
- *Are you ready to take on more responsibility?*

» **to go over** [go-went-gone]
= review
- *I'd **just**¹ like to go over a few doubts I had **arising from**² your résumé.*

» **to come across** [come-came-come]
= seem
- *It's important to come across as **confident**³, mature and friendly.*

» **to get across** [get-got-got]
= transmit, communicate
- *Try to get across the fact that you welcome change and don't fear it.*



She came across as a personable mature professional.

Photo by Dell's official Flickr page

¹**just** - (in this case) quickly

²**arising from** - that have been provoked by, that have come from

³**confident** - self-assured, relaxed, composed

⁴**guarded** - cautious, circumspect



They know how to pull together.

Photo by Marina Carresi

» **to open up**
= relax and express oneself freely
- *After 10 minutes of polite but **guarded**⁴ conversation the **interviewee**⁵ finally began to open up and I could begin to evaluate her true personality.*

» **to get ahead** [get-got-got]
= be successful, advance
- *To get ahead in this business you need more than a **glib tongue**⁶ and an **alluring**⁷ smile.*

» **to pull together**
= work as a team
- *What I learned from that experience was that if a team pulls together they can **achieve**⁸ much more than they would individually.*

⁵**interviewee** - candidate, applicant

⁶**glib tongue** - loquacious but superficial and insincere way of speaking

⁷**alluring** - attractive, seductive

⁸**to achieve** - accomplish, do

Hiring False Friends

There are half a dozen **hiring¹ false cognates²** you should **be aware of³**:

» one's career

= professional trajectory

≠ **degree⁴**

- *Most of his class is going on a **trip⁵** together to celebrate the fact that they are half way through their **career degree** course.*

» to resign

= quit, **give up⁶** one's job (often in protest)

≠ resign oneself, accept **reluctantly⁷**

- *She resigned over the way the top management had **handled⁸** the scandal.*



He gave an interesting **conference** speech.

Photo by Daniel Malpica

¹**hiring** (adj.) - recruitment, employment

²**false cognate** - one of two words in different languages that are etymologically related but whose meanings have diverged

³**to be aware of** - be conscious of

⁴**degree** - university studies

⁵**trip** - holiday excursion

⁶**to give up** (give-gave-given) - abandon, leave



They are discussing their plans for the training course.

» to discuss

= talk about, debate

≠ argue

- *OK, I think we should discuss your **pay package⁹** now.*

» a conference

= convention

≠ talk, speech

- *I go to all the major **trade¹⁰** conferences.*

» responsible

= (adj.) in charge, in control

≠ (n.) person in charge

- *I was ~~the responsible~~ **for in charge** of the marketing department.*

» promotion

= preferment, advancing to a position of greater responsibility

≠ a group of people who graduated at the same time.

- *Can I expect promotion/to get promoted in my first year here?*

» resume

= begin again, restart

≠ summarize

- *Could you **resume** summarize the greatest **successes¹¹** of your career, please?*

Notice that although 'résumé' means 'curriculum vitae' in American English (i.e. a summary of one's career), 'resume' has diverged from the French *résumé*.

⁷**reluctantly** - unwillingly, unenthusiastically

⁸**to handle** - deal with, manage

⁹**pay package** - salary and other benefits (e.g. health insurance)

¹⁰**trade** (adj.) - commercial, professional

¹¹**success** - (false friend) triumph



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Nature hates a vacuum... and our editor hates an empty column. There's a bit of space here, so we'd added a mini-article:



A manhole cover.

Photo by Eric Richardson

Not Google Questions

'Google Questions' (see p. 39) are sometimes confused with a different type of logical **conundrum**¹, such as:

» Why are **manhole covers**² **round**³?

In such cases you don't know the answer but by applying a minimum of logic you should be able to **infer**⁴ it. The important thing here is to show your deductive reasoning. Talk the interviewer through the alternatives. Show her your reasoning mind. (Manhole covers are round because that means that they cannot fall down the manhole and kill a worker. **Any other shape and**⁵ they could do).

CULTURE

This section of the magazine offers...

- 53 **The Assassination of a Prime Minister**
 54 **A Captive in Archangel**
 55 **A Warning to Future Ministers**
 Exercise 13

- 56-59 **John Sayles**
 Exercise 17

SPEAKING & LISTENING EXTENSION

- 53 **Speak:** political assassinations tend to be associated with certain countries at certain times (e.g. the USA in the 1960s) - What gives rise to assassination trends and why do they end?
- 55 **Watch:** here is a 12-minute BBC documentary on the murder of Spencer Perceval:
<https://goo.gl/XWmP73>

Was the only assassination of a British Prime Minister a US terrorist conspiracy?

- 56 **Watch:** check out the John Sayles YouTube channel at:
<https://goo.gl/6BgGXF>

- 59 **Speak:** Are indie films necessarily better than Hollywood movies? Who's your favourite film director?

Further Reading: *Sayles on Sayles* by Gavin Smith [Faber & Faber, 1998]

¹**conundrum** - brain-teaser, enigma

²**manhole cover** - heavy metal disk placed over a manhole (= small opening in a paved area that enables access underground [see photo])

³**round** - circular

⁴**to infer** - deduce by reasoning

⁵**any other shape and** - (in this case) if they were not circular

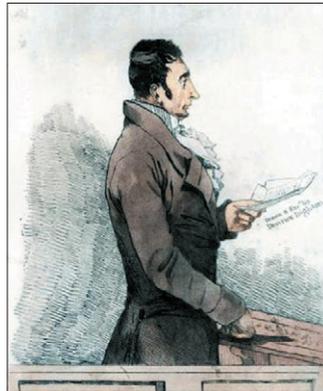
The Assassination of a Prime Minister

by Colman Keane

Only one British Prime Minister has ever been assassinated. This is the sad story of his killer.

The Road to Russia

There can be little doubt that John Bellingham had a **stubborn¹ streak²** in him. Otherwise, it is very difficult to explain the **never-say-die³** attitude of a man who since his birth in London in 1771 had **been bedevilled by⁴** bad luck. After serving an apprenticeship to a **jeweller⁵** in Whitechapel, the 16-year-old Bellingham **absconded⁶** and, in search of fortune and adventure, **signed up⁷** as a **sailor⁸** on the *Hartwell*, an impressive merchant ship **owned by⁹** the East India Company. The *Hartwell* with Bellingham on board made what was to be its **maiden voyage¹⁰** to China but **ill**



John Bellingham



The Port of Archangel in Russia

Photo by Library of Congress

luck¹¹ reared its ugly head¹² and the **vessel¹³ sank¹⁴ off** Cape Verde after a strange mutiny in which the captain and **a handful of¹⁶** officers kept the rest of the **crew¹⁷ at bay¹⁸** for two days. It has never been discovered whether Bellingham was involved in the mutiny but what is clear is that once back in England Bellingham, after a somewhat nomadic existence, **set up as¹⁹** a **tradesman²⁰** in Oxford only for the **venture²¹ to go bust²²**. In the face of

yet another contretemps, the Englishman did not **repine²³** but, feeling his luck must change, moved to Liverpool where sometime later he got married. Proximity to such an important British port **prompted²⁴** Bellingham to **set up as¹⁹** a **merchant broker²⁵** for a number of British companies. By the early 1800s he had gone to Archangel on the White Sea where he worked **for a while²⁶** as a **clerk²⁷** to a Russian merchant before becoming an agent himself. Archangel was at the time a major **trading²⁸** centre, "a port that gave access to inexhaustible reserves of **timber²⁹** and **iron ore³⁰**".³¹

¹**stubborn** - obstinate

²**streak** - element, strain

³**never-say-die** - indomitable, resolute

⁴**to be bedevilled by** - be plagued by, be tormented by

⁵**jeweller** /'dʒu:lə/ - sb. who sells jewellery (= ornaments adorned with gems)

⁶**to abscond** - escape, run away

⁷**to sign up** - register

⁸**sailor** - seaman, mariner

⁹**owned by** - which was the property of

¹⁰**maiden voyage** - first voyage

¹¹**ill luck** - misfortune

¹²**to rear its ugly head** - (of sth. unpleasant) appear, emerge

¹³**vessel** - (in this case) ship

¹⁴**to sink** (sink-sank-sunk) - become submerged

¹⁵**off** - (in this case) near to

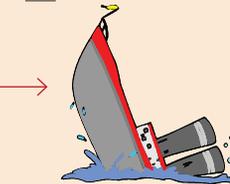
¹⁶**a handful of** - half a dozen, several

¹⁷**crew** - group of people who work together on a ship

¹⁸**to keep sb. at bay** (keep-kept) - resist sb.

¹⁹**to set up as** (set-set-set) - become

²⁰**tradesman** - shopkeeper, vendor



²¹**venture** - business

²²**to go bust** (go-went-gone) - go bankrupt

²³**to repine** - lament, express discontent

²⁴**to prompt** - cause

²⁵**merchant broker** - commercial intermediary

²⁶**for a while** - for some time

²⁷**clerk** - administrative worker

²⁸**trading** (adj.) - commercial

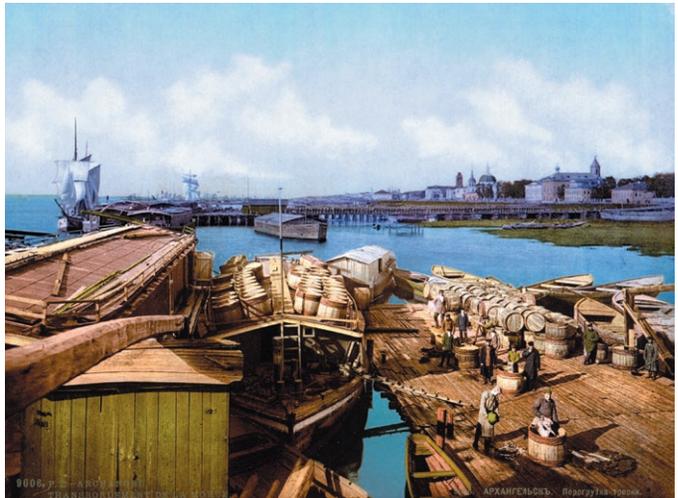
²⁹**timber** - wood

³⁰**iron ore** /aɪən 'ɔː/ - rock from which iron (Fe.) can be extracted

³¹**Andro Linklater, Why Spencer Perceval had to Die, 2010, Bloomsbury Publishing Plc, London.**

A Captive in Archangel

In November 1804, Bellingham feeling it was time to visit his wife and children in Liverpool decided to **set out for**¹ England. Shortly before returning home, Lady Luck once again **turned her back on**² him and to his astonishment the English merchant was arrested by the Russian authorities. Inexplicably, Bellingham had become caught up in a dispute between the **rogue**³ owners of a local ship the *Soleure* - which had **sunk**⁴ in the White Sea - and its insurers, Lloyd's of London, who refused to **make good**⁵ the loss. The charges against Bellingham had **been trumped up**⁶ by the dishonest **Dutch**⁷ merchant Solomon van Brienen, co-owner of the **sunken**⁸ ship. Van Brienen - who was **hand in glove**⁹ with the mayor of Archangel, the other co-owner - brought a **criminal suit**¹⁰ against Bellingham for illegally depriving them of the money for the *Soleure*. Bellingham was **duly**¹¹ **locked up**¹² and, despite **appealing to**¹³ the British authorities, was to languish in a cold, **clammy**¹⁴, rat-infested Russian prison cell until in 1809 the Russian authorities found in his favour and he was finally **released**¹⁵ after five tortuous years. This traumatic experience, during which Bellingham had been **abandoned to his fate**¹⁶ by negligent British consular officials, who **cared not one whit**¹⁷ if one of their citizens had been illegally detained in such a **cavalier**¹⁸



The Port of Archangel in Russia

fashion, left “the Briton with an **overwhelming**¹⁹ sense of **grievance**²⁰ against the British government”²¹.

A Bitter Homecoming

No sooner had Bellingham been **released**²² than he **made for**²³ England where to his **dismay**²⁴ he discovered that no government official had informed his family in Liverpool of his imprisonment. His family had in fact been kept in the dark and so did not know whether he had disappeared or had perished in Russia. **In the meantime**²⁵ they had been ruined and were living in abject poverty. Bellingham, determined to get satisfaction and economic compensation from Spencer Perceval's government, went to London where he **put up**²⁶ at 9 New Millman Street which, over the following three years, would be the **headquarters**²⁷ from which he hoped to be able to **seek**²⁸ **redress**²⁹ and **press**³⁰ his more than justifiable **claim**³¹.

¹**to set out for** (set-set-set) - go to

²**to turn one's back on sb.** - abandon sb.

³**rogue** (adj.) - dishonest, dishonourable

⁴**to sink** (sink-sank-sunk) - become submerged

⁵**to make good** (make-made-made) - compensate

⁶**to be trumped up** - be invented

⁷**Dutch** - (*false friend*) from Holland/the Netherlands

⁸**sunken** - that had **sunk**⁴

⁹**hand in glove** - in close collusion

¹⁰**criminal suit** - lawsuit (= litigation) alleging violations of criminal law



¹¹**duly** - predictably, as might be expected

¹²**to lock sb. up** - imprison sb.

¹³**to appeal to** - ask for help from

¹⁴**clammy** - dank, wet

¹⁵**to release** - free, liberate

¹⁶**to abandon sb. to his fate** - abandon sb. to whatever will happen

¹⁷**to care not one whit** - not care at all

¹⁸**cavalier** (adj.) - unceremonious, (*in this case*) disrespectful of the correct judicial process

¹⁹**overwhelming** - irrepresible, uncontrollable

²⁰**grievance** - offence, injustice

²¹**Max Décharné, Seven Centuries of London Life and Murder, 2013, Random House UK.**

²²**to release** - free, liberate

²³**to make for** (make-made-made) - go to

²⁴**dismay** - (*false friend*) alarm, consternation

²⁵**in the meantime** - meanwhile

²⁶**to put up** (put-put-put) - stay, lodge

²⁷**headquarters** - base, 'mission control'

²⁸**to seek** (seek-sought-sought) - try to obtain

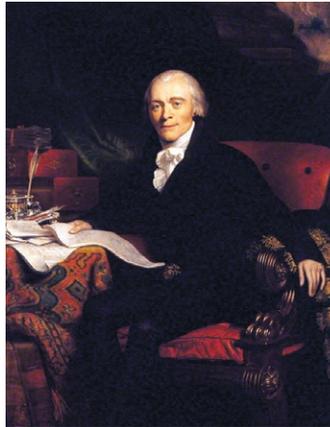
²⁹**redress** - compensation, reparation

³⁰**to press** - (*in this case*) present insistently

³¹**claim** - assertion, case

A Warning to Future Ministers

Bellingham petitioned his local **MP**¹ and explained that during his time in Russia he “had **realised**² more than £100,000” and demanded that the Perceval administration “must **make it good to**³ me”. He wrote hundreds of letters and after petitioning the Treasury **actually**⁴ wrote to the Prince Regent himself in an effort to **press**⁵ his **claim**⁶. Finally, in March 1812, his patience exhausted, Bellingham wrote to the Bow Street Magistrates and **threatened**⁷ that if the government did not provide **prompt**⁸ **redress**⁹ then “I shall feel justified in executing justice myself”. True to his word, Bellingham visited a **tailor's**¹⁰ where he paid a Mr James Taylor to add a **concealed**¹¹ **pocket**¹² to his coat. He then bought two pistols and began to visit the public galleries at the House of Commons assiduously. At five o'clock in the afternoon on Monday 11 May John Bellingham **strolled into**¹³ the lobby of the Commons, took a seat and waited. Some 15 minutes later, Spencer Perceval appeared **whereupon**¹⁴ Bellingham **ambled**



Prime Minister Spencer Perceval



The assassination of the Prime Minister

up to¹⁵ him and fired one single shot after which he then calmly sat down. He was quickly disarmed and was **straightaway**¹⁶ **marched to**¹⁷ Newgate Prison. In a **trial**¹⁸ notable for its indecent **haste**¹⁹ Bellingham explained that he **had no axe to grind with**²⁰ the **late**²¹ Prime Minister, but felt that he had been perfectly justified in doing what he did and that his action would serve as “a serious lesson and a **warning**²² to all future ministers”. Curiously, there was general **glee**²³ at the death of the **highly**²⁴ unpopular **prim**²⁵, evangelical, anti-Irish Spencer Perceval. **Toasts were drunk**²⁶ at Samuel Taylor Coleridge²⁷'s local pub to the assassin for many years afterwards, while as Bellingham approached the **gallows**²⁸ he was **cheered**²⁹ and there were loud cries of “God bless you!” from the **assembled crowd**³⁰.

¹**MP** - Member of Parliament

²**to realise** - (in this case) earn

³**to make it good to sb.** (make-made-made) - compensate sb.

⁴**actually** - (false friend) in fact

⁵**to press** - (in this case) present insistently

⁶**claim** - assertion, case

⁷**to threaten** - declare in a menacing way

⁸**prompt** - swift, rapid, timely

⁹**redress** - compensation, reparation

¹⁰**tailor's (shop)** - shop in which clothes are specially made

¹¹**concealed**

- hidden, camouflaged

¹²**pocket** - small

bag sewn into a piece of clothing so as to form part of it

¹³**to stroll into** - enter in a relaxed way

¹⁴**whereupon** - at which moment

¹⁵**to amble up to sb.** - approach sb. in a relaxed way

¹⁶**straightaway** - immediately



¹⁷**to march sb. to** - force sb. to walk to

¹⁸**trial** - judicial process

¹⁹**haste** - speed, celerity

²⁰**to have an axe to grind / grind / with sb.** (have-had-had) - have a personal reason for acting against sb.

²¹**late** - recently dead

²²**warning** - cautionary message

²³**glee** - delight, euphoria, elation

²⁴**highly** - very

²⁵**prim** - prudish, sanctimonious

²⁶**to drink a toast to** (drink-drunk-drunk) - commemorate with a drink

²⁷**famous Romantic poet and author of *The Rime of the Ancient Mariner* (1799)**

²⁸**gallows** - place of execution

²⁹**to cheer** - shout in admiration

³⁰**assembled crowd** - multitude who had congregated

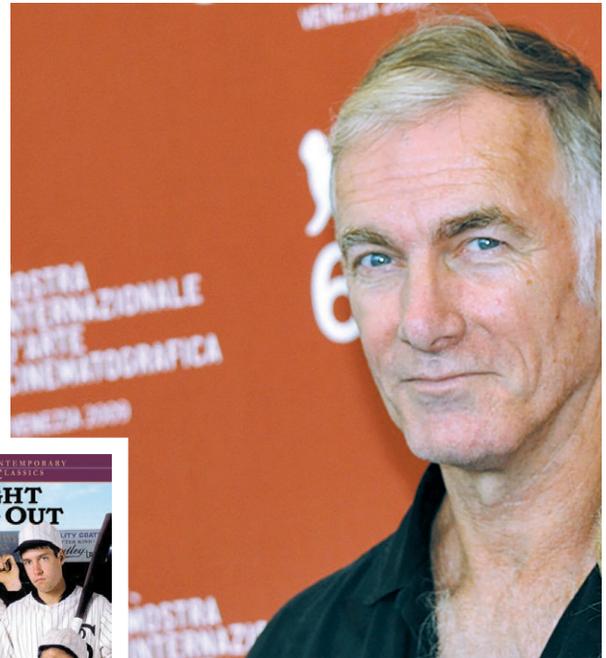
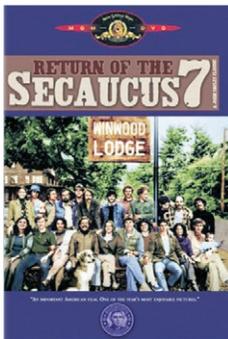
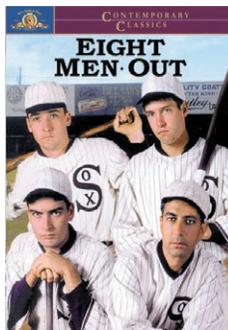


John Sayles: the Lone Star

John Sayles is the USA's most **highly**¹ respected independent film director. What's the secret of this **hugely**² versatile man's success?

The Underachiever³

John Sayles was born on September 28th, 1950 in Schenectady, New York State. His **parents**⁴ - Mary and Donald - were both teachers. "My mother taught elementary school and my father taught math and science and **eventually**⁵ went into school administration." John was **raised**⁶ Catholic and studied to be an altar boy but never **actually**⁷ served. "We **moved**⁸ a lot when I was a kid... I went to six or seven different schools **within**⁹ the 12 years I was in **public school**¹⁰. My brother was one year **ahead of**¹¹ me and he was a much high-profile athlete and student. I had insomnia as a kid, so I would stay up late watching TV or listening to baseball games on my transistor. I'd be tired in the morning, so I'd really **be out of it**¹² at least until lunch. I slept in class a lot." Donald Sayles' doctoral thesis when he was trying to **get himself upgraded**¹³ into administration was on 'the **underachiever**¹³, and he used John and his brother as his examples! However,



John Sayles

Photo by Nicolas Genin - cropped

John read a lot as a child. "I liked stories about animals, especially stories by Walter Farley¹⁴, and Jim Kjelgaard¹⁵ and Jack London¹⁶. He also used to enjoy watching baseball on TV with his brother. They'd watch with their **baseball mitts**¹⁷ on. "We'd watch three or four **innings**¹⁸ until we **couldn't stand it**¹⁹ anymore and then we'd go out and play **for a while**²⁰, then come in and watch some more of the game.²¹

When John was eight he started to write stories. "Once a year there'd be an **assignment**²² to write a story and that was fun, to **actually**²³ do my homework happily for once."

¹**highly** - (intensifier) greatly

²**hugely** - enormously

³**underachiever** - student who does not triumph as expected, sb. who does not fulfill his/her potential

⁴**parents** - (false friend) mother and father

⁵**eventually** - (false friend) in the end

⁶**to raise sb.** - rear sb., bring sb. up

⁷**actually** - (false friend) in fact

⁸**to move** - change one's place of residence

⁹**within** - (in this case) in

¹⁰**public school** (US English) - free state education

¹¹**to be ahead of** - be in front of, be in advance of

¹²**to be out of it** - not be able to concentrate

¹³**to get oneself upgraded** (get-got-got) - get promoted, ascend

¹⁴**author of The Black Stallion** (1941)

¹⁵**who wrote stories about dogs**

¹⁶**author of The Call of the Wild (1903) and White Fang (1906)**

¹⁷**baseball mitt** - protection for a catcher's hand

¹⁸**inning** - (baseball) each division of a game during which both sides have a turn at batting

¹⁹**couldn't stand it** - couldn't bear it, (in this case) couldn't control ourselves



²⁰**for a while** - for some time

²¹**Sayles's love of baseball is reflected in his movie Eight Men Out (1988)**

²²**assignment** - piece of homework

²³**actually** (false friend) ...was a great surprise

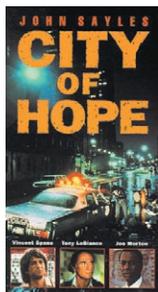
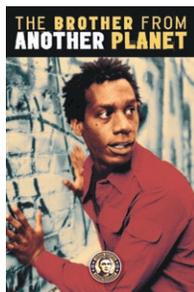
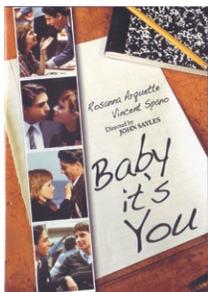
John Sayles: a Man Without Guns

Questioning Authority

John Sayles had no big desire to go into the army, so he went to university to avoid **the draft**¹. “It wasn’t Vietnam that **bothered**² me, I **just**³ didn’t want to take orders anymore. I went into **college**⁴ in 1968 with a **distrust**⁵ of authority. I grew up in and around Italian neighborhoods and there was a real Italian feeling of **distrust**⁵ of government and organized society - if you **can’t run**⁶ it, keep it out of your life.”

Because his parents were teachers, John had grown up knowing that teachers were **fallible**⁷. “You’re there while they talk about the colleagues who they think are **jerks**⁸ or who **messed up**⁹.”

However, this anarchic **streak**¹⁰ didn’t translate into organized radicalism. “I **truly**¹¹ thought student activism on campus was a waste of time.” By his second year at university he had read enough about Vietnam to feel that it was a **bullshit**¹² war’. However, John was still unfocused in his analysis, still **underachieving**¹³



academically. “If I wasn’t interested in a class, I didn’t go. I only took writing classes to **get my grade point average up**¹⁴ - I would **hand in**¹⁵ **my six pounds of fiction**¹⁶ or whatever and they’d give me an A and that counterbalanced the D-minus I’d gotten in Psych, my major. For me, it was like a four-year, semi-paid vacation.”

In his last year at **college**⁴ John **got involved in**¹⁷ the theatre. “Gordon Clapp was directing *Of Mice and Men* and asked me to read for Slim, I think because I was tall and thin.”

A Worthless¹⁸ Degree¹⁹

John Sayles graduated from Williams College as a psych major. “I had this **worthless**¹⁸ **degree**¹⁹ in economic terms and got out of **college**⁴ when it was very **hard**²⁰ to **get hired**²¹ doing anything unless you **were willing to sign up for more school**²². I knew a lot of people, like my brother, who **hung around**²⁴ for another year or two and lived in that college community because they didn’t want to leave the **womb**²⁵.” But John had had enough of education and he got a job working in hospitals **for a while**²⁶. “I worked in geriatrics and with some car-crash victims, mostly poor people who ended up there because they couldn’t get **homecare**²⁷. I kind of liked that. If I’d continued, I would have probably become a physical therapist.”

¹**the draft** - conscription, compulsory military service

²**to bother** - upset, perturb

³**just** - (in this case) simply

⁴**college** (US English) - (false friend) university

⁵**distrust** - suspicion

⁶**to run sth.** (run-ran-ran) - manage, control

⁷**fallible** - imperfect, capable of making mistakes

⁸**jerk** - obnoxious person, fool

⁹**to mess up** - make a mistake

¹⁰**streak** - vein, trait, tendency

¹¹**truly** - really, honestly

¹²**bullshit** (adj.) - hypocritical, idiotic

¹³**to underachieve** - not fulfill one’s potential

¹⁴**to get one’s grade point average up** (get-got-got) - increase one’s average mark

¹⁵**to hand in** - submit

¹⁶**my six pounds of fiction** - my stories

¹⁷**to get involved in** (get-got-got) - begin to participate in

¹⁸**worthless** - of no value

¹⁹**degree** - university qualification

²⁰**hard** - (in this case) difficult

²¹**to get hired** (get-got-got) - be employed

²²**to be willing to** - be ready to, be prepared to

²³**to sign up for more school** - continue in full-time education

²⁴**to hang around** (hang-hung-hung) - (in this case) stay at university

²⁵**womb** /wu:m/ - (literally) uterus, (in this case) protected surroundings

²⁶**for a while** - for some time

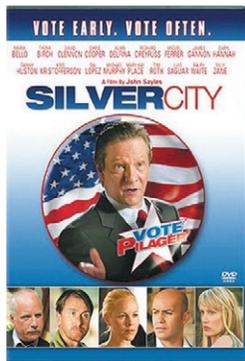
²⁷**homecare** - domiciliary nursing care

John Sayles: Acclaimed Novelist

While working in hospitals John Sayles continued to write stories for himself and started sending them to magazines. “I didn’t know any professional writers, I hadn’t taken literary courses, and I wasn’t a literary **groupie**¹. I didn’t even know that you got paid.” **Indeed**², most magazines didn’t pay for short stories, they just sent the writers a few copies of the magazine. “I had a wall with **rejection slips**³ on it.” He got an acceptance from one **quarterly**⁴, only for the magazine to **go out of business**⁵ before his story was published.

One day John was in a car crash and his car was **wrecked**⁶. “For a couple of weeks I had to walk to work in the snow.” This was **the last straw**⁷ as John was already **sick of**⁸ the New England cold. He decided to move to Florida but didn’t get further than Atlanta, where he stayed for almost a year working as a day labourer. He **dug**⁹ **ditches**¹⁰ and swimming pools. He also sold his own **blood**¹¹ to **make ends meet**¹².

In 1974 he returned to New England but didn’t **feel like**¹³ working in hospitals again. He knew people from college in Boston and went there. He was working as a meat packer and making much better money than he had working in hospitals.



¹**groupie** - fan, uncritical enthusiast and follower

²**indeed** - (emphatic) in fact

³**rejection slip** - short letter that says 'no thank you'

⁴**quarterly** - magazine that appears every 3 months

⁵**to go out of business** (go-went-gone) - be declared bankrupt

⁶**to be wrecked** - be completely destroyed

⁷**the last straw** - final irritation that causes sb. to act

⁸**to be sick of** - be tired of

⁹**to dig** - excavate

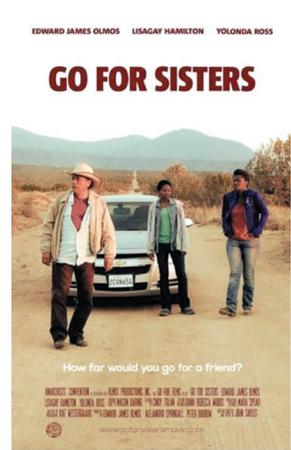
¹⁰**ditch** - channel, trench

¹¹**blood** - red liquid in one's veins and arteries

¹²**to make ends meet** (make-made-made) - survive

¹³**to feel like** (feel-felt-felt) - want to (+ infinitive)

¹⁴**to get evicted** (get-got-got) - be legally expelled



Men

Around this time he sent a 50-page story called ‘Men’ to *The Atlantic*. However, the woman who lived in the apartment above him **got evicted**¹⁴ and came back the next day and intentionally **flooded**¹⁵ the flat **in revenge**¹⁶. “All the water **collected**¹⁷ above the chair where the **carbon copy**¹⁸ of my 50-page short story was and **dripped**¹⁹ on it all day long while I was at work making salami.” He hadn’t heard back from *The Atlantic* in a month, which was surprising because they usually took a **fortnight**²⁰ to answer with a **rejection slip**³. “I called up, which I had never done before... and they had no **record of**²¹ any story called ‘Men.’” His short story was apparently **irredeemably**²² lost. This was a **low point**²³ for Sayles but two days later he got a call from *Atlantic Press* saying, “We have your **novella**²⁴, we’re really interested and we’d like you to meet an editor”. John met up with Peggy Yntema and she suggested he make it into a novel, which **eventually**²⁵ became the acclaimed *Pride of the Bimbos* (1974). “Almost one week later I **got laid off**²⁶, which was not bad because, **since**²⁷ it was a **union job**²⁸, I could get unemployment. I think I got 21 weeks at \$48 per week and that was my **grant**²⁹ to the arts.”

¹⁵**to flood** - fill with water

¹⁶**in revenge** - as an act of vengeance

¹⁷**to collect** - be concentrated, accumulate

¹⁸**carbon copy** - copy made on carbon paper

¹⁹**to drip** - (of water) fall in drops

²⁰**a fortnight** - two weeks

²¹**record of** - knowledge of, information about

²²**irredeemably** - permanently

²³**low point** - depressing moment

²⁴**novella** - (false friend) short novel

²⁵**eventually** - (false friend) in the end

²⁶**to get laid off** (get-got-got) - lose one's job

²⁷**since** - (in this case) given that

²⁸**union job** - job with collectively negotiated rights

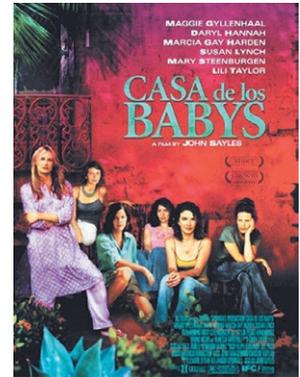
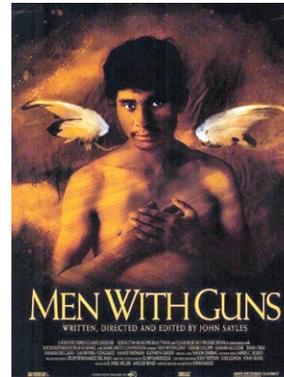
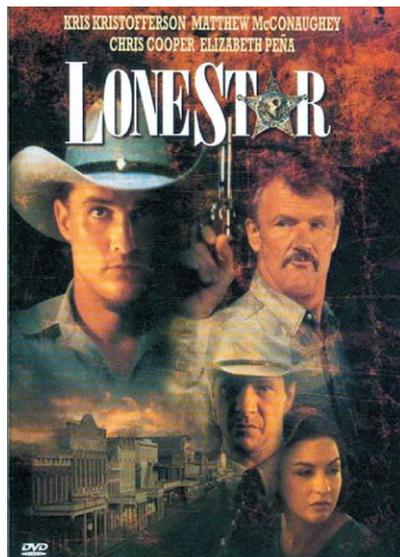
²⁹**grant** - subsidy

John Sayles: Indie Filmmaker

John Sayles found his way into the movie business as a scriptwriter for horror movies such as *Piranha* (1978) and *Alligator* (1980). **Indeed**¹, Sayles continued to finance his own projects by writing scripts for commercial movies for the next 30 years. In fact, he worked on the scripts of several **worthy**² films including an early **draft**³ of *ET* (1982), *The Clan of the Cave Bear* (1986), *Apollo 13* (1995) and *The Spiderwick Chronicles* (2008).

Magical Realism

However, Sayles has made his name as the writer and director of subtle independent films populated by **nuanced**⁴ characters and characterized by fabulous dialogues. The scripts of both *Passion Fish* (1992) and *Lone*



Star (1996) were both nominated for an Oscar. Sayles's virtuosity is to create **spellbinding**⁵ stories in which remarkably little happens in one sense but **tales**⁶ that **carry you along**⁷ with the intensity and realism of their characters.

However, the genius of Sayles is that this realism is often **blended with**⁸ myth, legend and magic realism, most notably in the case of *The Secret of Roan Inish* (1994).

The Extraordinary in the Everyday

A one-line synopsis of most of Sayles's films would probably not inspire you to watch them. *Passion Fish* is the story of two broken women **re-engaging with**⁹ life through friendship. *Lone Star* is the story of a man trying to **come to terms with**¹⁰ the local hero status of his dead father. *Casa de los Babys* (2003) is the story of a group of US women waiting to adopt babies in Mexico. Sometimes a synopsis just sounds **weird**¹¹: *Men with Guns* (1997) is what you would get if *The Wizard of Oz* had **been set**¹² in the middle of the Guatemalan genocide **instead of**¹³ a fantasy version of Kansas.

Power & Powerlessness

Sayles never **shies away from**¹⁴ exploring the oppression and exploitation that exists in the USA or **indeed**¹ the United States neocolonial relationship with many other countries (from Central America to the Philippines) but he never paints a simplistic picture. There are **no good guys**¹⁵ and **bad guys**¹⁶. There is just power and human **frailty**¹⁷. Sayles is the perfect antidote to the idea that all US movies are action-packed, facile fast food for the eyes.

¹indeed - (emphatic) in fact

²worthy - notable

³draft - version

⁴nuanced - subtly differentiated

⁵spellbinding - fascinating, mesmerizing

⁶tale - story

⁷to carry sb. along - transport sb.

⁸to blend with - mix harmoniously with

⁹to re-engage with sb. - decide to participate in sth, again

¹⁰to come to terms with (come-came-come) - accept

¹¹weird - strange, bizarre

¹²to be set - occur, happen

¹³instead of - rather than, as opposed to

¹⁴to shy away from - avoid, be afraid to (+ infinitive)

¹⁵good guy - hero

¹⁶bad guy - villain

¹⁷frailty - weakness

THE HUMOUR DOSSIER

This section of the magazine offers...

- 61 **The Origins of Humour:** anthropology and myths
Exercise 19
- 62 **A History of Humour:** is humour timeless?
63 **A History of Humour:** would you laugh at mediaeval jokes?
- 64 **Doublespeak:** irony
65 **Doublespeak:** sarcasm and the sardonic
66 **Doublespeak:** will robots ever learn to be ironic?
- 67 **Gallows Humour:** laughing to death
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69 **Gallows Humour:** the Military
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Exercise 28
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- 82 **Humour Expressions:** laughter
83 **Humour Expressions:** comedy
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SPEAKING & LISTENING EXTENSION

- 61 **Speak:** Do you bond through humour or is another form of interaction more important for you? Do you find clowns scary?
- Watch:** here is a sketch on the origin of job interviews:
<https://goo.gl/WciG1g>
- 62 **Speak:** Do you think your humour is more sophisticated than your ancestors'? What determines what you find funny?
- 64 **Speak:** How important is irony in your culture? Do you find it amusing or irritating?
- 67 **Speak:** Jokes are often a coping mechanism when there is a major tragedy. Does that make them acceptable/necessary?
- 70 **Speak:** What would you like written on your headstone? Would you consider having a joke there?
- 73 **Speak:** Should any topics be off-limits (= taboo) for comedy? Which?
- 75 **Watch:** here is a short introduction to the history of women's stand-up in the US:
<https://goo.gl/37N2re>

Origins: Humour Makes Us Human

Other primates laugh and enjoy slapstick. What's more, human laughter existed before human language. However, only *Homo sapiens* tells jokes. **Indeed**¹, some anthropologists think that verbal humour works as social **glue**² **allowing**³ us to live in **larger**⁴ groups than other big predatory animals. Gentle humour is socially cohesive and inclusive. **Vindictive**⁵ humour is also cohesive for the in-group as it marks the line between us (ridiculers) and them (ridiculed).

Any doubt about the social importance of humour should be **dispelled**⁶ by the discovery in the 1950s that people at home didn't find TV comedy funny, even when the same comedy had worked in front of a studio audience. To compensate, television executives added **canned laughter**⁷ to give the impression of being part of a group.

Laughter causes the **release**⁸ of endorphins in the brain, relaxing us, **encouraging**⁹ social interaction and increasing our levels of **trust**¹⁰. Laughing is even believed to **boost**¹¹ our immune systems.



He who laughs first...

Photo by Sara L. Carresi

The Neurology of Humour

Babies begin to laugh and have **tantrums**¹² simultaneously at about three to four months. Neurology tells us that laughter evolved with fear, representing a response to a **threat**¹³ **diffused**¹⁴. That's why other people's pain and ridicule is often hilarious. The connection is also why there is a certain **amount**¹⁵ of suspense when a joke is being told. Will I get it? Will he tell it right? The **release**¹⁶ of tension is pleasurable and humour is relaxing.

A six-year-old laughs, **on average**¹⁷, 300 times a day; an adult only 15 times.

Mythology & the Origins of Jokes

The **trickster**¹⁸ is an almost universal figure in world mythology. An obvious example is the Norse god Loki but there are many others including Kokopelli (a Hopi god) and even the Greek god Hermes. The trickster is often a master of **wordplay**¹⁹ and **puns**²⁰. He is associated with uncontrolled sexuality, **forbidden**²¹ desires, ambivalence and ambiguity, **thresholds**²², transgression and anarchy. He often stole fire from the gods and gave it to Man (Coyote, Loki). Fire, of course, is an ambiguous **gift**²³ that offers great benefits and much destruction.

This dangerous cocktail of humour, transgression, anarchy and ambiguity translated into the Lord of Misrule of mediaeval Christianity and can even be seen in the scary clowns of modern horror movies or the almost universal comic **trope**²⁴ of **cross-dressing**²⁵.

¹**indeed** - (*emphatic*) in fact

²**glue** - adhesive

³**to allow** - permit, enable

⁴**larger** - bigger

⁵**vindictive** - malicious, cruel

⁶**to dispel** - dissipate, eliminate

⁷**canned laughter** - recording of people laughing

⁸**release** - emission

⁹**to encourage** - foment, stimulate

¹⁰**trust** - confidence, (*opposite of* 'suspicion')

¹¹**to boost** - stimulate, foment

¹²**tantrums** - uncontrolled anger

¹³**threat** - danger, menace

¹⁴**diffused** - deactivated, mitigated

¹⁵**amount** - degree, level

¹⁶**release** - (*in this case*) liberation, relaxation

¹⁷**on average** - typically

¹⁸**trickster** - joker, fraudster

¹⁹**wordplay** - verbal humour

²⁰**pun** - homophonic humour

²¹**forbidden** - prohibited

²²**threshold** - doorway, frontier

²³**gift** - present, sth. given

²⁴**trope** - motif, recurrent theme

²⁵**cross-dressing** - transvestism



Humour through History

Is humour timeless?

Laughs that Last

The Spanish **playwright**¹ Juan Timoneda **compiled**² a joke book which included the following anecdote. A man goes into a barber's shop and sits in the barber's chair. "How would you like your haircut, sir?", the barber asks. "In silence", the man replies. What is most interesting about this joke is that the exact same anecdote can be found in a late Roman joke book *Philogelos*³, written over a thousand years earlier. Similarly, a 12th-century Iranian joke about camels, donkeys and the secret police was still being told (with minimal changes) under Ceaucescu's regime in late 20th-century Romania.

The Test of Time

Another Roman joke that could arguably **stand the test of time**⁴ is this one:

Patient: Doctor, doctor, whenever I wake up I feel **dizzy**⁵ for half an hour.

Doctor: Get up half an hour later, then.

The Romans found similar things funny to us: sex, **baldness**⁶ and **misers**⁷, **for instance**⁸. Most countries have a special set of jokes about people from a specific town or region who **are deemed to be**⁹ stupid; the Romans had Thracian jokes.¹⁰ Fascinatingly, the Latin transcription of laughter was "ha, ha", just as it is in Modern English.

¹**playwright** - dramatist

²**to compile** - assemble, anthologize

³**meaning 'the lover of laughter'**

⁴**to stand the test of time** (stand-stood-stood) - continue to be popular, endure

⁵**dizzy** - giddy, disoriented and unbalanced

⁶**baldness** - having no hair on top of one's head

⁷**miser** /'maɪzə/ - (false friend) sb. who hates spending money

⁸**for instance** - for example

⁹**to be deemed to be** - be considered to be



Roman humour: do you get the joke?

The Gulf of Time

Yet¹¹ Roman humour had a crueller, more violent side than what would make most of us laugh today. When his friends got drunk, Elagabalus used to **lock them up**¹² in the **cellar**¹³ with **wild**¹⁴ animals, for example.

Moreover, some Roman jokes aren't funny to us because social institutions have changed. **For instance**⁸, a Roman goes back to a **slave-trader**¹⁵ and **complains**¹⁶ that the slave he was sold has died. "That's **odd**¹⁷", says the slave-trader, "When he was with me, he never did any such thing!" Our concept of the value of human life is such that we can't laugh at this type of joke. However, the premise is not that different from Monty Python's Dead Parrot sketch, which is still **hugely**¹⁸ popular around the world.

Nevertheless, when Roman slave jokes favour the **underdog**¹⁹ we can still enjoy them today. One Roman gag **went**²⁰ as follows: the Emperor sees a slave in the street of a provincial town who looks exactly like himself. "Hey, slave", he says, "Was your mother ever in Rome?" "No, master", replies the slave. "But my father was."

¹⁰**millennia before that, the Egyptians were making jokes about Nubians (and apparently still do!)**

¹¹**yet** - (in this case) however

¹²**to lock sb. up** - imprison sb.

¹³**cellar** - basement, underground room (e.g. for wine)

¹⁴**wild** /waɪld/ - undomesticated, ferocious

¹⁵**slave-trader** - sb. who buys and sells captive humans

¹⁶**to complain** - protest, object

¹⁷**odd** - strange, surprising

¹⁸**hugely** - immensely, very

¹⁹**underdog** - victim

²⁰**to go** (go-went-gone) - (in this case) be

Millennia of Amusement

Roman humour can be less **alien**¹ to us than more recent humour from our own countries. In 1511 Wynkyn de Worde (presumably a pen name) published *Demands Joyous*². It included jokes such as:

Q: How may a man discern a cow in a **flock**³ of sheep?

A: By his eyesight⁴.

This anti-joke would certainly have few



people **chuckling**⁵ today, though it is not dissimilar to the jokes that were published on **ice-lolly sticks**⁶ when I was a child. **Indeed**⁷, in its literalness it is **akin**⁸ to the most famous anti-joke in the English language:

Q: Why did the chicken cross the road?

A: Because it wanted to get to the other side.⁹

Modern adolescents might still **giggle**¹⁰ at this one from Wynkyn's collection:

Q: What beast is it that **hath**¹¹ her **tail**¹² between her eyes?

A: It is a cat when she **licketh**¹³ her **arse**¹⁴.

Evolution

What do I think of Western civilization? I think it would be a very good idea. - Mahatma Gandhi

There is one way in which we have progressed beyond our ancestors. Rich Romans kept mentally deficient people as **household pets**¹⁵. There was a special section of the slave



Photo by Lestat (Jan Mehlich)

market in Rome where you could buy a genuine idiot. It was important that this was not a person **pretending to be**¹⁶ a simpleton as can be seen in this graffiti recorded by Martial, written by a **disgruntled**¹⁷ customer: "They said he was a **fool**¹⁸. I bought him for 20,000 sesterces. **Give me a refund**¹⁹, Gargilianus: he is wise!

The cruelty of ridiculing the mentally ill did not die out in the **intervening**²⁰ millennia. From the late Middle Ages until well into the 18th Century a popular entertainment in London was to go to Bedlam hospital²¹ to laugh at the mad people incarcerated there. In some ways, we are more sophisticated than our ancestors.

¹**alien** (adj.) - unfamiliar, outlandish, foreign

²**we'd probably express this as 'fun(ny) questions' in Modern English**

³**flock** - group (of sheep or birds)

⁴**by his eyesight** - by using his eyes

⁵**to chuckle** - laugh quietly or inwardly

⁶**ice-lolly stick** - flat piece of wood that you hold that has a block of flavoured ice at one end

⁷**indeed** - (emphatic) in fact

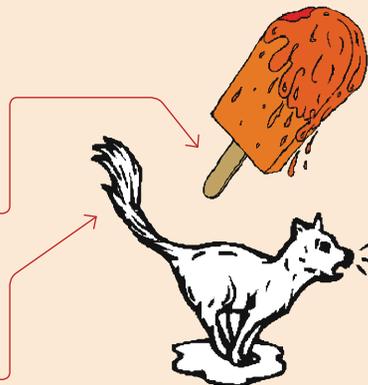
⁸**akin** - analogous, similar

⁹**first recorded in 1847 in the USA**

¹⁰**to giggle** - titter, laugh in a childish way

¹¹**hath** - (archaic) has

¹²**tail** - prolongation of the vertebrae at the back of an animal's body



¹³**licketh** - (archaic) licks, cleans

¹⁴**arse** (UK English) - ass (US English), anus

¹⁵**household pet** - animal that is considered a member of one's family

¹⁶**pretending to be** - simulating that s/he was

¹⁷**disgruntled** - irritated, dissatisfied

¹⁸**fool** - idiot, imbecile

¹⁹**to give sb. a refund** (give-gave-given) - return sb's money

²⁰**intervening** - intermediate

²¹**the principal institution for mad people in England in the mediaeval and Early Modern periods. Its location is now occupied by the Imperial War Museum - that's British humour for you!**

Irony

Irony, sarcasm and sardonicism are often confused.

Irony

Irony means using words to mean the opposite of what they usually mean. It postulates that the speaker has two separate audiences; the first is a group of outsiders who hear what is said but do not understand the implication, the second is an **inner circle**¹ that understands both the implication and the outsiders' incomprehension. The enjoyment derived from irony comes from the secret intimacy between the speaker and the inner circle. The **trick**², of course, is to **match**³ your irony to your audiences; if you are too subtle you alone may be the **inner circle**¹ - if you are too obvious everyone understands your insinuation.

Socratic Irony

Our word '**irony**' comes from the Greek word *eiron*. In the comedies of Ancient Greece the *eiron* (= **dissembler**⁴) was a **stock**⁵ villain. Specifically, an *eiron* was somebody who **pretended to know**⁶ less than s/he really did). In other words, the *eiron* wore a mask of ignorance and innocence as a strategy to manipulate the *alazon*⁷.

In Plato's dialogues Socrates would often ask apparently **foolish**⁸ questions to move the debate in the direction he wanted it to go. Socrates' **inner circle**¹ were his followers who knew what he **was up to**⁹; his outsiders were dogmatists who argued for something they hadn't **thought through**¹⁰. His method was to make them think by asking them to explain their ideas to his simple **persona**¹¹.

¹**inner circle** - group of close friends/intimates

²**trick** - (in this case) knack, thing requiring talent

³**to match** - ensure that two things correspond

⁴**dissembler** - deceiver, liar, dissimulator, impostor

⁵**stock** - standard, typical

⁶**pretended to know** - simulated that s/he knew

⁷**a stock character who thinks he knows more than he really does**

⁸**foolish** - stupid, idiotic

⁹**to be up to** - be doing

¹⁰**to think sth. through** (think-thought-thought) - analyse sth. fully



Photo by Dpbsmith

Dramatic Irony

Greek theatre was based on stories that the audience knew. In other words there was no suspense in the **outcome**¹². This meant that the audience had a privileged position **as regards**¹³ the **characters in the play**¹⁴; the audience knew the future. This creates another division between an **inner circle**¹ (the audience) and outsiders (the characters). In such circumstances **playwrights**¹⁵ can **have** their characters **say**¹⁶ things which have implications that only the audience understands. In a comedy this ignorance creates comic situations; in tragedy it can create **poignancy**¹⁷. In either case this is called 'dramatic irony'.

The Irony of Fates

In the 19th Century Danish philosopher Søren Kierkegaard **developed**¹⁸ the idea that God/**fate**¹⁹ is the greatest ironist creating ironic situations in our lives, as if we were simply actors in a **stage**²⁰ play. We like to view life as predictable but it consistently demonstrates that it is not. In this case 'the **inner circle**¹' accepts life's ironies with **wry**²¹ humour.

¹¹**persona** - (false friend) simulated character

¹²**outcome** - ending, denouement

¹³**as regards** - in relation to, compared to

¹⁴**characters in the play** - *dramatis personae*

¹⁵**playwright** - dramatist

¹⁶**to have sb. say** (have-had-had) - cause sb. to say

¹⁷**poignancy** - pathos, sadness caused by empathy

¹⁸**to develop** - (in this case) elaborate

¹⁹**fate** - destiny

²⁰**stage** (adj.) - referring to the theatre

²¹**wry**/rai/ - dry, ironic, sardonic

Sarcasm & Sardonicism

Sarcasm is the greatest **weapon**¹ of the **smallest minds**².

Alan Ayckbourn, *Woman in Mind*

Sarcastic? Moi?

The Ancient Greek term from which we get the English word 'sarcasm' meant, literally, '**tearing**³ **flesh**⁴'.⁵ The essence of sarcasm is the intention to cause pain through **bitter**⁶ words. Sarcasm is **sneering**⁷ irony; it serves to **taunt**⁸ and **deflate**⁹. Sarcasm is associated with **embittered**¹⁰ people. The important thing with sarcasm is the intention to hurt.

We often use the abbreviation 'sarky' for 'sarcastic':
- *There's no need to be so sarky.*



Sardonicium

Photo by Roger Griffith



"Yeah, right."

Photo by Xbxg32000

Sarcasm is present in all cultures **to a greater or lesser degree**¹¹.

Sardonicism

A sardonic comment is either **grimly**¹² **jocular**¹³ or bitterly **mocking**¹⁴ and cynical. The term is related to the Mediterranean island of Sardinia. The Ancients believed that if you ate the 'sardonic plant' (*Oenanthe crocata*) it caused convulsive laughter ending in death, so it was ritually used to laugh at death. The Ancient Sardinians killed old people and criminals by making them eat sardonicium.

Facetiousness

Sarcasm is closely related to 'facetiousness'. The adjective 'facetious' means 'characterized by inopportune humour'. So if people are facetious they are trying to be funny - often ironically **amusing**¹⁵ - but they choose the wrong moment.

Grammatical Sarcasm

An Oxford **professor**¹⁶ once told a class that two negatives could make a positive but in no language could two positives make a negative. From the back of the **lecture hall**¹⁷ one sarcastic student was heard to say, "Yeah, right!"

¹**weapon** - instrument for attacking people

²**smallest minds** - most intolerant and unimaginative people

³**to tear** (tear-tore-torn) - rip, lacerate, mutilate, break

⁴**flesh** - human 'meat'

⁵ **from sarkazo: sarx = flesh.**
The term is related to 'sarcophagus'

⁶**bitter** - (in this case) resentful, embittered, rancorous

⁷**sneering** - contemptuous, disdainful, derisive

⁸**to taunt** - ridicule, jeer at, mock, torment

⁹**to deflate sb.** - humiliate, chasten, take sb. down a peg or two, put sb. down

¹⁰**embittered** - bitter, resentful, rancorous

¹¹**to a greater or lesser degree** - to a greater or lesser extent, more or less

¹²**grimly** - darkly, cynically, dourly

¹³**jocular** - joking, humorous

¹⁴**mocking** - sneering, sarcastic, contemptuous

¹⁵**amusing** - entertaining, funny

¹⁶**professor** - (false friend) senior teacher at university (often the head of a department)

¹⁷**lecture hall** - big university classroom

Ready for Ironic Robots?



Photo by Miquel Coll

According to one study from the [University of California](#), 10% of native English-speakers' conversation **involves**¹ irony, sarcasm and sardonic **remarks**² - a sort of doublespeak in which they say one thing but mean something different.³ That may be difficult for non-native speakers to follow but imagine what it's like for machines. They say that sarcasm is the lowest form of **wit**⁴ but the highest form of intelligence; will artificial intelligence ever be able to **cope with**⁵ it? If not it seems that it will never pass the **Turing Test**⁶.

The Neuroscience of Irony

Irony and sarcasm are hard work. Neuroscience tells us that a **wider range**⁷ of neural networks **are involved**⁸ in understanding them - and the processing takes longer - than literal sentences. **Indeed**⁹, one of the early **warning signs**¹⁰ of some forms of dementia is the **sudden**¹¹ failure to understand irony.

Irony takes time for children to learn. Usually, they begin to understand it intuitively from the age of five. Children with autism don't understand it intuitively but they can be **trained**¹² to.

Ironic Algorithms

A team of researchers at [Harvard University's School of Engineering and Applied Science](#) has **developed**¹³ an algorithm that can correctly detect sarcasm in Tweets and **Amazon reviews**¹⁴ around 80% of the time. An algorithm developed at the [City University of New York](#) could detect spoken sarcasm to a similar **accuracy**¹⁵ from the **pitch**¹⁶ in people's voices. But automatic sarcasm detectors **are still some way off**¹⁷. Moreover, while ironic interaction with machines might make them more human, would we **actually**¹⁸ want it? After all, if they learned to understand our irony and sarcasm, surely they would **eventually**¹⁹ learn to use them back at us. That would be great, wouldn't it?

¹**to involve** - (in this case) be composed of

²**remark** - comment

³**the study looked only at Americans - the percentage is no doubt significantly higher for Britons and Irish people.**

⁴**wit** - intelligent humour

⁵**to cope with** - deal with, handle, manage to understand

⁶**Turing Test** - a test for intelligence in a computer, requiring that a human being should be unable to distinguish the machine from another human being by using the replies to questions put to both

⁷**wider range** - greater variety

⁸**to be involved** - (in this case) be used, be required

⁹**indeed** - (empathic) in fact

¹⁰**warning sign** - indication that there is a problem

¹¹**sudden** - abrupt, unexpected

¹²**to train** - educate

¹³**to develop** - elaborate, generate

¹⁴**Amazon reviews** - feedback (= comments) on products that are sold on Amazon

¹⁵**accuracy** - precision

¹⁶**pitch** - frequency, (in this case) changing intonation

¹⁷**to be still some way off** - will not be available in the near future

¹⁸**actually** - (false friend) really

¹⁹**eventually** - (false friend) in the end

Gallows Humour

Gallows¹ humour refers to laughing in the face of death or as one commentator **wittily**² expressed it: '**levity**³ about **gravity**⁴'. The term is sometimes used to refer to macabre humour about other people's deaths but true gallows humour refers to making a joke about one's own **impending**⁵ **demise**⁶.

Spectacular Deaths

Gallows humour is probably as old as humanity but it was given an important impetus by the executionary practices in England between the 16th and the 18th Centuries. Condemned prisoners were taken from London's Newgate Prison and transported to Tyburn (now Marble Arch). Typically, as they travelled down Oxford Street they **were allowed**⁷ to stop in each pub and drink **a pint**⁸ of beer. As a result they usually arrived at the gallows at Tyburn **fairly**⁹ drunk. There **a large crowd**¹⁰ would be waiting to see the spectacle. **Hawkers**¹¹ would move **amongst**¹² the crowd selling food and pamphlets detailing the **crimes**¹³ committed by the condemned man (or woman). People with a good view from their homes even **hired out**¹⁴



Always look on the bright side of life.



Photo by Alex Proimos (Sydney, AU)

balcony seats. The inebriated 'star of the show' would then be **allowed**¹⁵ a few minutes to address the crowd. Sometimes, of course, there would be pathetic scenes with the condemned person **pleading**¹⁶ for God's forgiveness. Often, however, **Dutch courage**¹⁷ would result in a speech full of **bravado**¹⁸ and, yes, gallows humour. Tyburn rivalled the theatres as a **source**¹⁹ of entertainment.

Literary Gallows Humour

Gallows humour also appears in fiction. In Stephen King's *The Tommyknockers* (1987) a character **recalls**²⁰ an anecdote in which a condemned man is offered a cigarette before being executed. "No, thanks", he replies, "I'm trying to **quit**²¹". Of course, the most famous case of literal gallows humour in popular culture is the song 'Always Look on the Bright Side of Life' at the end of Monty Python's *The Life of Brian* (1979).

¹**gallows** - scaffold (= type of platform) on which sb. is hanged (= executed) →

²**wittily** - humorously

³**levity** - (in this case) humour

⁴**gravity** - (in this case) serious questions

⁵**impending** - imminent

⁶**demise** /də'maɪz/ - death

⁷**to allow** - permit



⁸**a pint** - (in this case) approximately half a litre

⁹**fairly** - reasonably, quite

¹⁰**large crowd** - multitude

¹¹**hawker** - pedlar, street vendor

¹²**amongst** - among, (in this case) amid, within, in

¹³**crime** - illegal act

¹⁴**to hire out** - rent (out)

¹⁵**to allow** - permit, (in this case) give

¹⁶**to plead** - beg, ask desperately, implore

¹⁷**Dutch courage** - bravado provoked by alcohol

¹⁸**bravado** - courage

¹⁹**source** - (in this case) place

²⁰**to recall** - remember

²¹**to quit** - stop/give up (smoking)

Humour on the Gallows

Here are half a dozen examples of authentic Anglo gallows humour:

» When Sir/St. Thomas More was climbing the **rickety**¹ steps to the **scaffold**² he said to his executioner, “Mr. **Lieutenant**³, **see me safe up**⁴; and for my **coming down**⁵, **let me shift for myself**⁶.”

» Jonathan Wild was a famous Georgian thief and **fence**⁷ who inspired John Gay’s play *The Beggar’s Opera*. In 1725 he was caught and executed. On the **scaffold**² he **picked the pocket**⁸ of the **priest**⁹ who had come to **read** him his **last rites**¹⁰ and triumphantly **waved**¹¹ the churchman’s **corkscrew**¹² in front of the appreciative **crowd**¹³.

» Dr William Palmer, a Briton who had killed 14 people, was executed in 1855. As he stood on the **scaffold**² just before **being hanged**¹⁴ he turned to officials and asked, “Are you sure this thing is safe?”

» In 1922 Erskine Childers shouted out to the **firing squad**¹⁵ that was about to execute him, “**Take a step forward**¹⁶, **lads**¹⁷. It will be easier that way.”



» In 1928, after being convicted for the murder of a New York policeman, George Appel was **being strapped into**¹⁸ the electric chair, he supposedly said to the **witnesses**¹⁹, “Well, folks, you’ll soon see a **baked**²⁰ Appel.”

» When Neville Heath was about to **be hanged**¹⁴ in 1946 his last **request**²¹ was for a whisky. He then added, “Under the circumstances, you might make that a double.”

» When James French was on his way to the electric chair in 1966 he turned to a reporter and said, “I have a **terrific headline**²³ for you in the morning - ‘**French Fries**’²⁴.”

» Before being gassed for the murder of his wife and three children in 1967, Luis José Monge asked **staff**²⁵ at Colorado State Prison, “Will that gas **bother**²⁶ my asthma?”



Jonathan Wild

¹**rickety** - unstable, flimsy

²**scaffold** - platform on which people were executed

³**lieutenant** - (in this case) official, officer

⁴**see me safe up** - ensure that I ascend safely

⁵**coming down** - descent

⁶**let me shift for myself** - (archaic) I will take responsibility for myself

⁷**fence** - (in this case) sb. who sells stolen possessions

⁸**to pick sb’s pocket** - steal from sb’s clothing furtively

⁹**priest** - churchman

¹⁰**to read sb. his/her last rites** (read /ri:d/ - read /red/ - read /red/) - perform a final religious ceremony for a dying person

¹¹**to wave sth.** - exhibit sth. ostentatiously

¹²**corkscrew** - instrument for taking stoppers out of bottles

¹³**crowd** - multitude, (in this case) spectators

¹⁴**to be hanged** - be executed

¹⁵**firing squad** - group of people with firearms who execute sb.

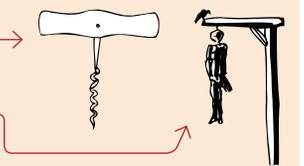
¹⁶**to take a step forward** (take-took-taken) - come closer, approach a little

¹⁷**lad** - boy

¹⁸**to be strapped into** - be fastened into, be restricted in

¹⁹**witness** - sb. who is watching

²⁰**baked** - cooked, roasted



²¹**request** - act of asking for sth., (in this case) desire

²²**terrific** - (in this case) excellent, brilliant

²³**headline** - title in a newspaper

²⁴**French fries** (US English) - chips (UK English)

²⁵**staff** - employees

²⁶**to bother** - affect, exacerbate



Gallows Humour: the Military

Another fertile area for gallows humour is among **A**troops¹ at war. For example, in World War I the ordinary French soldiers in the front line called their officers, who stayed behind the lines but earned many medals ‘Chinese porcelain’, as they were decorated before going under fire. In one sense this isn’t true gallows humour in that it is **bitterly**² directed against others (the officers). However, to the extent that the French soldiers were laughing at their own **predicament**³ - **facing**⁴ death and receiving no recognition for it - it is.

Military gallows humour can be quite shocking. A few years ago I read an article about an **amputee ward**⁵ in a US **vets**⁶ hospital. One patient wore a T-shirt that said, “Buy a Marine. **25-50 percent off**⁷. **Some assembly required**⁸”. Another amputee had the following printed on his **prosthetic**⁹ leg, “**I did it for the parking**”¹⁰. The **self-deprecating**¹¹ context is, of course, vital. Such jokes can be **grimly**¹² funny when made by the victim; similar comments by anyone else would be completely censurable.

Using ‘Bloody’

During the Second World War an official British pamphlet was **issued**¹³ to US servicemen in Britain awaiting D-Day. One of the **pieces of advice**¹⁴ in the pamphlet was that the word ‘**bloody**’¹⁵ should not be used **in mixed company**¹⁶. However, the pamphlet went on, ‘**bloody**’¹⁵ was acceptable on the battlefield.¹⁷ Apparently, few of the **GIs**¹⁸ got the deliberate irony.



Chinese porcelain

The Appreciation of Gallows Humour

True gallows humour - as opposed to sick jokes at the expense of others - is **widely**¹⁹ appreciated in the Anglo-sphere because not only does it show an ability to laugh at oneself but it also represents putting on a ‘brave face’ when confronting suffering and death.

Psychologists see gallows humour as a **coping**²⁰ mechanism, a way of distancing oneself from suffering or **denying**²¹ the inevitability of death - but that of course **takes the grim**²² fun **out of**²³ it.

¹**troops** - soldiers

²**bitterly** - resentfully

³**predicament** - problematic situation

⁴**to face sth.** - confront sth.

⁵**amputee ward** - room in a hospital for people who have had arms and legs amputated

⁶**vet** - (US English) war veteran

⁷**25-50% off** - (wordplay) a. discount of 25-50%; b. 25-50% of my body is missing

⁸**some assembly required** - (wordplay) a. (on IKEA furniture) you need to reconstruct this; b. I need to be reconstructed

⁹**prosthetic** - false, artificial

¹⁰**I did it for the parking** - I had my legs amputated so that I could park my car in the best place

¹¹**self-deprecating** - trivializing oneself

¹²**grimly** - sardonically, in a cynical way

¹³**to issue** - (in this case) send, give

¹⁴**piece of advice** - recommendation, suggestion

¹⁵**bloody** - a. a taboo expletive; b. covered in blood (= a red liquid from veins and arteries), gory

¹⁶**in mixed company** - when women were present

¹⁷**there were no women on the battlefield but it was also a context in which ‘bloody’ could be used literally**

¹⁸**GI** - general infantryman, US foot soldier

¹⁹**widely** - generally, by many people

²⁰**coping** - survival, for controlling a situation

²¹**to deny** - refuse to accept, (opposite of ‘accept’)

²²**grim** - dark, cynical, fatalistic

²³**to take X out of Y** (take-took-taken) - eliminate X from Y

Humorous Headstones

Humour is a great existential antidote to our fear of death. This article looks at the amusing epitaphs found on **headstones**¹ **throughout**² the English-speaking world.

Promiscuity & Perpetuity

Some epitaph writers seem obsessed by promiscuity, invariably that of women:

Here lies
HERMINA KUNTZ
To Virtue Quite Unknown³,
Jesus **Rejoice**⁴! At last
She Sleeps Alone.

Belle Isle, USA

Here lies the body of Mabel Charlotte
Born a virgin, died a **harlot**⁵
She was a virgin till her 21st year
A remarkable thing in Oxfordshire.

Oxford, England

Unintentional Humour

Some of the funniest epitaphs are not intentional, or at least we hope not:

Erected to the memory of
JOHN PHILLIPS
Accidentally Shot
As a mark of affection by his brother.⁶
Ulster (UK)

He died in peace
His wife died first.
Ilfracombe, Devon (UK)

Erected to the memory of
JOHN MACFARLANE
Drowned⁷ in the Water of Leith
By a few affectionate friends.⁶
Leith, Lothian (Scotland)

In Memory of THOMAS FROST
Who died of Cholera Morbus
Caused by eating green fruit
In the **certain**⁸ hope of a
Blessed immortality
Reader, go thou and do likewise.⁹
Grantham, Lincolnshire (UK)

Underneath this **sod**¹⁰
lies JOHN ROUND
Who was lost in the sea,
and never found.
Wotton, Norfolk (UK)

Here lies JOHN HIGLEY
Whose father and mother
were **drowned**⁷



on their passage from America.
Had both lived¹¹, they
would be buried here.
Belturbet, Ireland

Buried alive?

He lived and died a **true**¹² Christian,
He loved his friends, and
hated his enemies.
Dundee, Scotland

A true Christian?

She lived with her husband 50 years
And died in the **confident**¹³
hope of a better life.
Easingwold, Yorkshire (UK)

¹**headstone** - gravestone, stone marking a tomb

²**throughout** - in all of

³**= she was not in any way virtuous**

⁴**to rejoice** - celebrate, be happy

⁵**harlot** - whore, prostitute

⁶**the fourth line refers back to the first line ('Erected...') but it seems to refer to the third line**

⁷**to drown** - a. suffocate in water. B. kill sb. by suffocation in water

⁸**certain** - (in this case) unquestioning

⁹**go thou and do likewise** - you should do the same (i.e. be certain of blessed

immortality) **though it sounds like you should eat green fruit and die!**

¹⁰**sod** (uncountable) - earth

¹¹**had both lived** - if they had both lived

¹²**true** - authentic

¹³**confident** - certain⁸, unquestioning

Gravestones without Gravitas

Irony

However, other **headstones**¹ clearly choose to be ironic:

In Memory of ELLEN SHANNON
Who was fatally burned by
The explosion of a lamp **filled with**²
Danford's Non-Explosive Fluid.

Girard, Pennsylvania (USA)

Here lies one who **for medicines would not give**
A little gold³, and so his life he lost;
I fancy⁴ now he'd wish again to live,
Could he but guess⁵ how much his funeral cost.

Sheffield (UK)

The Professions

Some epitaphs are an excuse to attack certain professions:

Here lies the **corpse**⁶ of Dr Chard
Who **filled up**⁷ half of this **churchyard**⁸.

Yeovil, Somerset (UK)

God works a **wonder**⁹ **now and then**¹⁰,
Here, though a lawyer, was an honest man.

Pineton, Norfolk (UK)

Stranger¹¹, **tread**¹² this **ground**¹³ with gravity,
Dentist Brown is filling his last **cavity**¹⁴.

St. George's, Edinburgh, Scotland



Photo by Marina Carresi

Light-Hearted Headstones

The following epitaphs don't seem to capture the spirit of **bereavement**¹⁵:

Here lies the body of our Dear Anna.
Done to death¹⁶ by a Banana.

It wasn't the fruit that **dealt the blow**¹⁷
But the skin of the thing that **laid her low**¹⁸!

Burlington, USA

An honest **fellow**¹⁹ here is **laid**²⁰,
His debts in full he always paid;

And, what's more strange, the neighbours tell us,
He always **brought back**²¹ borrowed umbrellas.

Los Angeles, California

Here is my much loved Celia laid,
At rest from all her **earthly labours**²²!
Glory to God! Peace to the Dead!
And to the ears of all her neighbours.

Southampton (UK)

When dear papa went up to Heaven,
What **grief**²³ mama **endured**²⁴;
And yet that grief was softened, for
Papa **was insured**²⁵.

Montreal, Canada

¹**headstone** - gravestone, stone marking a **tomb**

²**to be filled with** - be full of

³**for medicines would not give a little gold** - did not want to pay for medicines

⁴**I fancy** - (*in this case*) I imagine

⁵**could he but guess** - if he could imagine

⁶**corpse** - **dead** body, cadaver

⁷**to fill up** - make full

⁸**churchyard** - **graveyard**, cemetery

⁹**wonder** (n.) - **miracle**

¹⁰**now and then** - occasionally

¹¹**stranger** - (*false friend*) sb. one does **not know**

¹²**to tread** (tread-trod-trodden)

- **walk on**

¹³**ground** - **terrain**

¹⁴**cavity** - **hole** in a **tooth** (or in the **ground**)

¹⁵**bereavement** - **mourning**, sadness because of a **death**

¹⁶**to do to death** (do-did-done) - **kill**

¹⁷**to deal a blow** (deal-dealt-dealt) - (*in this case*) **kill sb.**

¹⁸**to lay sb. low** (lay-laid-laid) - **kill sb.**

¹⁹**fellow** - man, guy (*US English*)

²⁰**to lay** (lay-laid-laid) - (*in this case*) **inter**, **bury**

²¹**to bring back** (bring-brought-brought) - **return**

²²**earthly labours** - work

²³**grief** - **sorrow**, **sadness**

²⁴**to endure** - **suffer**

²⁵**to be insured** - have a **life** insurance policy

Gravestones: No Opportunity Wasted

Wordplay on Names

Some epitaph writers can't resist a **pun**¹ on the dead person's name:

OWEN MOORE /mɔːr/

Gone away

Ow'n² more

Than he could pay.

St. John's, Battersea (London)

Two Littleboys lie here,

Yet³ strange to say,

These little boys are girls.

On the grave of Emma and

Maria Littleboy, Hornsey (London)

Watch this Space

However, my favourite epitaphs are those that see the **gravestone**⁴ as an **advertising space**⁵:

To the Memory of JARED BATES

His **widow**⁶, aged 24,

Lives at 7, Elm Street,

Has every qualification

for a Good Wife

And **years**⁷ to be comforted.

Aurora Falls, USA

Here lies JANE SMITH

Wife of THOMAS SMITH,

Marble Cutter⁸.

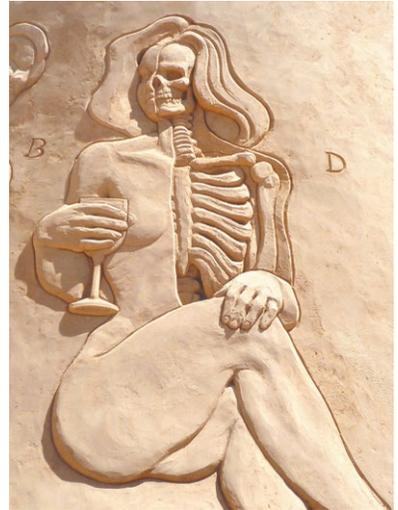


Photo by RHaworth

This monument erected
By her husband

As a Tribute to her Memory.
Monuments of this style are \$250.
Annapolis, USA

JONATHAN THOMPSON

A good Husband and

affectionate Father

Whose disconsolate

Widow and Orphans

Continue to **carry on**⁹ the

Tripe¹⁰ and **Trotter**¹¹ business

At the same shop as before

their **bereavement**¹².

Shoreditch, London

Of course, one thing is to sell on
a headstone, quite another to sell
the gravestone itself. A Milwaukee
newspaper carried the following
classified ad¹³:

USED TOMBSTONE, perfect
for someone named Hendel
Bergen Heinzl. One only.



Photo by Marina Carresi

¹**pun** - play on words, piece of wordplay

²**ow'n** - owing, with debts greater than;

homophone of 'Owen'

³**yet** - (in this case) however

⁴**gravestone** - headstone, stone marking a tomb

⁵**advertising space** - place to promote one's business

⁶**widow** - woman whose husband has died

⁷**to yearn** - long, want desperately

⁸**marble cutter** - sb. who makes headstones

⁹**to carry on** - (in this case) manage, undertake

¹⁰**tripe** - intestines (as food)

¹¹**trotter** - pig's foot

¹²**bereavement** - mourning, sadness because of a death

¹³**classified ad** - short advertisement in a newspaper (typically the price depends on the number of words)

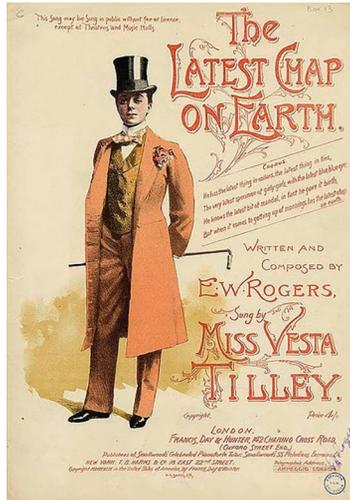
A Brief History of Anglo Stand-Up

Working-Class Origins

In Britain **stand-up**¹ emerged in the music-hall tradition in the 18th Century. When working-men's clubs appeared during the Industrial Revolution in the 19th Century, stand-up comedy was a regular form of entertainment in them. Moreover, stand-up was a **feature**² of **holiday camps**³, which began to appear in Britain in the 1930s and **remained**⁴ popular until the 1980s. As such, until around 1980 stand-up was very much part of **distinctly**⁵ working-class culture (**along with**⁶ bingo and football⁷).

The music halls went into rapid decline with the advent of radio and television and almost all of them had been turned into cinemas by 1970. The working-men's clubs survived a little longer and their comedy, which tended to be racist, sexist and homophobic, was not acceptable for **broadcast**⁸. This humour was designed for a context in which the audience was exclusively white and male. Comedy was an escape valve and a **coping mechanism**⁹ for **emotionally inarticulate**¹⁰, anxious

men in a changing world. Jokes could **shore up the defences**¹¹ against divorce, immigration, independent working women, sexual liberation, unemployment and multiculturalism.



Music hall: the origins of stand-up



Lenny Bruce being arrested

Stand-Up in the States

In the United States the origins of stand-up can be **traced back to**¹² Vaudeville, the US equivalent of the music hall. However, in the 1960s American stand-up comedians began to appear who used their comedy as an agent of social change - most famously Lenny Bruce, George Carlin and Richard Pryor.

Alternative Comedy

The first comedy club appeared in London in 1979. It was modelled on the US precedent and **catered for**¹³ a more middle-class, more socially **aware**¹⁴ audience. The comedy clubs saw the **rise**¹⁵ of alternative comedy, which refused to be sexist, racist and homophobic and was **fuelled**¹⁶ in its early years by a resolute opposition to Thatcher's Conservative government. University-educated comedians **took over**¹⁷ the comedy scene. Traditional comedians were marginalized and vilified for their reactionary material. The number of working-men's clubs has continued to decline, especially since the 2007 **smoking ban**¹⁸ which hit these institutions especially hard. In the last few years many of the same 'traditional' comedians have (rightly or wrongly) **got caught up in**¹⁹ sexual-abuse scandals **dating back to**²⁰ the 1970s, which of course has **further**²¹ marginalized them.

¹**stand-up** - comedy performed in front of an audience (usually involving joke-telling)

²**feature** - (in this case) prominent aspect

³**holiday camp** - primitive tourist complex with accommodation, entertainment, and leisure facilities

⁴**to remain** - continue to be

⁵**distinctly** - markedly, decidedly, recognizably

⁶**along with** - together with, as well as

⁷**soccer, like stand-up, gradually stopped being exclusively working class in Britain in the 1980s.**

⁸**broadcast** - transmission on TV or radio

⁹**coping mechanism** - way to manage stress

¹⁰**emotionally inarticulate** - not able to express one's emotions

¹¹**to shore up the defences** - help to protect

¹²**to be traced back to** - be found in

¹³**to cater for** - serve, entertain

¹⁴**aware** - conscious

¹⁵**rise** - advance, ascent

¹⁶**to be fuelled** - be energized

¹⁷**to take over** (take-took-taken) - take control of

¹⁸**smoking ban** - prohibition on smoking in public spaces

¹⁹**to get caught up in** (get-got-got) - be implicated in

²⁰**to date back to** - relate (back) to

²¹**further** - (in this case) even more

Stand-Up on Screen

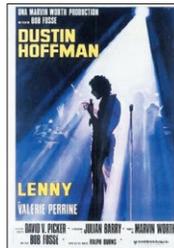
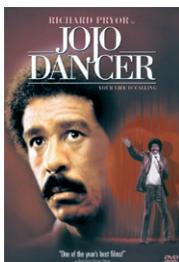
Cambridge Footlights¹

One of the bizarre things about British culture is that the UK seems to send its **best and brightest**² into comedy. A ridiculously high proportion of **successful**³ British comedians are intellectuals. One reason for this is 'The Cambridge University Footlights Dramatic Club', which was **set up**⁴ in 1883. Since the 1960s Cambridge Footlights has **launched**⁵ the **careers**⁶ of many comedians including half of Monty Python's Flying Circus, Stephen Fry, Hugh Laurie⁷, Emma Thompson, Richard Ayoade⁸, John Oliver⁹ and Sacha Baron Cohen¹⁰.

'The Oxford Revue', Oxford University's equivalent club, **nurtured**¹¹ the other half of Monty Python's Flying Circus, Rowan Atkinson¹² and other well-known comedians.

Recorded Live

The imitation of the live stand-up formula on television, beginning with Saturday Night Live in the USA¹³ **turned** many stand-up comedians **into**¹⁴ **mainstream**¹⁵ TV stars. **For instance**¹⁶, Robin Williams, Whoopi Goldberg, Steve Martin, Jerry Seinfeld, Eddie Murphy, Woody Allen, Jay Leno and Will Ferrell may be best-known as film stars or TV celebrities but they all started as stand-up comedians.



Richard Ayoade

Photo by Yusuf Laher

The same is true in the UK though in both countries comedy clubs are still popular. In the UK the big event in the stand-up calendar is the Edinburgh Fringe Festival.

Movies about Stand-Up

There are **nearly**¹⁷ a dozen films about stand-up comedians. All centre on the **'tears of a clown' trope**¹⁸:

- » **Lenny** (1974) Dustin Hoffman as Lenny Bruce.
- » **The King of Comedy** (1983) directed by Martin Scorsese and starring Robert de Niro.
- » **JoJo Dancer, Your Life is Calling** (1986) starring Richard Pryor.
- » **Punchline** (1988) starring Sally Field and Tom Hanks.
- » **Mr Saturday Night** (1992), written and directed by Billy Crystal.
- » **This is My Life** (1992) starring Julie Kavner.
- » **Funny Bones** (1995) starring Oliver Platt and Jerry Lewis.
- » **Man on the Moon** (1999) starring Jim Carrey.
- » **Phoenix Nights** (2001-2002), written and directed by Peter Kay (and others). A TV comedy series about a working-men's club.
- » **Funny People** (2009) starring Adam Sandler.
- » **Sleepwalk with Me** (2012), directed by and starring Mike Birbiglia.

¹**footlights** - the lights at the edge of the stage

²**the best and brightest** - the cream of the crop, the intelligentsia

³**successful** - popular

⁴**to set sth. up** (set-set-set) - create

⁵**to launch** - start, foment

⁶**career** - (false friend) professional trajectory

⁷**a.k.a. 'Dr House'**

⁸**The IT Crowd, Gadget Man**

⁹**the presenter of Last Week Tonight with John Oliver**

¹⁰**a.k.a. 'Ali G.', 'Borat'**

¹¹**to nurture** - foster, incubate, generate

¹²**a.k.a. 'Mr Bean'**

¹³**imitated in the UK as Saturday Live (1985-87) and Friday Night Live (1988)**

¹⁴**to turn A into B** - cause A to become B

¹⁵**mainstream** - established, prevailing

¹⁶**for instance** - for example

¹⁷**nearly** - almost, just under

¹⁸**'tears of a clown' trope** - theme/motif of sb. who is funny in public but suffers in private

Stand-Up Transformed

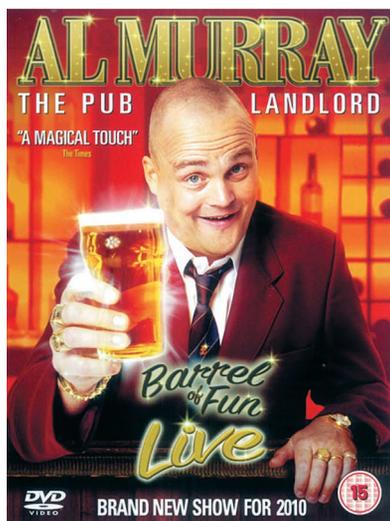
The transformation of British stand-up has been so complete that 'working-class' stand-up is now a parody of itself. Today the British stand-up comedian who is most closely associated with working men's culture (in the sense of **bigotry**¹ and **jingoism**²) is 'The Pub Landlord'. **Yet**³ this is the alter ego of Al Murray who, you guessed it, was in the Oxford Revue and got his **breakthrough**⁴ at the Edinburgh Fringe. Murray is just one of a new **breed**⁵ of what Sam Anderson in *Slate* magazine calls '**mega-bigots**⁶', comedians who satirize the **lazy**⁷ clichés of public opinion.

Of course, there are modern British comedians with working-class **backgrounds**⁸, such as the brilliant Peter Kay. But the **harsh**⁹ **bigotry**¹ has gone (thank God!) and he **gently**¹⁰ **mocks**¹¹ the **minutiae**¹² of British family life **rather than**¹³ attacking minorities. This, however, is part of a greater change **within**¹⁴ stand-up. Since the days of Lenny Bruce back in the 1960s, observational comedy - in which the comedian tells supposedly genuine (though often surreal) anecdotes from his or her daily life - has replaced **structured jokes**¹⁵ as the **mainstay**¹⁶ of stand-up. As the personal has **come to the fore**¹⁷, **self-deprecation**¹⁸ has gained the ascendancy.



Peter Kay

Photo by University of Salford Press Office



No Change

However, **in one regard**¹⁹ things have not changed - stand-up comedians are still predominantly male. Anthropologically it seems we like women to laugh at men's jokes, not **the other way round**²⁰. Studies consistently find that women prefer **male**²¹ comedians. **Men more so**²². In a questionnaire to find Britain's funniest woman in men's magazine *FHM*, 'none of them' won first place. Women comedians are consistently **heckled**²³ more than men. It seems that some of the values of the working men's clubs have survived.

¹**bigotry** /'bigətʃrɪ/ - prejudice

²**jingoism** - aggressive patriotism

³**yet** - however

⁴**breakthrough** - opportunity to become famous

⁵**breed** - type

⁶**mega-bigot** /'bigət/ - (literally) extremely intolerant person

⁷**lazy** - (in this case) reflex, unthinking

⁸**background** - family, circumstances

⁹**harsh** - cruel, severe

¹⁰**gently** - in a forgiving, good-natured way

¹¹**to mock** - ridicule

¹²**minutiae** - subtleties, trivial details

¹³**rather than** - instead of, as opposed to

¹⁴**within** - in

¹⁵**structured joke** - joke with an established and recognizable structure (see p. 77)

¹⁶**mainstay** - base, central part

¹⁷**to come to the fore** (come-came-come) - become prominent

¹⁸**self-deprecation** - ridiculing oneself, laughing at oneself

¹⁹**in one regard** - in one way, in one aspect

²⁰**the other way (a)round** - vice-versa

²¹**male** - ♂

²²**men more so** - men prefer men's jokes even more than women do

²³**to heckle** - interrupt sb. who is speaking in public in order to ridicule him/her

Fun vs. Funny

Superficially, the difference between these two words is simple:

- » 'fun' implies entertainment,
- » 'funny' implies specifically laughter.

However, the distinction is not always so **clear-cut**¹. If someone is **'a figure of fun'** this means that he or she is the object of other people's ridicule. Similarly, **'to poke fun at somebody'** means to ridicule him or her. Finally, something that is **'a bundle of fun'** can be either hilarious or extremely entertaining.

'Fun' Problems

- » **to have fun** = enjoy oneself
- » **to be fun** = be entertaining

The **attributive use**² of 'fun' is complicated. It is accepted in the terms: 'fun run' (= non-competitive race, typically for charity), 'fun fur' (= artificial **fur**³), 'funfair' (= **amusement park**⁴), but all these are helped along by alliteration or rhyme. However, other attributive uses can sound a little strange ("He's a *fun* teacher."). 'Funny' doesn't have this problem and is freely used both **predicatively**⁵ and attributively.



Fun run for sexual-assault awareness month. Photo by Cpl William Jackson



Funfair

Photo by Glyn Baker

'Funny' Problems

The problem with 'funny' is that it can mean 'humorous' or 'strange'. In English we refer to this difference as 'funny ha ha' or 'funny peculiar':

- *When you said that her boyfriend was funny I thought you meant funny ha ha, not funny peculiar.*

In fact, English seems to take a certain pleasure in the ambiguity. We use the expression "one's funny **bone**⁶" to describe the part of one's **elbow**⁷ over which the ulnar nerve passes. When you hit your 'funny bone' against something, it causes pain and **numbness**⁸ along your **forearm**⁹ and hand. This is a *peculiar* feeling but the point is at the **distal end**¹⁰ of the **bone**⁷ that doctors call the *humerus* (which is a homophone of 'humorous')

Similarly, a mental hospital can be described colloquially as a 'funny farm'. It is not clear **whether**¹¹ this is 'funny ha ha' or 'funny peculiar', though the **main**¹² reason for the expression is no doubt the alliteration.

Indeed¹³, 'funny' has also acquired the sense of 'suspect' in certain expressions. **For instance**¹⁴, **'funny business'** means **tricks**¹⁵ or **deception**¹⁶ (*Don't try any funny business - I'm watching you.*), while **'funny money'** can refer either to:

- a. money from illegal activities,
- b. **counterfeit**¹⁷ money or
- c. foreign **currency**¹⁸ whose value is unclear.

¹**clear-cut** - well defined, unambiguous

²**attributive use** - use before a noun

³**fur** - (literally) the soft hairy coat of some mammals

⁴**amusement park** - extensive outdoor area with fairground rides, shows, and other entertainments

⁵**predicatively** - after a verb such as 'be'

⁶**bone** - piece of skeletal material

⁷**elbow** - articulation in the middle of one's arm

⁸**numbness** /'nʌmənəs/ - insensibility, temporary paralysis



⁹**forearm** - section of the arm between the elbow⁷ and the hand

¹⁰**distal end** - end that is away from the centre of the body

¹¹**whether** - 'if' (but 'if' cannot be used before 'or')

¹²**main** - principal, primary

¹³**indeed** - (emphatic) in fact

¹⁴**for instance** - for example

¹⁵**tricks** - subterfuges, stratagems

¹⁶**deception** - (false friend) duplicity

¹⁷**counterfeit** - falsified, fake, false

¹⁸**currency** - type of money used in a specific country or region (e.g. Euros, dollars, Yen or pounds)

Joke Structures in English

Many jokes in English follow an established formula and you need to **be aware of**¹ this if **you are to**² have any **chance**³ of understanding the joke.

We often want to make it clear that we are about to tell a joke. The simplest way to introduce a joke is with the phrase '**Did you hear the one about...?**' or '**Have you heard the one about...?**':

- *Did you hear the one about the cannibals who were eating a clown? One says to the other, "Does this taste funny to you?"*⁴

Knock-Knock Name Jokes

The standard way to **pun on**⁵ a personal name is in the 'knock, knock' sequence. For example:

A: Knock, knock.

B: Who's there?

A: Isabel.

B: Isabel **who?**

A: Is a **bell**⁶ necessary on a bicycle?

Obviously, if the listener does not respond correctly with 'Who's there?' and '_____ who?' the joke collapses.

Crossing, Differences and Doctors

Here are four more formulas:

What do you get if you cross....

- *What do you get if you cross a kangaroo & a sheep?*
A **woolly**⁷ jumper!

What's the difference between...

- *What's the difference between a lawyer and an onion?*
No one cries when you **chop up**⁸ a lawyer.

Doctor, doctor...

- **Patient:** *Doctor, doctor - everyone seems to be ignoring me.*

Doctor: *Next!*

A _____ walks into a bar and...

- *A horse walks into a bar and the barman says to him, "Why the long face?"*^{9,10}

A Light-Bulb Moment¹¹

Bizarrely¹², a very popular joke formula involves **light-bulbs**¹³ and the number of people required to change them:



Doctor, doctor...

Photo by Clever Cupcakes

How many psychologists does it take to change a light bulb?

Just one - but the light bulb has to want to change.

Victim Jokes

Many jokes are directed against a particular group or minority who, through such jokes, are identified as stupid, etc. Such jokes are often introduced with the following structure:

There was this ___man...

- *There was this Kerryman*¹⁴ *who got a pair of water skis for Christmas. He spent all the next year looking for a lake with a slope*¹⁵.

¹to be aware of - be conscious of

²you are to - you are going to

³chance - possibility

⁴for the two meanings of 'funny', see p. 76.

⁵to pun on - create wordplay using

⁶bell - mechanism that makes a ringing sound

⁷woolly - a. covered in wool (= sheep's hair),
b. made of wool

⁸to chop up - cut into pieces

⁹why the long face? - why do you look depressed?

¹⁰horses have faces that are literally long



¹¹a light-bulb moment - a flash of inspiration

¹²bizarrely - weirdly, surprisingly

¹³light-bulb - glass bulb inserted into a lamp, which provides illumination

¹⁴the people of Kerry are considered especially stupid in Irish humour

¹⁵slope - gradient



A Taxonomy¹ of Jokes

English has an extensive vocabulary for talking about jokes. A story with a funny **punch-line**² can also be called: **a jest** (formal), **a jape** (formal) or **a wisecrack** (US English). A joke that forms part of a comedians act can be referred to as **a gag**. A joke in a single sentence is **a one-liner**. A **witty**³ **remark**⁴ can be described as **a quip** or **a witticism**. At the other end of the scale **a shaggy-dog story** is a long, **rambling**⁵ comic story that is **amusing**⁶ only because it is absurdly inconsequential or **pointless**⁷. A joke that **exploits**⁸ homonymic or homophonic word-play is **a pun**.

Physical Humour

A **practical joke** is a **prank**⁹ with a victim that involves actions as well as words and is **intended to**¹⁰ humiliate someone. Another type of physical humour is **slapstick** [U], which refers to deliberate **clumsiness**¹¹ for comic effect. A slapstick was originally two flexible pieces of wood joined together at one end, which made a loud noise when you hit someone with it.

Repeated Jokes

A **running joke** is a comical reference that occurs repeatedly **throughout**¹² a story. This is similar to a



Slapstick

Photo by Ziga

¹**taxonomy** - classification
²**punch-line** - humorous climax of a joke
³**witty** - intelligently humorous
⁴**remark** - comment

⁵**rambling** - circuitous, verbose, (opposite of 'concise')
⁶**amusing** - funny
⁷**pointless** - senseless, absurd
⁸**to exploit** - use
⁹**prank** - playfully anarchic act

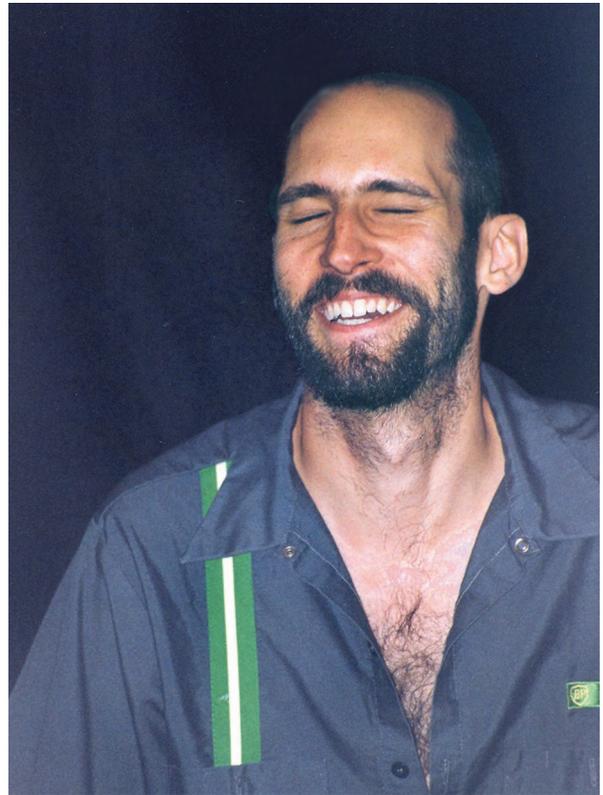


Photo by Marina Carresi

standing joke, a **subject**¹³ that causes laughter whenever it is mentioned:

- *Mary's cooking is a standing joke in the family. She's **useless**¹⁴ in the kitchen!*

Obscene Humour

A dirty joke is one that is sexually or scatologically obscene. This can be called **a smutty joke** or **a blue joke** in the USA. A sick joke is one that is censorable because it is morbid or sadistic:

- *The inexperienced politician **got in trouble**¹⁵ because he had Tweeted a sick joke.*

Exclusive Jokes

An **in-joke** is a joke that is understood only by a small group of people. This can also be described as an **inside joke** or a **private joke**.

¹⁰**to be intended to** - be meant to, be supposed to
¹¹**clumsiness** - inelegance, uncoordinated movements
¹²**throughout** - in every part of

¹³**subject** - theme, matter, question
¹⁴**useless** - incompetent, inept
¹⁵**to get in trouble** (get-got-got) - have problems, (in this case) be censured

Humour False Friends

Half a dozen **false cognates**¹ can cause problems when you talk about comedy.

» comic [C.]

= cartoon paper, graphic novel, but also
= comedian or comedienne, humourist
- *Look, a comic reading a comic!*

» comedian [C.]

= humourist
≠ actor, **fraud**²
- *She joined a group of travelling comedians actors.*
- *He's not really a war veteran. He's a fraud².*

» diversion

= redirection of traffic
≠ entertainment, fun

» diverted

= rerouted (of traffic)
≠ amused

» gag [C.]

= joke
= piece of **cloth**³ over sb's mouth to stop him/her talking:
- *There were a few funny gags in an otherwise indifferent⁴ routine⁵.*
- *The kidnappers⁶ tied⁷ him to a chair and used a pair of socks as a gag.*

» grace [U.]

= elegance of movement
≠ joke
- *It's not an appropriate moment to be telling graces jokes.*
- *That slapstick comic has a lot of grace is really funny.*

¹**false cognate** - one of two words in different languages that are etymologically related but whose meanings have diverged

²**fraud** - (in this case) impostor

³**cloth** - textile

⁴**indifferent** - mediocre, tolerable

⁵**routine** - performance

⁶**kidnapper** - abductor



Wearing a gag.

Photo by M0tty

» gracious [adj.]

= elegant
≠ funny
- *God save our gracious queen!*
- *You think you're really gracious funny, don't you? Well, I'm not laughing!*

» mime [U]

= gestures without words
≠ mime artist
≠ cuddle
- *She was pretty⁸ upset⁹ but after some TLC¹⁰, a cup of tea and a mime cuddle she was feeling much better.*

» mimic [C.]

= impressionist, impersonator
≠ mime
- *Did you see that mimic's impersonation of the Prime Minister?*
- *Do they teach mimie mime in your drama school?*

» pantomime

= [C.] a type of comic theatre performed at Christmas
≠ mime

» vulgar

= rude, salacious, smutty, obscene
≠ common
- *What's the vulgar common name for this fish?*
- *Don't tell such vulgar jokes in front of my grandmother!*

⁷**to tie** - fasten with a rope (= cord)

⁸**pretty** (adv.) - quite, reasonably

⁹**upset** - agitated, perturbed

¹⁰**TLC** - tender loving care



Phrasal Verbs & Humour

In Yes 18 (on p. 83) we explained how phrasal verbs were the basis of quite a lot of English **wordplay**¹ and humour. However, there are half a dozen or so phrasal verbs that are **actually**² used for talking about humour.

Uncontrolled Laughter

» to crack up

= laugh loudly and uncontrollably. This phrasal verb is probably influenced by the expression 'to crack a joke' (= make a funny **remark**³):

- *The whole class cracked up when the teacher fell off the podium.*

» **to crease up** [UK English]
= crack up

» to laugh sth. off

= **dismiss**⁴ sth. with humour:
- *He laughed off his fall but he was obviously in considerable pain.*

» to fall about (laughing)

[fall-fell-fallen]
= laugh uncontrollably
- *They fell about (laughing) when they heard what had happened to Mike's car.*

» to be doubled up

= **be bent over**⁵ in laughter or pain...



Photo by Lan Bui - originally posted to Flickr as Streamy Awards Photo 297

or both:

- *I was doubled up for most of the show. I just couldn't stop laughing.*

» to burst out laughing

[burst-burst-burst]
= start to laugh loudly
- *The kids burst out laughing when they saw their **auntie's**⁶ hat.*

Other Humour Phrasal Verbs

» to clown around/about

= act like a clown, fool around/about:
- *Right. Stop clowning around and get some work done.*

» to send sb./sth. up

[send-sent-sent]
= parody sb./sth. The corresponding noun is 'a sendup' (= a parody):
- *I love the way she sends up the pomposity of **ladies who lunch**⁷.*



Photo by Deutsche Fotothek

¹**wordplay** - verbal humour

²**actually** - (*false friend*) in fact

³**remark** - comment

⁴**to dismiss sth.** - brush sth. off, treat sth. as unimportant

⁵**to be bent over** - be inclined forward

⁶**auntie** /'a:nti/ - (*familiar*) aunt (= the sister of one's mother or father)

⁷**ladies who lunch** - rich female socialites (= member of fashionable society)

Ways of Laughing

We use the same form 'laugh' for the verb and for a single act of laughing. However, if several people are laughing at the same time or one person is laughing intermittently we call this 'laughter':

- He let out a laugh when he saw my new haircut.
- I could hear laughter coming from the next room.

» to laugh out loud

= laugh audibly. This is abbreviated to 'lol' in Internet chatrooms:

- I **couldn't help**¹ laughing out loud while I was reading the book. All the other passengers on the train were **staring at**² me!

» to guffaw /gəfɔː/

= laugh **loudly**³ and **heartily**⁴:

- They guffawed at Graham's **cartoon**⁵.

» to chuckle

= laugh quietly and **inwardly**⁶ without opening your mouth; laugh in a way that tries to suppress your laugh:

- What's so funny in that book? You've been chuckling to yourself since you **picked it up**⁷.

» to chortle

= laugh noisily in a self-satisfied way

The word was **coined**⁸ by Lewis Carroll in *Through the Looking Glass*⁹ as a **blend**¹⁰ of 'chuckle' and 'snort'¹¹:

- Lionel was chortling about some **witty repost**¹² he'd made to Nigel.

» to cackle

= laugh loudly and unpleasantly, usually in a high-pitched voice:

- It was one of those unfunny **sitcoms**¹³ which is punctuated every 15 seconds by the demented cackling of **canned laughter**¹⁴.

» to giggle/get the giggles

= laugh uncontrollably like a child:

- When I saw the Eighties haircuts at the beginning of *The Two Gentlemen of Verona* I got the giggles and had to stop the DVD-player till I'd recovered.



Photo by Sara L. Carresi

» to titter

= to laugh quietly at something that is embarrassing for someone else:

- The other girls were tittering because her dress wasn't **trendy**¹⁵ enough. Why are teenagers so **shallow**¹⁶?

» to snigger (UK English), snicker (US English)

= laugh quietly in a childish way at something that is not supposed to be funny:

- Frankie, I could hear you sniggering when that man fell over in the street. That was very **rude**¹⁷!

If someone is laughing when you don't think s/he should be, you can use the imitative exclamations '**Ha-ha!**' or '**Tee-hee!**' to try to tell them to shut up.

¹**couldn't help** - couldn't avoid, had to

²**to stare at** - look fixedly at

³**loudly** - noisily, audibly

⁴**heartily** - exuberantly, in an uninhibited way

⁵**cartoon** - comic drawing, pictorial caricature

⁶**inwardly** - to oneself

⁷**to pick a book up** - start to read a book

⁸**to coin** - invent (a word or expression)

⁹**looking glass** - (old fashioned) mirror

¹⁰**blend** - (in this case) portmanteau word, fusion of two words

¹¹**to snort** - make a noise as you inhale through your nose (like a pig)

¹²**witty repost** - funny reply

¹³**sitcom** - situation comedy

¹⁴**canned laughter** /kænd 'la:ftə:/ - pre-recorded laughing

¹⁵**trendy** - fashionable

¹⁶**shallow** - (in this case) superficial

¹⁷**rude** - (false friend) ill-mannered, discourteous, impolite

Humour Idioms: Laughter

'Laugh' and 'laughter' appear in the following expressions:

» to be no laughing matter

= something that should be taken seriously and not laughed about.

» to have the last laugh

[have-had-had]

= be **successful**¹ in the end. The expression comes from the proverb, "He who laughs last (laughs longest)":

- He was **bottom of**² our class but he had the last laugh; he ended up as managing director of a major corporation.

» a laugh a minute

= (literally) hilarious, (ironically) not funny at all:

- Your uncle's a laugh a minute, isn't he?! God, I've never met anyone so depressing.

» laughter is the best medicine

= it's better to laugh about a problem than worry about it.

» to laugh all the way to the bank

= be euphoric after making a substantial profit:

- After his record-breaking **tour**³ Peter Kay is laughing all the way to the bank.

Laughter is the best medicine.



Kevin is always game for a laugh!

Photo by Andrew Dunn

» to laugh on the other side of one's face

= suffer a **deserved**⁴ **disappointment**⁵ after feeling triumphant:

- He celebrated the election results but he'll be laughing on the other side of his face when he **realizes**⁶ how they are going to affect his personal economy.

» to laugh up one's sleeve

= be secretly **amused**⁷ by sth.:

- She **pretended to commiserate**⁸ but in fact she was laughing up her sleeve.

» to be game for a laugh

= be ready to participate in some **foolish**⁹ and irresponsible but potentially entertaining activity:

- Let's get Clive involved. He's always game for a laugh.

» If someone is '**a laughing stock**' s/he is an object of ridicule:

- When the other boys discovered his love letters to Emma, Kelvin became a laughing stock at school.

Photo by Marina Carresi

¹**successful** - triumphant, victorious

²**bottom of** - last in, the least academically successful

³**tour** - (in this case) series of performances in different places

⁴**deserved** - merited, morally appropriate

⁵**disappointment** - reverse, fiasco, unsatisfactory result

⁶**to realize** - (false friend) become conscious

⁷**amused** - entertained

⁸**she pretended to commiserate** - she acted as if she felt sorry

⁹**foolish** - idiotic, stupid

Humour Idioms: Joking & Comedy

Joking

» You must be joking!

= that's ridiculous!

» to be no joke

= something that should be taken seriously and not laughed about.

» to take a joke

= accept ridicule in a good-humoured way:

- *You have to learn to take a joke. **Losing face**¹ like that won't make you popular with the other **lads**².*

» the joke is on sb.

= sb. looks foolish (especially after trying to ridicule someone else):

- *He thought he'd bought the old lady's house at a **knockdown price**³ but the joke was on him when it was declared structurally **unsound**⁴.*

Comedy

» The Divine Comedy

This term obviously comes from the popular name for Dante's *Commedia*.⁵ However, in Modern English 'a divine comedy' can refer to a **trick**⁶ played by God on **Mankind**⁷. Of course, the great divine comedy is that we are **apes**⁸ aspiring to be angels.



The Divine Comedy



The Comedy of Errors

Photo by Michael N Maggs

This idea was **taken up**⁹ again by François Rabelais whose last words were "the comedy is ended".¹⁰ Friedrich Nietzsche has the last word, however: "Man alone suffers so **excruciatingly**¹¹ that he was **compelled**¹² to invent laughter".

» a black comedy

= a story in which the theme is tragic but the treatment is comic.

» a comedy of errors

= a **ludicrous**¹³ sequence of events. The idiom comes from the name of Shakespeare's earliest play:

- *The whole **scheme**¹⁴ was a comedy of errors from start to finish. Really, he couldn't plan a **piss-up**¹⁵ in a **brewery**¹⁶!*

» a comedy of manners

= the satirical **portrayal**¹⁷ of the **behaviour**¹⁸ of a specific social group:

- *The movie is a comedy of manners about the New York Jewish community.*

» comic relief

= humorous episodes in an otherwise serious or tragic story:

- *The **priest**'s¹⁹ speech impediment provided a bit of comic relief at the funeral.*

¹to lose face (lose-lost-lost) - be humiliated

²lad - boy, young man

³at a knockdown price - very cheaply, at a bargain price

⁴unsound - defective, unsafe

⁵Boccaccio was the first person to add *Divina* to *Commedia*

⁶trick - ruse, subterfuge, hoax

⁷Mankind - humanity

⁸ape - primate, simian

⁹to take sth. up (take-took-taken) - adopt

¹⁰that's how they are usually translated into English, anyway. *La farce est jouée* translates more literally as "the farce has played itself out".

¹¹excruciatingly - intensely, terribly

¹²to compel - force

¹³ludicrous - ridiculous

¹⁴scheme - project, plan

¹⁵piss-up - (colloquial) party in which a lot of alcohol is consumed

¹⁶brewery - factory in which beer is made

¹⁷portrayal - depiction, representation

¹⁸behaviour (UK English) - behavior (US English), conduct, habits

¹⁹priest - churchman, cleric

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Picture Description: Poverty & Place

A

Describe the first picture.

- » Who do you think the people are?
- » What do you think is their relationship?
- » Where do you think they are?
- » When do you think the photo was taken?
- » Describe their expressions.
- » Describe their clothes.
- » What can you see in the background?

B

Describe the second picture.

- » Who do you think the people are?
- » What do you think is their relationship?
- » Where do you think they are?
- » When do you think the photo was taken?
- » Describe their expressions.
- » Describe their clothes.
- » What can you see in the background?

C

What do the two pictures have in common?

- » How are they different?
- » Is poverty an absolute concept or does it depend on place and time?
- » Is it worse to be poor in a poor country or poor in a rich country?
- » Is poverty worse in hot countries or in cold countries?
- » Do you associate poverty with unhappiness? Is there always a relationship between the two?



- » When you have finished, listen to the model version (audio track 11). How is your answer different from the model version? Write down any new vocabulary you have learned.



Photo by Dorothea Lange



Photo by Alex

AUDIO SCRIPTS

The following pages contain the transcriptions of what is spoken on the audio files.

SPOKEN-ENGLISH TIPS

Spoken English is significantly different from the written language: A more **limited vocabulary** is generally used and it is, by definition, **more colloquial**.

Moreover¹, spoken English uses many more **incomplete** or **badly constructed sentences**.

On the other hand, **intonation** and **stress** can be used in speech.

HOW TO USE THE AUDIO SCRIPTS

Follow our eight-step process to get the most out of the audio scripts:

1 **Before** you listen we recommend that you **read through** the relevant section of the **footnotes**² (not the text itself). This should give you some idea of the **subject**³ and help you to understand the more difficult vocabulary as you listen.

2 When you **listen the first time**, don't expect to understand everything; listening practice should not be a **painful**⁴ process. Simply see **how much meaning you can extract from the recording**.

3 **Listen more times** going back to the **footnotes** to integrate the information you have.

4 Once you understand reasonably well, **do the relevant exercise**.

5 **Finally, read** the audio scripts **as you listen** again.

6 **Stop** each time **you get lost** or encounter a structure that interests or confuses you.

7 **Repeat words** or **phrases** whose pronunciation surprises you.

8 Two or three **days later, listen** to the text **again** without reading to see if your understanding has **improved**⁵.

This process is intense and time-consuming. However, it will **eventually**⁶ solve the problem most learners have of **relating**⁷ the spoken word to the written. Once you've done that, the rest is easy!



YES NO. 24 TRACK LIST

Mini-debates (37m44s)

1. Is *Daesh* Different? (13m11s)
2. Job Interviews (11m12s)
3. Police Violence (13m21s)

4. Pronunciation Exercise (0m50s)

Monologues:

Humour & You (20m45s)

5. Monologue 1 [*US English*] (3m59s)
6. Monologue 2 [*US English*] (9m53s)
7. Monologue 3 [*Anglo-Irish English*] (2m42s)
8. Monologue 4 [*US English*] (4m11s)

9. On the Campaign Trail (9m20s)

10. Interview about a Surname (3m58s)

11. Picture Description (4m38s)

Total time: 1h17m15s

¹**moreover** - what's more, furthermore

²**footnotes** - notes at the bottom of the page (in this box)

³**subject** (n.) - (in this context) theme

⁴**painful** - (in this context) arduous, unpleasant

⁵**to improve** - get better

⁶**eventually** - (false friend) in the end

⁷**to relate** - associate, connect, link

Mini-debates

(37m44s)

1. Is *Daesh* Different?

(13m11s)

American man 1 (AM1): Let me ask a question here. Is *Daesh*¹ different? **I mean**² - **y'know**³ - Everybody hates war, but is war sometimes necessary? And do these atrocities of ISIS justify the use of Western **troops**⁴ to **defeat**⁵ them?

Englishman (EM): I'd say yes. I think this situation equates with the situation before the Second World War. I think that the... I think that the Islamic State, so-called 'Islamic State', is quantifiably different and I think that we have to **defeat**⁵ them.

American man 2 (AM2): Well....

AM1: Well, do you think the military is the answer for this?

AM2: I think the military, in one aspect or another, that aspect of it has already been **implemented**⁶. **I mean**², I'm against directly putting American **troops**⁴ **on the ground**⁷

there. But **I mean**², the American government is already **involved**⁸. I think, for me, the supposed **threat**⁹ in the war against ISIS is a complete **farce**¹⁰.

AM1: Why do say it's a farce?

AM2: Because the reason, from what I understand, ISIS, the Islamic State, **was born out of**¹¹ the invasion of Iraq in 2003.

EM: And Hitler **was born out of**¹¹ the reparations **policy**¹² that **came out of**¹³ the Treaty of Versailles. Does that mean you would've left Hitler to do his **stuff**¹⁴? The fact is...

AM2: But were we **aware**¹⁵...?

EM: ...every single minority in that region is being **ethnically cleansed**¹⁶.

AM2: Sure. Sure, sure. I'm not saying that I'm against fighting them. What I'm saying is that I'm against America **getting involved**¹⁷ in another war in

the Middle East and putting American **troops**⁴ **on the ground**⁷.

EM: You might win this one!

Englishwoman (EW): But **there's**¹⁸ **lots of**¹⁹ atrocities **going on**²⁰, for example, in Africa too and the Americans don't **get involved**¹⁷. I think it's - **kind of**²¹...

EM: I think you have to clean up your own **mess**²² and I think we made that mess **to start off with**²³.

AM1: Well, I agree with that 100%. We wouldn't have, I think, this **amount**²⁴ of terrorist attacks **going on**²⁰ and these atrocities **had we not**²⁵ gone into Iraq. And my feeling is, "Would changing our **foreign policy**²⁶ maybe reduce this type of violence?"

I mean², if we can bring Israel to - **y'know**³ - the peace table and maybe Palestine gets a state or...

EM: You've demonstrated **amply**²⁷ that you have very little influence over Israel.

AM1: I know we **do have**²⁸ a problem with Israel in that sense that it doesn't listen much to what we say.

EM: But, **I mean**², the fact is that

¹**Daesh** - the Islamic State in the Levant (ISIL), the Islamic State in Iraq and Syria (ISIS)

²**I mean** - (pause filler) - y'know, like, sort of, kind of

³**y'know** - (pause filler) I mean, like, sort of, kind of

⁴**troops** - soldiers

⁵**to defeat** - be victorious over

⁶**to implement** - put into effect

⁷**on the ground** - in/on the terrain, in the field

⁸**involved** - participating

⁹**threat** - peril, danger

¹⁰**farce** - joke, absurdity

¹¹**to be born out of** - be caused by, be provoked by

¹²**policy** - strategy, programme

¹³**to come out of** (come-came-come) - be produced by

¹⁴**stuff** - (informal) things

¹⁵**to be aware** - be conscious

¹⁶**to ethnically cleanse** - kill and expel an ethnic minority from a region

¹⁷**to get involved** (get-got-got) - participate

¹⁸**there's** - (informal) there are

¹⁹**lots of** - (colloquial) a lot of

²⁰**to be going on** - be occurring, be happening

²¹**kind of** - (pause filler) sort of, like, y'know, I mean

²²**mess** - chaotic situation

²³**to start off with** - to begin with, initially

²⁴**amount** - quantity

²⁵**had we not** - if we hadn't

²⁶**foreign policy** - international strategy

²⁷**amply** - extensively, (in this case) often

²⁸**do have** - (emphatic) have



playing politics there has meant that to **try and**²⁹ **get rid of**³⁰ the government in Syria etc. the West has **allowed**³¹ **Daesh**¹ to grow up. It is now certainly self-financing and even self-sustaining in terms of the disaffected, people from the West going to fight for them. So, we created that **mess**²². And either...

AM1: Is there any way of stopping the financing?

AM2: No.

EM: Stop buying oil, go green in America, for example.

AM2: Yeah, but most of their financing doesn't come from oil. Most of it comes from taxation and extortion of the people that they've already conquered.

EM: And selling antiquities that they've stolen and etc. etc. etc. Sure,

but... and again, **just**³² extorting people - **sort of**³³ - "Give me your money or we will kill you". But, **I mean**², you basically as... **I mean**², given it is **ultimately**³⁴ an American decision, there's no European government that can take this on seriously, you've either got to decide your new best friends are Iran and let Iran **deal with**³⁵ them or you **deal with**³⁵ them yourselves.

AM2: Yeah.

EM: But...

AM1: I - **kind of**²¹ - get the feeling that this needs to be **dealt with**³⁶ by Arab nations.

EW: Yeah.

AM2: Well, I think it is being **dealt with**³⁶. The US is **involved**⁸ **vicariously**³⁷ through, I believe, the Iraqi army but they are basically in direct

communication through an Iraqi interpreter, more or less, for want of a better word, with Iran. And I think the only way for them to get some **sort**³⁸ of **foothold**³⁹ in the region is to **ally with**⁴⁰ Iran.

AM1: Also, we're **dealing with**⁴¹ **lots of**¹⁹ different tribes here. Aren't we also or not?

AM2: Principally, ISIS is Sunni, right?

AM1: OK.

EM: Not principally, it's only.

AM2: Only Sunni.

AM1: It's only Sunni.

EM: It's viciously anti-Shiite.

AM1: Alright, so and Iran is...?

EM: Shiite.

AM2: Shiite.

AM1: OK.

EM: No, **I mean**², the point... we say we'd like to solve this through Arab countries blah, blah, blah, the problem is that a lot of our Arab dictator friends are very ambivalent about the situation and would certainly prefer the Islamic State as a Sunni power **over**⁴² Iran as a Shiite power. Iran is **the devil you know**⁴³. Iran is a little bit like, if you like, the Soviets in the past in the sense that they're much more predictable than **this lot**⁴⁴.

AM1: Right.

EM: And this lot have... **there's**¹⁸ two major **threats**⁹ for them. One is uniting Sunni extremism around the world for the first time in Africa, in the Far East etc. etc. and the other is creating a Muslim civil war, a global Muslim civil war which will **hugely**⁴⁵ **disrupt**⁴⁶ the world. Apart from anything else, you've got a process **whereby**⁴⁷ for... **I mean**², it's not

²⁹ **try and** - (colloquial) **try** to

³⁰ **to get rid of** (get-got-got) - eliminate, remove

³¹ **to allow** - permit

³² **just** - (in this case) simply

³³ **sort of** - (pause filler) kind of, like, y'know, I mean

³⁴ **ultimately** - (false friend) in the final analysis

³⁵ **to deal with** (deal-dealt-dealt) - (in this case) destroy, eliminate

³⁶ **to deal with** - (in this case) tackle, handle, manage

³⁷ **vicariously** - indirectly

³⁸ **sort** - type, kind

³⁹ **foothold** - secure position from which further progress may be made

⁴⁰ **to ally with** - unite with, make common cause with

⁴¹ **to deal with sb.** (deal-dealt-dealt) - (in this case) interact with

⁴² **over** - (in this case) in preference to

⁴³ **the devil you know** - a predictable enemy. From the expression, "**Better the devil you know than the devil you don't**".

⁴⁴ **this lot** - these people, (in this case) Daesh¹

⁴⁵ **hugely** - greatly, enormously

⁴⁶ **to disrupt** - cause confusion in, create chaos in

⁴⁷ **whereby** - in which, according to which



Daesh

Photo by Varavi

just⁴⁸ the Islamic State, for decades you've had a purification of, an **ethnic cleansing of**⁴⁹ the population. There are fewer and fewer Christians in the region. Some of these places like Baghdad, 30, 40, 50 years ago a third of the population were Christian.

AM1: Right.

EM: That's... there's **hardly any**⁵⁰ Christian population in the Middle East now. The Jewish population is being **kicked out**⁵¹. The Yazidi⁵² population is being **kicked out**⁵¹. Basically you are having mono-cultures. So, while we're busy creating multi-cultural societies you have a lot of places... **I mean**², it's not **just**⁴⁸ there. **I mean**², it's **happening**⁵³ **to some extent**⁵⁴ in India with the imposition of Hindu culture. It's certainly **happening**⁵³ in Myanmar. **I mean**², it's **disgraceful**⁵⁵.

AM1: The thing is that we're not

dealing with⁵⁶ traditional **warfare**⁵⁷ here. And, **like**⁵⁸, how are we going to combat this?

EM: What do you mean, it's not traditional **warfare**⁵⁷? It's occupying territories. It's **actually**⁵⁹ much more traditional.

AM1: Well, that too. But aren't they also **involved**⁸ in terrorist acts?

EM: Yeah, but it's much less than, **say**⁶⁰, Al-Qaeda.

AM1: OK.

EM: And they're much more about occupying territory.

AM1: Alright.

EM: They want to create a caliphate. Not a virtual caliphate on the Internet, a real one that occupies most of the Middle East or the whole of the Middle East, I think.

EW: It's very difficult to see they'll ever **reach**⁶¹ a conclusion because, whatever **happens**⁵³, it's **gonna**⁶²

be something imposed by force, presumably by the Americans. And there's always going to be discontentment. It's... I don't know, for me, it's like...

AM1: I don't think this is going to come from the Americans. It's also going to have to come from Europe too **'cos**⁶³, after all, Europe is right next door. We're on the other side of the ocean.

EW: But the Americans seem to have the final word, especially...

AM2: Well, I think all Western powers in general. I think if **defeating**⁵ ISIS was the real objective, I think the Western powers, the US, Canada, England...

EM: What would we do without Canada?!

AM1: And France, no? You'd put France in there, wouldn't you?

AM2: France, OK. We'll throw them in there. The European Union.

AM1: I'd say the European Union, no?

AM2: ...form an alliance with Iran, Syria and even Hezbollah. Hezbollah has been...

EM: But would you **be willing to**⁶⁴ **support**⁶⁵ the Syrian regime?

AM2: I'm **just**⁴⁸ looking at one aspect. This is such a complicated area, complicated region. If the objective is to **defeat**⁵ ISIS, I think inevitably we'd have to side, form alliances with Syria, with Iran, with Hezbollah, who has fought quite a bit **on the ground**⁷ against ISIS.

EM: But that would mean questioning the alliances with Israel and with the Gulf States.

AM2: With Saudi Arabia, with Qatar, with Turkey, yeah. If the objective was to **defeat**⁵ ISIS, yes.

EM: **I mean**², the other question I

⁴⁸**just** - (in this case) only

⁴⁹**ethnic cleansing of** - genocide against, massacring and expulsion of

⁵⁰**hardly any** - almost no

⁵¹**to kick out** - expel, ethnically cleanse

⁵²**the Yazidis practise a monotheistic religion that incorporates elements from Islam and Zoroastrianism**

⁵³**to happen** - occur

⁵⁴**to some extent** - in some degree, in part

⁵⁵**disgraceful** - scandalous, outrageous

⁵⁶**to deal with** (deal-dealt-dealt) - (in this case) talk about

⁵⁷**warfare** - conflict

⁵⁸**like** - (pause filler) y'know, I mean, sort of, kind of

⁵⁹**actually** - (false friend) in fact

⁶⁰**say** - (in this case) for example

⁶¹**to reach** - come to, get to, arrive at

⁶²**gonna** - (slang) going to

⁶³**'cos** - (slang) because

⁶⁴**to be willing to** - be ready to, be prepared to

⁶⁵**to support** - back, defend

think here is, "Is this **the flavour of the month**⁶⁶ and it's **just**³² another thing after the Taliban and after Al-Qaeda, and this is the new **manifestation**⁶⁷ and there will be something else afterwards and blah, blah, blah? Or is this... is this quantifiably different?" Is it true... can we **just**³² say "War is hell", you have French peacekeepers in the Democratic Republic of Congo **raping**⁶⁸ children and these things **happen**⁵³ in war quite honestly. And...

AM2: Yeah.

AM1: Yeah, but there are laws of war too.

EM: Yeah, but there's a Western interest in **fixating on**⁶⁹ the fact that ISIS crucify people and throw homosexuals out of towers and commit genocide generally. Is that... are they quantifiably different or not?

AM2: No.

AM1: Well, I think **there's**¹⁸ atrocities on both sides to be honest. You know that's the problem is that when you come to war both sides are creating atrocities to each other, the other sides, you know?

EM: So, you don't think they're quantifiably different? **I mean**², a couple of days ago they shot a 3-year-old girl because her father was in the military. There's some crazy **stuff**⁴⁴ **happening**⁵³.

AM1: Well, you know in Farullah... you pronounce it Farullah, no?

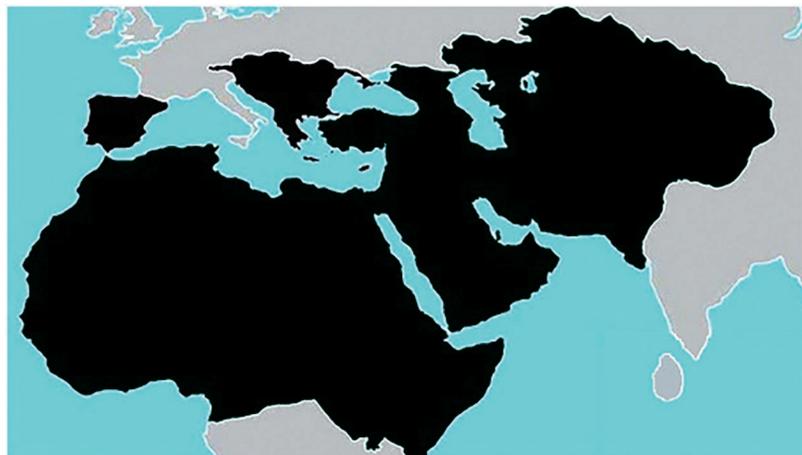
EM: Fallujah.

AM2: Fallujah.

AM1: Fallujah, yeah right, American **snipers**⁷⁰ were shooting anything that moved.

EM: But I think... like your police!

AM1: Huh?



Territory claimed by Daesh

Photo by Déborah Cabral

EM: Sorry.

AM1: No, they were... from what I understand, anything that moved was shot.

EM: Right.

AM1: OK? And that includes - **y'know**³ - women and children. From what I understand, American **snipers**⁷⁰... that's my understanding. **I mean**²...

EM: Is that... is that exactly the same as identifying somebody, capturing somebody and then torturing them to death, without **just**³² saying... **I mean**², that's obviously... **whether**⁷¹ that's the **policy**⁷² of **actual snipers**⁷³ is one thing. That's the reality of killing people from drones.

AM1: Well, you know one of the things that I think... one of the places that we could start, the **root**⁷⁴ of the problem in my opinion, is arms sales. I think we need to **come down hard on**⁷⁵ arm sales. The problem is that everybody's making money off of arms. So, any time there's a war,

somebody's making big money off of it. But I think if we can get down and start demilitarizing the world and trying to bring down arm sales...

AM2: In the US that's not going to **happen**⁵³.

AM1: Well, I don't think it's going to **happen**⁵³ for not only the US, but - **y'know**³ - I think France is also the second biggest arm sales...

EM: Most of these types of wars are on the basis of Kalashnikovs and the - **sort of**³³ - whatever it is, 50 million Kalashnikovs that have been sold.⁷⁶

AM2: Not necessarily. I read, was it the FSA, the army in Syria, Freedom... I don't remember what the acronym is...

EM: Free Syrian Army.

AM2: Yeah.

EM: Both of them. **There's**¹⁸ only about two of them left, isn't there?

AM2: Yeah, well, the US government were giving them **aid**⁷⁷, **weapons**⁷⁸ and vehicles. And apparently that, the direct aid from the US to the FSA,

⁶⁶ **the flavour of the month** - the **current** obsession

⁶⁷ **manifestation** - (*false friend*) **symptom** of a more **basic problem**

⁶⁸ **to rape** - sexually assault

⁶⁹ **to fixate on** - be obsessive about

⁷⁰ **sniper** - expert **gunman** who shoots from a camouflaged position

⁷¹ **whether** - (*in this case*) if

⁷² **policy** - protocol, strategy



⁷³ **actual snipers** - (*emphatic*) **snipers**⁷⁰ themselves

⁷⁴ **root** - origin

⁷⁵ **to come down hard on** (come-came-come) - suppress

⁷⁶ **the total sale of Kalashnikov rifles is in fact over 100 million**

⁷⁷ **aid** - help, assistance

⁷⁸ **weapons** - arms

ultimately³⁴ ended up in the hands of ISIS.

EM: Of course, yeah. Well, **I mean**², that's the big problem with your equipping of the Iraqi army. If you equip the Iraqi army with the **state-of-the-art**⁷⁹ **weaponry**⁸⁰ and then they **run away**⁸¹ and leave the vehicles behind, then the **Daesh**¹ **pick** them **up**⁸².

AM2: But it's **hard**⁸³ for me to believe

that they weren't anticipating that. That's why I'm saying here that if the objective is to go to war against these people, I think they would be going about it differently. I think the **ultimate**⁸⁴ objective is...

EM: I think you're **assuming**⁸⁵ there's more intelligence among the American administration than there really is. **I mean**², if you see the fact that they **backed**⁸⁶ al-Maliki⁸⁷ when it was

just³² crazy to do so. He was obviously **divisive**⁸⁸, he was obviously going to create a situation where the north-eastern... north-western, sorry, provinces were going to **go over to**⁸⁹ **Daesh**¹ because of his sectarianism. **I mean**², there's been some very, very stupid **policy**¹² in Iraq.

AM2: Yeah, perhaps. Perhaps I'm giving them more credit than they **deserve**⁹⁰.

2. Job Interviews (11m12s)

American Man 3 (USM3): So, some people think that job interviews are obsolete now and that they **actually**⁵⁹ **bias**⁹¹ the selection process **towards**⁹² people that are attractive and **personable**⁹³. Should we use a more objective and effective method to **match** candidates **to**⁹⁴ companies? How would we do that?

American Man 2 (USM2): I think saying that, first of all saying that interviews are obsolete is - **kind of**²¹ - ridiculous. But if any company that's worth their grain of salt⁹⁵ wants to be taken seriously they wouldn't show any favoritism towards someone that's more attractive or more **personable**⁹³, I think.

Englishman (EM): Why not? Those type of human relations, interpersonal things is crucial in terms of any team, in terms of **getting on with**⁹⁶ people.

Englishwoman 2 (EW2): Well, I think it depends on how you're going to define those terms. What do you mean by attractive? If somebody means I need to see somebody with long legs in a short skirt that's obviously **nonsense**⁹⁷, isn't it?

USM2: Yeah.

EW2: But attractive is a person who **comes across**⁹⁸ in an **appealing**⁹⁹ way and makes people feel **at ease**¹⁰⁰ and makes... **empowers**¹⁰¹.

EM: I was talking more about **personable**⁹³ **rather than**¹⁰²

attractive but...

EW2: **I mean**², it's the superficiality that one wants to **get rid of**¹⁰³. And anyone who's inclined to choose their **staff**¹⁰⁴ on superficial reasons is obviously **barking up the wrong tree**¹⁰⁵.

USM2: Sure, sure. I think it depends totally on the **role**¹⁰⁶ that that person is interviewing for. If you're interviewing for a **VP**¹⁰⁷ or a sales position perhaps those **traits**¹⁰⁸ are what they're **looking for**¹⁰⁹, but if you're interviewing - **I dunno**¹¹⁰ - a designer or a programmer, they're **looking for**¹⁰⁹ **different boxes to tick for**¹¹¹ each candidate.

EM: What society are you people living in? **I mean**², look at the presidents of the world, for example. For example, among the male presidents look at the **average**¹¹² height. The fact of being over **six foot**¹¹³ is a **huge**¹¹⁴ advantage **in terms of**¹¹⁵ getting elected and things like that. We live

⁷⁹ **state-of-the-art** - cutting-edge, ultra-modern

⁸⁰ **weaponry** - arms

⁸¹ **to run away** (run-ran-run) - escape, flee

⁸² **to pick sth. up** - collect sth., appropriate sth.

⁸³ **hard** - difficult

⁸⁴ **ultimate** - (false friend) final, definitive

⁸⁵ **to assume** - (false friend) suppose

⁸⁶ **to back** - support, defend

⁸⁷ **Nouri Kamil Mohammed Hasan al-Maliki, Prime Minister of Iraq (2006-2014)**

⁸⁸ **divisive** - provoking discord

⁸⁹ **to go over to** (go-went-gone) - change one's allegiance in favour of

⁹⁰ **to deserve** - merit, (in this case) should be given

⁹¹ **to bias** - distort, negatively influence

⁹² **towards** - (in this case) in favour of

⁹³ **personable** - having a pleasant appearance and manner

⁹⁴ **to match A to B** - marry A to B, unite A with B

⁹⁵ **mixed metaphor: 'to be worth one's salt' means 'be good at what one does'.**

'To take sth. with a grain of salt' means 'think that sth. is only partially true'

⁹⁶ **to get on/along with** (get-got-got) - have a good relationship with

⁹⁷ **nonsense** - idiocy, a ridiculous idea

⁹⁸ **to come across** (come-came-come) - give an impression of one's personality

⁹⁹ **appealing** - attractive

¹⁰⁰ **at ease** - comfortable, relaxed

¹⁰¹ **to empower** - emancipate, set free

¹⁰² **rather than** - instead of, as opposed to

¹⁰³ **to get rid of** (get-got-got) - eliminate

¹⁰⁴ **staff** - employees, workers

¹⁰⁵ **to be barking up the wrong tree** - make the wrong choice

¹⁰⁶ **role** - (in this case) job, post

¹⁰⁷ **VP** - vice-president

¹⁰⁸ **trait** - characteristic, attribute

¹⁰⁹ **to look for** - try to find

¹¹⁰ **I dunno** - (pause filler) I don't know, like, y'know

¹¹¹ **different boxes to tick** - different attributes to identify in

¹¹² **average** - typical

¹¹³ **six foot** - 1.83 metres tall

¹¹⁴ **huge** - enormous, great

¹¹⁵ **in terms of** - as regards, in relation to



Photo by David Shankbone

in a society which is **ageist**¹¹⁶, we live in a society which is **lookist**¹¹⁷, we live in a society which **is concerned about**¹¹⁸ these things and certainly being **personable**⁹³ is enormously important. To **pretend that**¹¹⁹ it isn't is ridiculous. Very, very few people live, work in little rooms **on their own**¹²⁰ - sort of³³...

USM3: Well, to make...

EW2: That's not true!

USM3: To make... to go to the opposite extreme, if we **just**⁴⁸ **relied on**¹²¹ **hiring**¹²² someone based on **stuff**¹⁴ that was written on a piece of paper then in that case or even from...

EM: Is anybody suggesting that?

USM3: Well no, I suppose not. But, if, or **stuff**¹⁴ that's written on a piece of paper or **just**⁴⁸ based on references,

I think that before you **hired**¹²² someone you would want to **bring** them **in**¹²³ and see if this is the person that everyone says they are and...

EM: Exactly, that's not necessarily a job interview, is it?

USM2: Why not?

EM: For example...

USM3: You interview them.

EM: Sure, but I think an interview is a very, very artificial process which you could be **trained for**¹²⁴ and **actually**⁵⁹ that doesn't necessarily **have very much to do with**¹²⁵ the way you are. I would...

USM3: I agree with you there.

EM: I would... what I would do is to have somebody come in and participate in the company, for example, in different things for a day or for

a week or whatever as a process **rather than**¹⁰² saying - **y'know**³ - to **the actual interview**¹²⁶.

EW2: But they very often do that.

USM3: I agree with you there.

EM: They should **just**⁴⁸ do that.

USM3: I agree with you there and I think if you're clever enough, before **bringing in**¹²³ someone for a whole day or a week or whatever **trial**¹²⁷ period, I think it would be **wise**¹²⁸ to have an interview because I think you can also detect when someone is well-trained in interviewing **skills**¹²⁹ because you can say... it's like a...

EM: Well, first you **look through**¹³⁰ everyone's Facebook pages and you eliminate all the people who have, who obviously have a happy social life! And then you do that with your **shortlist**¹³¹.

USM3: I agree with you, you do all that, exactly, you do that before you have an interview. Because if you can't have a good sense of interpersonal communication with a person that you want to **hire**¹²² then, **y'know**³...

EW2: OK, I think with this... the hyperbole of this conversation is really getting **out of hand**¹³². If you were going to compare, for example, it seems to **be underpinned**¹³³ from my point of view by interviewing for positions in **corporate culture**¹³⁴, but that is only a **tiny**¹³⁵ part of what might be relevant. For example, look at the problem of the pilot who's **just**¹³⁶, the German pilot who's **just**¹³⁶ committed suicide and taken a 150 people with him. Do we think it would've been safe to **hire**¹²² somebody or **try** somebody **out**¹³⁷ under those

¹¹⁶ **ageist** - prejudiced against old people

¹¹⁷ **lookist** - prejudiced against people who are not considered physically attractive

¹¹⁸ **to be concerned about** - (in this case) focused on

¹¹⁹ **to pretend that** - (false friend) act as if

¹²⁰ **on their own** - by themselves, alone

¹²¹ **to rely on** - depend on, use

¹²² **to hire sb.** - take sb. on, employ sb.

¹²³ **to bring sb. in** (bring-brought-brought) - (in this case) invite sb. to visit the company

¹²⁴ **to train sb. for sth.** - prepare sb. for sth.

¹²⁵ **to have much to do with** - be relevant to

¹²⁶ **the actual interview** - (emphatic) the interview itself

¹²⁷ **trial** (adj.) - test, probationary

¹²⁸ **wise** - intelligent

¹²⁹ **skill** - ability, talent

¹³⁰ **to look through** - peruse, read

¹³¹ **shortlist** - pre-selection of candidates

¹³² **out of hand** - out of control

¹³³ **to be underpinned** - be supported, be justified

¹³⁴ **corporate culture** - the prevailing values in a company

¹³⁵ **tiny** - very small, minute

¹³⁶ **just** - recently

¹³⁷ **to try sb. out** - test sb's competence

circumstances without testing him in a human situation and having people form opinions about the **sort**¹³⁸ of man he is?

USM3: You mean without interviewing him.

EM: It's an example of interviewing **failing**¹³⁹, isn't it?

USM3: Well, I don't think that's an example of interviewing **failing**¹³⁹. I think it's the result of evaluation **failing**¹³⁹.

Irishman (IM): I think the whole process of going to an interview putting on your **tie**¹⁴⁰ and going across town to be interviewed by two or three people, that whole way interviewing it's **gonna**⁶² become obsolete. I think the future now is video recording, people **looking for**¹⁰⁹ a job will send their video to a bank, a bank of a **whole lot of**¹⁴¹ interviews and the people **hiring**¹²² them will look at the bank and see these people answering key questions and get a good idea of the person. And then if they like **the cut of their jib**¹⁴².

EM: That may well be what's going to **happen**⁵³. I don't like that at all.

IM: But that would **sift through**¹⁴³ a whole lot of - **y'know**³ - **instead of**¹⁴⁴ wasting a lot of time, people's time - **y'know**³ - interviewing like the case that was given of the girl who on paper, she probably wasn't - **y'know**³ - the most adequate with qualifications or whatever but when they saw the interview she had a bit more of what they were **looking for**¹⁰⁹, **just coming across**⁹⁸.

USM3: And what was it they were **looking for**¹⁰⁹?

EM: But yeah, **I mean**², the other side



Photo by SJ de Waard

of that, of course, is asking what... can we **trust**¹⁴⁵ in qualifications, the **sort**¹³⁸ of qualifications that people get. Do they **have very much to do with**¹²⁵ work?

USM3: No, yeah, I have an opinion on that definitely. One thing that you could discover in an interview is that maybe someone is a very good **bullshitter**¹⁴⁶ and being a good bullshitter could **actually**⁵⁹ be an **asset**¹⁴⁷ or it could be something you're **avoiding**¹⁴⁸. But if it **has to do with**¹⁴⁹ public relations, for example, and you come in and the person is a **charmer**¹⁵⁰ and really knows how to sell the very little experience that they **actually**⁵⁹ have, you might say, **actually**⁵⁹ you'd be really good at this.

EW2: I can't see that there's any value served by **getting rid of**¹⁵¹ the interview situation, the face-to-face situation, but there is definitely value to **developing**¹⁵² the techniques with... in which, with the way people are interviewed and how they're **assessed**¹⁵³ and how they're evaluated. I would want to... if I was in a position of **hiring**¹²² somebody for a job I might be very, very interested to see how they could **think on their feet**¹⁵⁴, even propose that to them and say, look, in this situation I'm going to ask you to consider a situation and I want you to react as quickly as you can in **coming up with**¹⁵⁵ a solution on how you would **behave**¹⁵⁶ in a certain situation and testing that out.

¹³⁸**sort** - type, kind

¹³⁹**to fail** - not function properly, be unsuccessful

¹⁴⁰**(neck)tie** - strip of textile worn round the collar and tied in a knot at the front with the ends hanging down

¹⁴¹**a whole lot of** - (emphatic) a lot of, many

¹⁴²**the cut of sb's jib** - sb's appearance and demeanour (= conduct and attitude)



¹⁴³**to sift through** - filter

¹⁴⁴**instead of** - rather than, as opposed to

¹⁴⁵**to trust** - have confidence in

¹⁴⁶**bullshitter** - sb. who exaggerates and manipulates the truth effectively

¹⁴⁷**asset** - advantage

¹⁴⁸**to avoid** - try not to have

¹⁴⁹**to have to do with** (have-had-had) - be related to

¹⁵⁰**charmer** - charismatic person

¹⁵¹**to get rid of** (get-got-got) - eliminate

¹⁵²**to develop** - enhance, improve

¹⁵³**to assess** - evaluate

¹⁵⁴**to think on one's feet** (think-thought-thought) - react to unexpected events decisively and effectively

¹⁵⁵**to come up with** (come-came-come) - think up, invent

¹⁵⁶**to behave** - act

USM2: I agree there, I think...

EM: But...

EW2: I mean², video techniques can be **developed**¹⁵² in the same way as interview techniques or exam techniques.

USM2: I think they need to focus more on, and I think a lot of them are now focusing more on **behavioral**¹⁵⁷ or situational questions **within**¹⁵⁸ the interview. I even know of some that are trying to take the stress out of the interview situation by **prepping**¹⁵⁹ themselves and prepping the interviewee before they go in saying, look, these are the questions that I want to talk about during the interview. You can - **y'know**³ - think about them, this is our culture here. This is what you should wear. So the person that's going to the interview is not stressed by - **y'know**³ - the interview itself and can perform. And during the interview give them some real... real examples of the work that they do

there and see how they react.

EW2: I think that's... I think that's all very relevant.

EM: It's a **pretty**¹⁶⁰ artificial situation. It's still having your 10 minutes to half an hour to show your **smarts**¹⁶¹.

EW2: It depends on the job. If the job you're being interviewed for is a sales job in which you might often go, for example - **I dunno**¹¹⁰ - a medical **rep**¹⁶², for example, who gets a 15-minute **slot**¹⁶³ with a doctor and has to go in and persuade them that there's a new **drug**¹⁶⁴ on the market that they should be looking at. Their **personable**⁹³ **people skills**¹⁶⁵ and how fast they work are very relevant and in a situation in which they can't control it either. They don't know the place, the room, **whether**⁷¹ they're going to be given coffee.

EM: Sure, but that's very, very specific.

EW2: There are a lot... well, **corporate culture**¹³⁴ often covers situations

like that and presentation situations, **running**¹⁶⁶ meetings, working in meetings with other people, how you present yourself.

USM3: In my case, **actually**⁵⁹, I think an interview for a job that I thought I was very **well-suited**¹⁶⁷ for **saved** my **bacon**¹⁶⁸ because I was **applying for**¹⁶⁹ a job as an **editor**¹⁷⁰ in New York City and I delivered a CV that had two mistakes on it, literal mistakes like punctuation or spelling or something probably **just**³² because of having read it fast. And the way that I responded to them... it was **actually**⁵⁹ **pointed out**¹⁷¹ to me by the **editor**¹⁷⁰ that was interviewing me from McGraw-Hill. She said, "Do you know you have two mistakes on your CV - on a one-page CV?" And I said, "That **just**³², well - **y'know**³ - I wrote this CV myself. **It just goes to show**¹⁷² that every author needs a good **editor**¹⁷⁰." And she laughed and I got the job.

3. Police Violence (13m21s)

Englishman (EM): The impression is that your police force is out of control.

American man 1 (AM1): It's not an impression. I think that's **pretty much**¹⁷³ a fact.

American man 2 (AM2): You mean more so recently.

AM1: Than before.

EM: Yeah. **I mean**²...

AM2: I think it's always been...

AM1: It's always been like that.

AM2: It's always been **pretty**¹⁶⁰ out of control.

AM1: It's always been.

EM: But, for example, a recent...

AM1: All my lifetime.

EM: A recent story in Cleveland, which I think you know something about, you had 13 officers shooting into a car with two **unarmed**¹⁷⁴ people inside and one of them jumping on top of the **bonnet**¹⁷⁵ and firing 47 times into them **just**³² to make sure they were definitely dead.

AM2: Yeah, welcome to Cleveland!

AM1: That's craziness, that's craziness.

EM: It sounds like a - **sort of**³³ - an **ambush**¹⁷⁶ by the Mexican mafia or

¹⁵⁷ **behavioral** (US English) - behavioural (UK English) relating to conduct and habits

¹⁵⁸ **within** - in

¹⁵⁹ **to prep sb.** - prepare sb.

¹⁶⁰ **pretty** (adv.) - quite, rather

¹⁶¹ **smarts** - acumen, talents

¹⁶² **rep** - representative

¹⁶³ **slot** - assigned period of time, window of opportunity

¹⁶⁴ **drug** - (in this case) medicine

¹⁶⁵ **people skills** - interpersonal talents, the ability to interact with other people effectively

¹⁶⁶ **to run** (run-ran-run) - manage, (in this case) chair, moderate

¹⁶⁷ **well-suited** - well-qualified

¹⁶⁸ **to save one's bacon** - rescue one from a difficult situation

¹⁶⁹ **to apply for** - solicit

¹⁷⁰ **editor** - (false friend) sb. who proofreads and corrects texts

¹⁷¹ **to point out** - mention, indicate

¹⁷² **it just goes to show** - it demonstrates

¹⁷³ **pretty much** - more or less

¹⁷⁴ **unarmed** - defenceless, not carrying firearms

¹⁷⁵ **bonnet** (UK English) - hood (US English), metal canopy covering the engine of a car



¹⁷⁶ **ambush** - surprise attack, ambushade (old fashioned)

something like that. It doesn't sound like any serious police force in the world.

AM1: I do think¹⁷⁷ it's gotten worse¹⁷⁸ since Bush because the police have become militarized.

AM2: Yeah, and I think...

EM: What does that mean? They have tanks?

AM1: Well, they actually⁵⁹, yeah, they actually⁵⁹ have military weapons⁷⁸ and I think Obama, one of his stipulations that he says he's gonna⁶² be taking that away from them.

AM2: Yeah, he thinks that they shouldn't have military weapons⁷⁸.

AM1: Yeah.

EM: But in the case of... I mean², because, OK, maybe they shouldn't have tanks but...

AM1: Look, the crux¹⁷⁹ of this is guns¹⁸⁰.

EM: Right, but if you have...

AM1: OK, and the thing about the States... I'm sorry, but the thing about the States is we have too many guns¹⁸⁰. So, of course, that gives justifications to police to say, "Well, look, everybody's got guns¹⁸⁰, so we gotta¹⁸¹ be careful". So, the first thing we do is we need gun¹⁸⁰ control in the States. But we do need¹⁸² to control the police. The police have gotten... they've always been out of hand¹⁸², but now they're just³² grossly¹⁸³ out of hand¹⁸².

EM: But hang on¹⁸⁴. I mean², one person was suffocated to death...

AM1: One person, but we're talking



Ferguson protest

Photo by The All-Nite Images

about multitudes of people.

EM: One second, one second. Another person had his back¹⁸⁵ broken by the police in the handling¹⁸⁶. That has nothing to do with¹⁸⁷ guns¹⁸⁰, it has nothing to do with the police having tanks.

AM2: Yeah.

AM1: Yeah.

Englishwoman (EW): There's just³² a high level of paranoia.

AM2: Well, I think the militarization is one aspect of it, but I don't really agree that the number of guns¹⁸⁰ equates in some way to violence. I mean², it's not...

AM1: Well, there's the justification is the fear of being shot by the...

AM2: Yeah, but take Canada, for example, it has... there are more guns¹⁸⁰ per capita in Canada than the United States and Canadian society is nothing like the US.

EM: Because they have the

Mounties¹⁸⁸. They have Mounties.

AM1: Yeah, we know what the Mounties are.

EM: But...

AM2: I think one of the main¹⁸⁹ problems is that we allow³¹ the police to police¹⁹⁰ themselves.

AM1: Exactly. Exactly.

AM2: I think there needs to be some sort¹³⁸ of... I think first of all they need to strengthen¹⁹¹ the candidates, the police candidates they process and somehow create some sort¹³⁸ of civilian board¹⁹² that overlooks¹⁹³ the police.

AM1: And when the police kill somebody they need to go to jail¹⁹⁴.

AM2: Exactly.

AM1: The police need to go to jail¹⁹⁴. I'm sorry, they need to go to jail¹⁹⁴.

EM: Presumably there is a reticence¹⁹⁵ on the part of... sorry, not a 'reticence', a reluctance¹⁹⁶ is what I mean, on the part of the authorities, the legal authorities in sending a policeman to jail¹⁹⁴ because presumably you'll have an especially nasty¹⁹⁷ time if you're a policeman in jail¹⁹⁴.

AM2: Sure, sure.

EM: Would that be solved to some extent⁵⁴ if there was a special police prison.

AM2: But why? Enforce...

EM: I don't think exposing policemen...

AM1: Well, maybe if the police knew that they were going to go to a jail¹⁹⁴ with other inmates¹⁹⁸, they might think twice¹⁹⁹ about shooting

¹⁷⁷ do think - (emphatic) think

¹⁷⁸ It's gotten worse - (US English) it has become worse

¹⁷⁹ crux - essence, decisive factor

¹⁸⁰ gun - firearm

¹⁸¹ gotta - (slang) have got to

¹⁸² do need - (emphatic) need

¹⁸³ grossly - terribly, extremely

¹⁸⁴ to hang on (hang-hung-hung) - wait a moment

¹⁸⁵ back - spine, vertebral column

¹⁸⁶ handling - (in this case) arrest, detention

¹⁸⁷ to have nothing to do with - be completely unrelated to

¹⁸⁸ the Mounties - the Royal Canadian Mounted Police

¹⁸⁹ main - principal, primary

¹⁹⁰ to police - control, regulate

¹⁹¹ to strengthen - (in this case) improve

¹⁹² civilian board - external administration

¹⁹³ to overlook - (in this case) oversee, supervise

¹⁹⁴ jail (US English) - gaol (UK English), prison

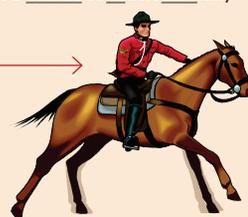
¹⁹⁵ reticence - (false friend) reserve, taciturnity

¹⁹⁶ reluctance - unwillingness, disinclination

¹⁹⁷ nasty - unpleasant

¹⁹⁸ inmate - prisoner

¹⁹⁹ to think twice (think-thought-thought) - consider a course of action carefully



somebody, you know?

EW: Exactly. It's like **paedophiles**²⁰⁰ when they go to prison it's almost certain that they're going to be made to suffer.

AM1: Yeah, exactly. Are you going to change... have a **jail**¹⁹⁴ for **paedophiles**²⁰⁰ only? Come on!

EM: No, I think there is an element... I think the police are in a special position. I don't think you can equate the police **misbehaving**²⁰¹...

AM1: Shooting someone in the back is not a special position.

EW: They shouldn't be policemen in the first place.

AM1: I mean², maybe you can shoot somebody but you can shoot in the leg.

EM: Yeah, I mean², there's a responsibility there on the part of the authorities that have employed somebody and not **trained**²⁰² somebody **properly**²⁰³ and put them in that position. And I don't think you can equate a **mismanagement**²⁰⁴ of a police situation with a situation of paedophilia. I don't think that is **fair**²⁰⁵.

AM2: No. I'd agree with you. I'd agree with you. The laws will need to be **enforced**²⁰⁶ against everyone, including the police. And if... sure, why not, if there's a special **wing**²⁰⁷ of the prison for police, fine, but that the laws are **enforced**²⁰⁶, like with the civilian population... the same with the civilian population as with the police department.

EM: But that maybe part of the problem. I mean², **like**⁵⁸, for example, the decision in Cleveland which was to **acquit**²⁰⁸ the policeman who jumped onto the **bonnet**¹⁷⁵... what's it called...

the **hood**²⁰⁹ of the car and shot these two people 47 times **just**³² because there were another 12 policemen shooting. They couldn't decide that he had **actually**⁵⁹ killed them.

AM1: All 12 of them, then.

EM: Yeah, yeah, OK, fine.

AM2: The only thing that a police officer has to say is that my life was in danger.

EM: Yeah.

AM2: And they're **acquitted**²⁰⁸.

EW: But it's crazy because really a policeman in my opinion should be to serve and protect - no? - the people. So, certainly if they **lose sight of**²¹⁰ that then they should be treated like any other criminal because it's **actually**⁵⁹ a **crime**²¹¹ against...

AM1: Because they are **criminals**²¹². They're shooting people...

EW: Yeah.

EM: Sure.

AM1: ...without any clear cause is criminal. It's criminal **whether**²¹³ you're a policeman or not.

EW: But I would argue that the case that it's even worse because you're in a **position of trust**²¹⁴.

AM1: Oh, yes, exactly, 'cos⁶³ it's an abuse of power.

EW: It's like a corrupt politician. You know, sorry, why do they get a special **cell**²¹⁵, a five-star cell? Put them in with the **paedophiles**²⁰⁰. They'll **get along together**²¹⁶.

EM: No, but I'm not saying a five-star prison. I'm not saying a prison...

EW: Why should they be separated?

EM: Because I don't think... I don't believe in **mob rule**²¹⁷ and I don't believe in a situation where other

prisoners are giving an extra **punishment**²¹⁸ to a **paedophile**²⁰⁰ or to a **rapist**²¹⁹ or to whoever. I think that that is for the authorities to decide, not that you should **allow**³¹ the **herd**²²⁰ to be doing an extrajudicial...

AM1: But they already do that. They already have separated in **jails**¹⁹⁴ to make sure that they're not harmed. So, that's already there.

EW: And unfortunately...

AM1: What they need to do is go to **jail**¹⁹⁴. They need to go to jail, they need to be prosecuted and go to jail. Once policemen start going to jail, then you're going to see this stop **happening**⁵³. But **as long as**²²¹ they feel they can shoot people and **get away with**²²² it they're **gonna**⁶² continue doing it.

EW: Well, exactly, because when you talk about the authorities, the sad thing is they are the authorities. So, they're **actually**⁵⁹ committing crime against society. So, you know they're worse than the...

EM: But... and why do you feel... I mean²...

EW: They're being protected from the inside. It's really quite sinister.

EM: **There's**¹⁸ obviously cases of some level of police abuse in every country of the world.

EW: Of course.

AM2: Yeah.

EM: But why is it...

AM1: Yeah, but look at the numbers of... you know, I can't remember the exact numbers, but in Australia, I think it was one or two people were shot by the police in one year. And in other countries it's - **like**⁵⁸ - six people

²⁰⁰ **paedophile** (UK English) - **pedophile** (US English), sb. who is sexually attracted to children

²⁰¹ **to misbehave** - (in this case) act illegally

²⁰² **to train sb.** - prepare sb.

²⁰³ **properly** - appropriately

²⁰⁴ **mismanagement** - incompetent conduct

²⁰⁵ **fair** - just, equitable

²⁰⁶ **to enforce** - impose, apply

²⁰⁷ **wing** - section, building

²⁰⁸ **to acquit sb.** - free sb., declare sb. not guilty

²⁰⁹ **hood** (US English) - **bonnet**¹⁷⁵ (UK English)

²¹⁰ **to lose sight of** (lose-lost-lost) - forget

²¹¹ **crime** - illegal act

²¹² **criminal** - delinquent

²¹³ **whether** - irrespective of whether (= 'if')

²¹⁴ **position of trust** - post that implies responsibilities

²¹⁵ **cell** - bedroom in a prison

²¹⁶ **to get along together** (get-got-got) - have a good relationship

²¹⁷ **mob rule** - situation in which violent people take the law into their own hands

²¹⁸ **punishment** - retribution

²¹⁹ **rapist** - sexual attacker

²²⁰ **herd** - (in this case) people acting like animals

²²¹ **as long as** - so long as, provided that, providing

²²² **to get away with sth.** (get-got-got) - do sth. that is wrong and not be punished for it

maybe. And in the United States it was hundreds. **I mean**², come on! Something's wrong here.

EM: I think the comparison was in two weeks in America the same number of people are being killed by the police as in 200 years in Britain.

AM1: Yeah, yeah.

EW: Oh my God!

AM1: **I mean**², it's... **enough is enough**²²³.

AM2: I think, if I remember correctly, the **figure**²²⁴ in the last 10 years there have been more deaths by police than soldiers killed in the Middle East, yeah.

EW: Wow!

EM: That is crazy.

AM2: It's ridiculous.

AM1: **I mean**², seriously it's really out of control. And it's a serious problem in the States and we need to do something now.

EM: But is this not...

AM1: 'Cos⁶³ otherwise it's **gonna**⁶² go crazy, I think things are **gonna**⁶² start getting real crazy.

EW: You can't **trust**²²⁵ the police.

AM1: Well, you haven't been able to trust the police for a long time. Look, I'll give you an example. Man, when I was a young man, and I'm not young anymore you know this is **going back a ways**²²⁶, I was in a bar one night... yeah, I'm not a **spritley**²²⁷, young **dude**²²⁸ anymore. But anyway, I was in a bar having a beer and **I ended up realizing**²²⁹ I was sitting next to a policeman. I start talking to the policeman and he started telling me, and I couldn't believe it, I couldn't believe it, but I was... you know I wasn't



Occupy Chicago

Photo by Debra Sweet

stupid enough to, you know maybe I should've but I was young and afraid, but I should've said something. But he was... in my mind **I was going**²³⁰, "I don't believe what I'm hearing". But this going back 1970, late 1970s, right? And he's telling me how you treat a white man and how you treat a black man. And it was **shocking**²³¹, it was shocking. And this is still prevalent today. And I think that the blacks have been treated like this since - **y'know**³ - going back to slaves the blacks have been **abused**²³² in the United States. And I think the one thing why this is coming to light today is '**cos**⁶³ everybody has mobile phones with cameras.

EW: Yeah, totally.

AM1: And when I was back in the States several times - **y'know**³ - I went to the anti-war demonstration against Bush and his, what I would call, an illegal war, but anyway, I noticed that any time in the States that a policeman stops somebody citizens stop and start filming.

EW: Yeah.

EM: Is that legal?

AM1: Yes, it's legal. They tried to

prevent²³³ it, but I think it's against the Constitution to say that you can't film that. And - **y'know**³ - I know that in other countries they have made it illegal to film policemen. So, how do you defend yourself against authority? If you cannot film them doing terrible acts, how do you defend yourselves? So, anyway, I found it fascinating that **just**²³⁴ everybody **just**³² walking by - **y'know**³ - would stop and start film-

ing. And, I tell you, it changes the **behavior**²³⁵ of police. You know I saw them - **y'know**³ - **back off**²³⁶ a little bit because they know they're being filmed.

EM: So, **I mean**²... so one of the proposed solutions is for all the police to be carrying cameras...

AM1: In their car. But they already do carry cameras in their car.

EM: No, not in their car, on them.

AM1: On them. Yeah, everything is... Yeah.

EM: That everything that **happens**⁵³ in front of them is filmed.

AM1: But what good is that going to do if you don't **punish**²³⁷ them for killing somebody?

EW: Exactly.

AM1: **I mean**², we've seen them on camera shooting people, but they still get **acquitted**²⁰⁸ or get let go. They have to go to prison.

EM: And are these people... **I mean**², in those types of cases are these people back **on the beat**²³⁸ as it were? Do they **remain**²³⁹ on the police force or are they **let go**²⁴⁰?

AM1: Some do.

²²³ **enough is enough** - the situation is intolerable

²²⁴ **figure** - (in this case) number, statistic

²²⁵ **to trust** - count on, believe in

²²⁶ **this is going back a ways** - (US English) this is some considerable time ago

²²⁷ **spritley** - lively, energetic

²²⁸ **dude** - (US slang) guy, man

²²⁹ **I ended up realizing** - I became conscious in the end

²³⁰ **to be going** - (in this case) be thinking

²³¹ **shocking** - scandalous

²³² **to abuse** - mistreat

²³³ **to prevent** - stop

²³⁴ **just** - (emphatic/in this case) absolutely

²³⁵ **behavior** (US English) - behaviour (UK English), conduct

²³⁶ **to back off** - show restraint

²³⁷ **to punish** - penalize, discipline

²³⁸ **on the beat** - (of the police) interacting with the public in the street

²³⁹ **to remain** - stay, continue to be

²⁴⁰ **to let sb. go** (let-let-let) - (US euphemism) sack, dismiss, fire, make unemployed

EW: Or they get promoted²⁴¹.

AM1: Some are put back on the force²⁴². They've taken off²⁴³ for a little while as the investigation is clear they're put back on the force²⁴², right?

AM2: Yeah, yeah.

AM1: The thing is we need higher... I think you were mentioning... we need higher standards for police.

EM: I mean², the other...

AM2: And a different type of policing²⁴⁴.

AM1: A different type of police and better pay, different type of police that are supposed to be your friend and not your oppressor.

EW: Exactly.

EM: We had a - sort of³³... on a different scale, we had a similar - sort of³³ - problem in Britain where the police were all put in cars, they were all rushing around²⁴⁵ the place in cars and had no contact with the community, nobody trusted²²⁵ them etc.

AM1: Well, that's one of the problems there.

EM: And so what they did they put them back on what we call 'the beat'²⁴⁶.

AM1: The beat, exactly.

EM: So, they were just³² walking around saying 'good morning' to people and they...

AM1: And that's the way it was in the States in the '30s and '40s, wasn't it? I mean², you had cops²⁴⁷ on the



Ferguson

Photo by Loavesofbread

beat²⁴⁶, right?

AM2: Yeah. The community policing²⁴⁴ that's a...

EM: Swinging²⁴⁸ the 'nightstick'²⁴⁹!

AM2: But it improved... it decreased crime²⁵⁰ levels in the UK, right?

EM: Sure.

AM2: And I think in the US there's¹⁸ a couple of police chiefs in a couple of cities that have done that as well²⁵¹, gotten rid of²⁵² - y'know³ - bullet-proof vests²⁵³, all of the militarization and put more beat cops²⁵⁴ on the street. And it's had a positive...

AM1: And start relating to people, yeah.

AM2: It's had a positive effect. It shows understanding and empathy.

EM: The bullet-proof vest²⁵³ doesn't reduce people's nervousness? I mean², I would've thought that... I have nothing wrong with the policemen taking a bullet-proof vest²⁵³ in the sense that...

AM2: No, maybe not that.

EM: ...if you have a country with 300 million guns¹⁸⁰ in it then they have a right to protect themselves.

AM1: Well, see there's the thing, going back to the guns¹⁸⁰, I think we need to start limiting... I mean², we're not gonna⁶² be able to get rid of²⁵² the guns¹⁸⁰ in the States 'cos⁶³ the Pandora's Box is open and there are guns¹⁸⁰ everywhere. But you can start controlling bullets²⁵⁵. And we need to start

controlling the sales of bullets and also control things like handguns²⁵⁶. We have to go there, we have to go there²⁵⁷. I mean² - y'know³ - there's a side of the United States that say, "Oh, this is against the Constitution", but you have to remember when the... the reason we have that in the Constitution is because we needed a militia in case you guys²⁵⁸ came back²⁵⁹ to attack us. And you did come back and attack us, but we still beat²⁶⁰ you.

EM: We're just³² waiting for the gun¹⁸⁰ control to move back in²⁶¹.

AM1: So, you can come back²⁵⁹ and get that...

EM: OK, I think we've got that.

AM2: Canada and England just³² sitting, lying in wait²⁶²!

4. Pronunciation Exercise (0m50s)

Commentary: Listen to these words from the footnotes of the magazine and as you do, write them in Exercise 9 on p. 117.

²⁴¹ to get promoted (get-got-got) - ascend in the hierarchy

²⁴² to be put back on the force (put-put-put) - be returned to working actively in the police force

²⁴³ to take sb. off (take-took-taken) - (in this case) suspend sb.

²⁴⁴ policing - enforcement of the law

²⁴⁵ to rush around - hurry about, (in this case) drive quickly

²⁴⁶ the beat - an urban area that a police officer walks around and where s/he is known by ordinary people

²⁴⁷ cop - (colloquial) police officer

²⁴⁸ to swing (swig-swung-swung) - brandish, flourish, rotate

²⁴⁹ nightstick (US English) - truncheon (UK English)

²⁵⁰ crime [U] - delinquency

²⁵¹ as well - too, also

²⁵² to get rid of (get-got-got/gotten) - eliminate

²⁵³ bullet-proof vest - body armour that protects against firearms

²⁵⁴ beat cop - walking policeman who interacts with citizens

²⁵⁵ bullet - projectile for a firearm



²⁵⁶ handgun - pistol, revolver

²⁵⁷ to go there (go-went-gone) - (in this case) act, intervene

²⁵⁸ you guys - you (plural), (in this case) the British

²⁵⁹ to come back (come-came-come) - return

²⁶⁰ to beat sb. (beat-beat-beaten) - be victorious over sb.

²⁶¹ to move back in - invade again

²⁶² to lie in wait (lie-lay-lain) - be ready to attack by surprise



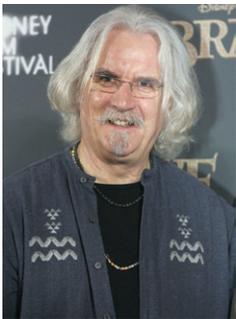
Monologues: Humour & You

(20m45s)

Listen to these people talking about what they do and don't find funny.

5. Monologue 1 [US English] (3m59s)

Photo by Eva Rinaldi



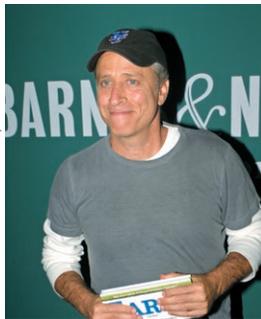
Billy Connolly

Photo by Bonnie (Kendall Park, NJ)



George Carlin

Photo by David Shankbone



Jon Stewart

Well, in general, I love all types of comedy: stand-up, comedy movies, TV series, but I'd say my favourite is stand-up comedy. In my opinion, stand-up is the **hardest**¹ genre of comedy. **I'd go as far as saying**² it's an art - the art of story-telling. It's the delicate combination of tone, rhythm, **wording**³ and **delivery**⁴ that separates a mediocre comedian from a hilarious one. It's the art of taking **mundane**⁵, social taboos or controversial **topics**⁶ and transforming them into humorous stories.

Over the years the type of comedy I've enjoyed has changed. When I was

young, I really liked slapstick comedy like Charlie Chaplin, the Three Stooges, the Marx Brothers, some Saturday Night Live **skits**⁷, Monty Python and some of Jim Carrey's work. However, now I find I enjoy this silly-gag type of humour less. The comedy I enjoy **nowadays**⁸ tends to be more 'intelligent' or **thought-provoking**⁹, satirical comedy I suppose if I had to categorize it. I like comedians that **steer away from**¹⁰ puerile humour and, **instead**¹¹, **tackle**¹² more serious **subjects**¹³, such as politics, racism, gender or sexism. *Last Week Tonight with John Oliver*, *The Daily Show with John Stewart* and *The*

Colbert Report are good examples of political satire that I find funny.

Being American, it's no surprise that my favourite comedians are from the US. On my top-five list I say I'd have to include the late great George Carlin, Dave Chappelle, Louis CK, Chris Rock and Sarah Silverman. Not only do I like the stand-up acts of all these comedians, but I also enjoy their other projects. For example, I am really enjoying Louis C.K.'s *Louie*, a dark comedy about a divorced and aging father of two girls. George Carlin's *Napalm & Silly Putty* is a brilliant book. I remember not being able to **put it down**¹⁴ and laughing **out loud**¹⁵ as I read it **from cover to cover**¹⁶. And Dave Chappelle's *Chappelle's Show* was a hilarious sketch comedy TV series.

As far as 'foreign' comedians **are concerned**¹⁷, I have become a big fan of Eddie Izzard, Billy Connolly and Ricky Gervais. However, I do have to admit that I wasn't initially a fan of British humour in general. I suppose one reason is that British... a lot of British comedy is based on irony and sarcasm. Now, I think there's this misconception that Americans don't 'get' irony and sarcasm in comedy. I would say that it's not that we don't get it,

¹**hardest** - (in this case) most difficult

²**I'd go as far as saying** - I would even say

³**wording** - phraseology, choice of words

⁴**delivery** - presentation

⁵**mundane** - everyday, boring, trivial

⁶**topic** - (false friend) theme

⁷**skit** - comedy sketch

⁸**nowadays** - these days

⁹**thought-provoking** - that stimulates careful consideration

¹⁰**to steer away from** - avoid

¹¹**instead** - by contrast

¹²**to tackle** - (in this case) talk about

¹³**subject** - (false friend) theme, matter

¹⁴**to put (a book) down** (put-put-put) - stop reading (a book)

¹⁵**out loud** - aloud, audibly

¹⁶**from cover to cover** - from beginning to end, from start to finish

¹⁷**as far as... are concerned** - in terms of..., as regards...

it's more that we **are** not **used to**¹⁸ it. It's **just**¹⁹ a question of watching a few British comedians and understanding the cultural differences. Once you've done that, I believe Americans can really enjoy British humour. There are even some TV comedies that have been remade for the US that, in my opinion, **pale in comparison to**²⁰ the original British versions. One that immediately comes to mind is *The Office*. **While**²¹ Steve Carrell offers strong performances in the first few seasons of the US version, the characters **lack**²² the **edge**²³ that Ricky Gervais brought to the original series.

6. Monologue 2

[US English]

(9m53s)

Yeah, comedy. Well, I like most comedy, maybe not too much slapstick unless it's Laurel and Hardy or maybe the Three Stooges, but that's **going back a ways**²⁴. But... and you know most of the comedy I'm familiar with is either American or British or English comedy, though I have **run across**²⁵ some interesting Spanish jokes. As a young man, one of my favourite comedians was Richard Pryor and **actually**²⁶ Woody Allen. Woody Allen started off as a stand-up comedian before he started going into movies and he was very really comical. He was a great stand-up comedian. And Richard Pryor was also a great Afro-American stand-up comedian who **managed to**²⁷ break

a lot of barriers through his comedy. And I think that's one of the important things about comedy is comedy many times can be a way of teaching or breaking barriers as they say. Richard Pryor **dealt** a lot **with**²⁸ racism and I think - **y'know**²⁹ - sometimes - **y'know**²⁹ - to be able to laugh about some of these things maybe can - **y'know**²⁹ - relax us and - **y'know**²⁹ - makes us feel a little more comfortable about some of the negative things in the world. I like also... I like watching movies. One that comes to mind is *Death and A Funeral*, which is originally a British film and I think it was also remade in the States. But that was quite a comical movie about a funeral, a dysfunctional family and a funeral. And it **just**¹⁹ gets more dysfunctional as the funeral **goes on**³⁰. It's quite hilarious. Another one that I really like, and another dysfunctional family, was *Little Miss Sunshine*. And *Little Miss Sunshine* had funny moments **all throughout**³¹ the movie, but at the very end of the movie, and I'm not going to say what it is because it'll ruin it for anybody who hasn't seen it, but I **just**¹⁹ found hysterical and I **laughed myself crazy**³² on that one.

Also I think comedy is not only important for breaking down walls and barriers and - **y'know**²⁹ - relaxing people, but it's also healthy. They've shown... studies have shown that people who laugh on a regular basis live longer. And I think it's... I think it's extremely important to try to laugh every day. In my life I try to **live up to**³³ that. I try to laugh as much as possible, even if it means



Richard Pryor

Photo by Alan Light

- **y'know**²⁹ - jokes **amongst**³⁴ friends or - **y'know**²⁹ - watching comedy series. And when I was younger there were two comedy series that I thought were great. One of the American ones was *All in the Family*, which was a **bigoted**³⁵... ignorant, bigoted father with his all-serving wife and his daughter and **son-in-law**³⁶ living with them. And the father being quite conservative, the son-in-law was like a liberal hippie. So you can imagine the **kind**³⁷ of situations that occurred in that. And another one that's **very dear to my heart**³⁸. I love this and I wish they had continued was *Faulty Towers*. *Faulty Towers* is one of my favourite on a list of any type of comedy series or **sitcoms**³⁹. And I recommend anyone going back and watching those. There were great episodes on that programme.

And I **guess**⁴⁰ I try to keep myself a collection of jokes and I think it's always good to have a repertoire of jokes - **y'know**²⁹ - for the right

¹⁸ **to be used to** - be accustomed to

¹⁹ **just** - (in this case) simply

²⁰ **to pale in comparison to** - seem much less funny when compared to

²¹ **while** - although

²² **to lack** - not have

²³ **edge** - (in this case) intensity, subtlety

²⁴ **to go back a ways** (go-went-gone) - (US colloquial) refer to something that occurred a long time in the past²⁵ to run across (run-run) - come across, run into, encounter

²⁶ **actually** - (false friend) in fact

²⁷ **to manage to** - be able to, succeed in (+ -ing)

²⁸ **to deal with** (deal-dealt-dealt) - (in this case) talk about

²⁹ **y'know** - (pause filler) I mean, like, sort of, kind of

³⁰ **to go on** (go-went-gone) - happen, occur

³¹ **throughout** - in every part of

³² **to laugh oneself crazy** - (US English) laugh a lot

³³ **to live up to** - do, fulfil

³⁴ **amongst** - among, (in this case) between

³⁵ **bigoted** - prejudiced

³⁶ **son-in-law** - the husband of one's daughter (or son)

³⁷ **kind** - sort, type

³⁸ **to be dear to one's heart** - be sth. that one adores

³⁹ **sitcom** - situation comedy

⁴⁰ **I guess** - I suppose

moment. And I'm going to have two here, I'm **gonna**⁴¹ tell two jokes here. One is an American joke and another one is a Spanish joke. So, you're going to get... **actually**²⁶ I think the Spanish joke is much better but the funny thing is how culture and comedy **goes**⁴² because I've told this joke to people in the States and they **just**¹⁹ don't **get**⁴³ it, the Spanish joke. And I've told the Spanish joke to, of course, Spanish people and they love it. And I've told it also to Americans and English people living here in Spain and they **get**⁴³ it and they love it. But I've told people in the States over the phone, I don't know, and I get silence **on the other end**⁴⁴.

But, anyway, the first one I **wanna**⁴⁵ talk about is the joke about the **vet**⁴⁶. And this woman comes into the vet's office and she has her **pet**⁴⁷ **duck**⁴⁸ with her. And she says to the **vet**⁴⁶, she goes, "I don't know what's wrong with this duck. But it seems very sick. Something seems seriously wrong." The **vet**⁴⁶ says, "Well, put it on the table, on the examining table." And the woman puts it on the table and the **vet**⁴⁶ starts examining it and says, 'well, **ma'am**⁴⁹, you know I hate to tell you this but I think your duck is dead.' And she **goes**⁵⁰, "You're going to make that analysis **just**¹⁹ by looking at it like that? You're not going to do anything? You know, you're not going to have any types of tests? What is this?" So, he **goes**⁵⁰, "OK, **ma'am**⁴⁹, we'll see what we can do. I'll try to put it through some tests." So, anyway, the doctor **calls in**⁵¹ a cat and this cat comes in and the cat

sniffs⁵² the duck, sniffs at one end, sniffs at the other end. Gives a look to the **vet**⁴⁶ like, "You know, this is not good." So, the cat goes out. Then he calls in a Labrador. And this Labrador dog comes in, sniffs the duck and then gives a sad look to the **vet**⁴⁶. So, obviously, it's not good news. So, the dog goes out. And the **vet**⁴⁶ says, "Well, ma'am, you know your duck is dead." And she **goes**⁵⁰, "What do you mean my duck is dead? You bring in a cat, you bring in a dog, what's that?" And the **vet**⁴⁶ **goes**⁵⁰, "Well, ma'am, you wanted me to do some tests, so we did a **lab**⁵³ test and we did a **CAT**⁵⁴ scan. I mean what more can you want?"

I know that one is... but I think the second one is better, **actually**²⁶. This one's called The **Drunk**⁵⁵ of Cadiz and there's a drunk in Cadiz, which is if you don't know where Cadiz is, Cadiz is the oldest living city in Europe in the south of Spain on the coast. And, anyway, the drunk of Cadiz, he's the town drunk and he decides he's had enough drinking. He's not going to drink anymore. So, he's made the decision and he sits in front of the television all day. One day, all day, second day, all day, the next thing you know a week's **gone by**⁵⁶, he's still in front of the TV. Two weeks go by, he's still in front of the TV, hasn't drunk anything. Three weeks go by, he still hasn't drunk anything and he's still in front of that TV. And then his wife comes in and she says, "Manuel, I want you to go down and get some **snails**⁵⁷ because I **feel like eating**⁵⁸ snails tonight". And for Americans in



Spain and Europe it's very popular to eat in France it's always snails. He says, "Ah, Maria, I can't go down and get **snails**⁵⁷. I'll have to drink. If I go down to the bar and get a **bunch**⁵⁹ of **snails**⁵⁷, I'll have to drink'. And she **goes**⁵⁰, "Yes, but I want snails". So, anyway, he goes on down to the bar and there he sees Juan and Juan says, "Manuel, it's been a long time! **Y'know**²⁹, let me invite to a beer. Let me **treat**⁶⁰ you to a beer, **y'know**²⁹." He says, "No, no, no, Juan. You know I'm trying to stop drinking." And he **goes**⁵⁰, "No, come on. You know one drink's not **gonna**⁴¹ hurt." And he goes, "No, really, really. I **wanna**⁴⁵... you know I **wanna**⁴⁵ stop drinking". And he says, "Man, you know I'm inviting you... I'm **treating**⁶⁰ you to a drink and you're **refusing**⁶¹, man!

⁴¹ **gonna** - (slang) going to

⁴² **to go** (go-went-gone) - (in this case) be

⁴³ **to get sth.** (get-got-got) - (in this case) understand sth., find sth. funny

⁴⁴ **on the other end** - from the person who one is speaking to on the telephone

⁴⁵ **wanna** - (slang) want to

⁴⁶ **vet** - veterinarian (US English), veterinary surgeon (UK English)

⁴⁷ **pet** (adj.) - domesticated, that is considered part of one's family

⁴⁸ **duck** - aquatic bird →

⁴⁹ **ma'am** - madam

⁵⁰ **to go** (go-went-gone) - (in this case) say

⁵¹ **to call sb. in** - summon sb., ask sb. to enter a room

⁵² **to sniff sth.** - inhale through one's nose so as to smell sth.

⁵³ **lab** - a. laboratory; b. Labrador



⁵⁴ **CAT** - computerized axial tomography

⁵⁵ **drunk** (n.) - alcoholic

⁵⁶ **to go by** (go-went-gone) - pass, elapse

⁵⁷ **snail** - (e.g. *Helix aspersa*)

gastropod mollusc →

⁵⁸ **to feel like eating** (feel-felt-felt) - want to eat

⁵⁹ **a bunch** - (in this case) a load, a lot

⁶⁰ **to treat sb.** - invite sb.

⁶¹ **to refuse** - decline, say 'no'



What **kind**⁶² of manners is that?" So, Manuel says, "OK, I'll have a beer." And they start drinking. Two o'clock in the afternoon, they're still drinking. Six o'clock in the evening, they're still drinking. 10 o'clock in the evening, at night, they're still drinking. Two o'clock in the morning and they're still drinking. And then Manuel says, "Well, you know what Juan? I've **gotta**⁶³ go home." So, he **picks up**⁶⁴ the **pail**⁶⁵ of **snails**⁵⁷ that he got and he goes upstairs, **tiptoes into**⁶⁶ the... opens the front door and tiptoes into the living room. But the first thing he does in the living room is he takes the pail of snails and he throws them all over the floor and there are snails everywhere all over the living room floor. And then he goes and **knocks**⁶⁷ on the bedroom door and Maria gets up from a **sound**⁶⁸ sleep. Of course, she's angry, and she goes, "What is this? It's two o'clock in the morning, you're drunk. You know, explain yourself. Explain yourself." And he

calls out⁶⁹ to the snails, "Come on, come on! We're getting there. We're **almost**⁷⁰ home. Come on! Come on! We're getting there."

Anyway, those are my two jokes from my repertoire of jokes. I hope you enjoyed them.

7. Monologue 3 [Anglo-Irish English] (2m42s)

Hello. Well, I suppose when it comes to comedy I'm probably very traditional. I love the great English comics, Tommy Cooper, and the great British **comedy soaps**⁷¹, *Only Fools and Horses*, *Rising Damp* - **kind of**⁷² - dark humour I suppose you'd say. I don't find a lot of the modern so-called humourists very funny. Mr Bean after about 10 minutes I find it **actually**²⁶ quite **annoying**⁷³, although I love Rowan Atkinson, I

love *Black Adder*. I love his sense of humour. I think he's a great writer, but I find that **kind**³⁷ of **stupidness**⁷⁴ quite frustrating. A little bit like *Faulty Towers*, there are some great episodes but it also frustrated me quite a lot. My experience of foreign comedy, when I first moved to Spain I really didn't understand the **so-called**⁷⁵ comedy programmes I'd seen on the TV, which was **just**¹⁹ **cross-dressed**⁷⁶ people putting **pies**⁷⁷ in each other's faces. And probably because I didn't speak Spanish, I didn't really... I really didn't **get**⁴³ it. I **do know**⁷⁸ a couple of Spanish jokes but they're very **rude**⁷⁹, so I'm not **gonna**⁴¹ tell them. But I tell a joke that perhaps is now a little bit racist. But it's the old Englishman, Irishman, Scottish man joke.

So, there was an Englishman, an Irishman and a Scotsman and they were working on the **building site**⁸⁰ and the Englishman opens his lunchbox that day and says, "Oh, I don't believe it! Egg and **criss**⁸¹ sandwiches again! I told her I don't want egg and **criss**⁸¹ sandwiches." And so he throws himself off the top of the **scaffolding**⁸². And the Scotsman opens his lunchbox and says, "**Haggis**⁸³ sandwiches again! I told her a month ago I don't **wanna**⁴⁵ eat that!" So, he **chucks** himself **off**⁸⁴ the top of the **scaffolding**⁸². And the Irishman opens his lunch box and says, "Bejesus! Ham and **pickle**⁸⁵ again! I told her I didn't want that!" and he throws himself off the top of the **roof**⁸⁶. And they're all at the



Rowan Atkinson Photo by Eva Rinaldi



Ham and cheese sandwich with pickle

Photo by JeffreyW

⁶² **kind** - sort, type

⁶³ **ve gotta** - (slang) have got to, have to

⁶⁴ **to pick up** - take, collect

⁶⁵ **pail** (US English) - bucket (UK English)

⁶⁶ **to tiptoe into** - enter furtively

⁶⁷ **to knock** - tap, hit lightly

⁶⁸ **sound** (adj.) - deep

⁶⁹ **to call out** - shout

⁷⁰ **almost** - nearly, practically

⁷¹ **comedy soap** - comic soap opera, sitcom (= situation comedy)

⁷² **kind of** - sort of, y'know, I mean, like

⁷³ **annoying** - irritating

⁷⁴ **stupidness** (Caribbean English) - stupidity

⁷⁵ **so-called** - supposed

⁷⁶ **cross-dressed** - transvestite

⁷⁷ **pie** - baked filled pastry

⁷⁸ **do know** - (emphatic) know

⁷⁹ **rude** - (false friend)

obscene, impolite

⁸⁰ **building site** - construction site

⁸¹ (**garden**) **criss** - an annual herb (*Lepidium sativum*) of the mustard family cultivated for its pungent basal leaves

⁸² **scaffolding** - a temporary structure erected on the outside of buildings when repairing or cleaning them

⁸³ **haggis** - sheep's stomach filled with intestines and cereals (a traditional Scottish dish)

⁸⁴ **to chuck oneself off** - throw oneself off, jump from

⁸⁵ **pickle** - vegetables preserved in vinegar

⁸⁶ **roof** - covering over a building



funeral, the wives, the Englishwoman, the Scotswoman and the Irishwoman and obviously very **distraught**⁸⁷. You know the Englishwoman's crying, "If **only**⁸⁸ he had told me. I wish I'd listened. I didn't **realize**⁸⁹ how much he hated egg and **criss**⁸¹ sandwiches.' And the Scotswoman's also **bereft**⁹⁰, you know, "I didn't **realize**⁸⁹ either. I didn't **realize**⁸⁹ it was so extreme.' And the Irishwoman said, "Well, I wouldn't have **minded**⁹¹, but he makes his own lunch!" And that's all I have to say.

8. Monologue 4

[UK English]

(4m11s)

Comedy is a complex and serious **subject**⁹³. There are a lot of stereotypes about different cultures and countries and their sense of humour. I think a lot of these ideas are **non-sense**⁹². To start with comedy has been exported and **indeed**⁹³ globalized for longer than most things. **For instance**⁹⁴, Laurel and Hardy or Charlie Chaplin were popular around the world long before other cultural expressions. Comedies **are just as likely to be**⁹⁵ international blockbusters today as any other movies. At another level, I have seen many examples of comics in one culture taking jokes and sketches from another culture, perhaps adapting them a little bit, and then recreating them **successfully**⁹⁶ in a new linguistic and cultural context. Of course, I don't know that someone living in the rainforests



Dawn French



Jennifer Saunders



Eddie Izzard

of Borneo will necessarily **'get'**¹⁴³ a Ben Stiller movie, probably not - but I think there is an urban majority in the world who can relate to each other's experiences.

Anyway, the question refers to me and humour. I don't think what I find funny has **remained**⁹⁷ the same over the years, so what I'll describe is my comic tastes now. I'm not a big fan of slapstick, people **pulling funny faces**⁹⁸ and putting on silly voices. I hate hysterical comedy; having someone shout at me is not funny or enjoyable. A standard element in Western comedy for centuries has been men **dressing up as women**⁹⁹. This generally leaves me cold. **Indeed**⁹³, one of the things I loved about the British comedian Eddie Izzard when he was transvestite was that his **cross-dressing**¹⁰⁰ wasn't the joke. There can be good comedy **in drag**¹⁰¹ - there are some classic sketches from Monty Python where they are dressed as women - but **cross-dressing**¹⁰⁰

tends to **detract from**¹⁰² comedy, not **enhance**¹⁰³ it, for me.

Probably what I enjoy most is verbal humour - often with a **slightly**¹⁰⁴ surreal **edge**¹⁰⁵. Some of the classic material from Fry and Laurie¹⁰⁶ or French and Saunders¹⁰⁷, for example. I value comedians who are one way or another laughing at themselves and hate comedy that ridicules minorities and the disadvantaged. Somebody like Orwell said that every joke is a **tiny**¹⁰⁸ revolution and you only have to look at the organizations and institutions that have tried to **curb**¹⁰⁹ and repress comedy over the centuries to see how closely it is connected to freedom of thought. I am no doubt a product of my generation in Britain. When I was a teenager there was a great reaction against jokes about **mothers-in-law**¹¹⁰ and ethnic minorities, etc. I think a lot of people my age really connected with that. The British sense of humour? Perhaps, but at the same time Benny

⁸⁷ **distraught** - hysterical and sad

⁸⁸ **if only** - I wish

⁸⁹ **to realize** - (false friend) be conscious, know

⁹⁰ **bereft** - mourning, sad because sb. has died

⁹¹ **minded** - cared

⁹² **nonsense** - rubbish

⁹³ **indeed** - (emphatic) in fact

⁹⁴ **for instance** - for example

⁹⁵ **are just as likely to be** - have the same probability of being

⁹⁶ **successfully** - effectively

⁹⁷ **to remain** - stay, continue to be

⁹⁸ **to pull a funny face** - make a face, grimace comically

⁹⁹ **to dress up as women** - wear women's clothes

¹⁰⁰ **cross-dressing** - transvestism

¹⁰¹ **in drag** - with men dressed in women's clothes

¹⁰² **to detract from** - diminish, reduce

¹⁰³ **to enhance** - improve

¹⁰⁴ **slightly** - marginally

¹⁰⁵ **edge** - aspect

¹⁰⁶ **Stephen Fry and Hugh Laurie**

¹⁰⁷ **Dawn French and Jennifer Saunders**

¹⁰⁸ **tiny** - very small, minute

¹⁰⁹ **to curb** - limit, restrict

¹¹⁰ **mother-in-law** - the mother of one's spouse

Hill was enormously popular and one of Britain's biggest comedy **exports**¹¹¹ at the time, so it would be wrong to suggest there is anything necessarily sophisticated about British humour; it

can be as idiotic as the comedy produced in any other country. However, if I'm honest I suppose I **do miss**¹¹² British humour a bit. I **realize**⁸⁹ this because when I go home I tend to

spend a lot of my TV time watching 'Dave', which is a channel exclusively dedicated to repeating comedy programmes like *QI* and *Never Mind the Buzzcocks*.

9. On the Campaign Trail

(9m20s)

Dan Sider (D): OK, guys, we're **just**¹¹³ five points behind Jet Beaulieu. Now there're two weeks left and I think I've got an idea how we're **gonna**⁴¹ get to these five points. We **stick to**¹¹⁴ what we know **works**¹¹⁵. I like going talking to the people, talking to the **regular**¹¹⁶ people, go down and met the **regular Joes**¹¹⁷ at the baseball games. The baseball games, the **firefighters**¹¹⁸, we **gotta**¹¹⁹ get more of those **on the cards**¹²⁰.

Meg Lukras (M): Can I **just**¹²¹ interject here a minute, Dan? I think what you really must **take on board**¹²² are the **figures**¹²³. We've **just**¹¹³ recently had the results in from the national **polling**¹²⁴ association and they're showing us that your biggest **falling**¹²⁵ is with the minority... with the minority groups. And I think you've **just**¹⁹ got to **take that on board**¹²². For example, we must **bring** the women **on board**¹²⁶. You've got all **sorts**¹²⁷ of game plans against you in that department. I think you must go to the places that will show that



Photo by AlisonW

you're taking a real interest, for example, in your female vote. Going to places where women are working, the schools, the hospitals, the women's associations. I'm very sorry, but I think you've got to be seen to be kissing

more babies.

D: Gallup **polls**¹²⁸, *schmallup* polls!¹²⁹ That's **the oldest thing in the book**¹³⁰.

Sean Potter (S): I agree with Meg there.

¹¹¹**export** - sth. that is sold in foreign countries

¹¹²**do miss** - (*emphatic*) miss, feel nostalgic for

¹¹³**just** - (*in this case*) only

¹¹⁴**to stick to** (stick-stuck-stuck) - continue to do

¹¹⁵**to work** - function, be successful

¹¹⁶**regular** (*US English*) - ordinary, normal

¹¹⁷**regular Joe** (*US English*) - ordinary guy

¹¹⁸**firefighter** - sb. whose job is to extinguish fires

¹¹⁹**gotta** - (*slang*) have got to

¹²⁰**on the cards** - (*in this case*) in the programme of events

¹²¹**just** - (*in this case*) quickly

¹²²**to take on board** (take-took-taken) - understand and accept

¹²³**figures** - numbers, statistics

¹²⁴**polling** - questionnaire



¹²⁵**falling** - fiasco, *opposite* of 'success'

¹²⁶**to bring sb. on board** (bring-brought-brought) - attract sb.

¹²⁷**sort** - kind, type

¹²⁸**poll** - questionnaire

¹²⁹**this is an example of 'blithe dismissal'** (= disdainful ridicule) **by creating a rhyming expression beginning schm-**. The structure comes from Yiddish and is common in US English.

¹³⁰**the oldest thing in the book** - a cliché

Zac Booker (Z): Yeah, you would Sean because the thing is, this... Meg, I'm not sure if you entirely understand the culture here but **I mean**¹³¹...

D: Yeah!

Z: **I mean**¹³¹, I think Dan... perhaps we can spend a day or two visiting **old folk's homes**¹³² and...

D: Well, we're not **gonna**⁴¹ cancel them. We've got one or two on the books, we're not **gonna**⁴¹ cancel them, yeah.

Z: I think you **did strike on**¹³³ a point I **wanna**⁴⁵ **take you up on**¹³⁴... is we do, we do need to focus on the minorities but the minorities that we need to focus on here, Dan, is the Latino community and the Jewish community,

S: Zac's got a point¹³⁵ there.

M: Excuse me, Mr... Zack, sorry. Where are the **figures**¹²³ that are **supporting**¹³⁶ this? **I mean**¹³¹, minorities... you're choosing the ones of interest, the ones we're going to the football games and eating bags of I don't know... **latkes**¹³⁷ or something. What you have to look at are the **figures**¹²³ showing you where the **holes**¹³⁸ exists.

D: I didn't spell... I didn't say... show any - **sort of**¹³⁹ - special interest in the Jews, did you?

Z: No, did you? But **instead of**¹⁴⁰ **schlepping around**¹⁴¹ town with Dan going to all these **old folk's homes**¹³², we do, we do... the **figures**¹²³ are there, the Latino community really, really needs, we really need to focus

on them because they're a lot of voters, they're a lot of voters and it would be important to **make up for**¹⁴² this five-point difference.

S: Yeah, Zac's got a point there.

D: I'll tell you what. Sean, he does have a point there, you're absolutely right and you know what? Who likes to play baseball? Latinos!

Z: Yeah.

M: Can we **just**¹⁹ calm down a moment guys and look at this in a more scientific way, if I might **put it**¹⁴³? Let's **just**¹²¹ look at the **figures**¹²³



Photo by Joyosity

for a one moment.

Z: The American public don't want science and **figures**¹²³. They **wanna**⁴⁵ see Dan eating burritos and **bagels**¹⁴⁴.

D: That's right! I want a burrito.

M: That's a certain **sort**¹²⁷ of person. I'm really sorry here but I have to **bring up**¹⁴⁵ the fact that, **I mean**¹³¹, I have an **MA Honours degree**¹⁴⁶ from a **highly**¹⁴⁷ respected university and I know what I'm talking about with

respect to marketing. And your burrito-eating might **appeal to**¹⁴⁸ certain **sort**¹²⁷ of **chap**¹⁴⁹ but that's... the problem is that we, those have been covered and we've got to cover off the rest of the community that are not being spoken to directly.

S: Guys, I'm normally the junior member here, but there's something I'd like to **bring up**¹⁴⁵ if it's OK. This... our campaign slogan "Dan's your man!"

Z: Oh yeah, it's great, isn't it?

D: "Dan's your man!"?

S: **I mean**¹³¹, how do you think "Dan the man" sounds?

Z: Dan THE man?

D: What're you saying there, Sean?

S: Compare with, **I mean**¹³¹, "Dan's your man" **I mean**¹³¹, that could mean, you know, anything. Your man for what? But "Dan's THE man" you know I think that gets more...

D: Yeah, **go ahead**¹⁵⁰ there, Sean. Tell me more, what do you think?

S: Or how about, I wrote this one out **just in case**¹⁵¹ **I could get this far speaking**¹⁵², "I'm a fan of Dan"?

D: "I'm a fan of Dan". Well, that's good! Let's see, that's my **core**¹⁵³ audience the baseball players that'll **appeal to**¹⁴⁸ them!

S: That's it! Thank you.

M: Guys, let's **just**¹²¹ **bring it back**¹⁵⁴.

Z: Yeah, but the question is, will it **fit on**¹⁵⁵ a **bumper sticker**¹⁵⁶?

S: A little bit long.

¹³¹ **I mean** - (pause filler) y'know, like, sort of, kind of

¹³² **old folk's home** - residence for old people

¹³³ **did strike on** - (emphatic) struck on, identified

¹³⁴ **to take sb. up on** (take-took-taken) - accept (from sb.)

¹³⁵ **to have got a point** - be right

¹³⁶ **to support** - (in this case) justify, confirm

¹³⁷ **latke** - Jewish potato cake

¹³⁸ **hole** - (in this case) gap, deficiency

¹³⁹ **sort of** - (pause filler) kind of, like, I mean, y'know

¹⁴⁰ **instead of** - rather than, in preference to

¹⁴¹ **to schlep around** - trudge about, tour.

This term comes from Yiddish.

¹⁴² **to make up for** (make-made-made) - compensate for, (in this case) reduce

¹⁴³ **to put it (like that)** - express it in that way

¹⁴⁴ **bagel** - bread roll in the form of a ring →

¹⁴⁵ **to bring up** (bring-brought-brought) - mention

¹⁴⁶ **MA Honours degree** - Master's (degree)

¹⁴⁷ **highly** - very

¹⁴⁸ **to appeal to** - be attractive for



¹⁴⁹ **chap** (UK English) - guy (US English)

¹⁵⁰ **to go ahead** (go-went-gone) - continue

¹⁵¹ **just in case** - (emphatic) in case

¹⁵² **I could get this far speaking** - you would let me speak this long

¹⁵³ **core** (adj.) - central, essential

¹⁵⁴ **to bring it back** (bring-brought-brought) - return to the central question

¹⁵⁵ **to fit on** - be short enough for

¹⁵⁶ **bumper sticker** - adhesive sign placed on the back of cars



Photo by Sage Ross

M: Guys, please. Can we bring this down to a much more **pertinent**¹⁵⁷ point? When you're **dealing with**¹⁵⁸ slogans, may I point out, you have to look at the 'USP' do you know what that means? It means that...

S: United States People?

M: No, the USP is the Unique Selling Point. Now what is Dan's unique selling point?

D: He likes baseball players and **fire-fighters**¹¹⁸ and hardworking, **true-blooded**¹⁵⁹ Americans.

M: And who is he selling to, Dan? Who are we trying, where are the votes that we are **actually**²⁶ trying capture here in this next two weeks?

D: You said it yourself, the USP, the US people.

M: Yeah, well...

Z: As I said before the Latino community and the Jewish communities. That's where we need to focus on in this final **stretch**¹⁶⁰.

M: Where are you getting this information from, can I ask that fact?

Z: **From the field**¹⁶¹.

M: From the field.

S: How about 'Dan dares'?

Z: I've got people in the field.

M: Well, I've got a study here. **I mean**¹³¹ do you want to read it?

Z: In the community, in... on the street

S: 'Dan dares'.

Z: I'm not basing anything on studies because this is happening now.

M: We need... what we need to be looking at is the quantitative information not the qualitative information, **just**¹⁹ being on the street and talking with one or two people is not where this is at. We've **actually**²⁶ got to look at the percentage **breakdown**¹⁶² of the voters that we're going to try and capture in the next two weeks. I'm sorry that's...

D: Ladies, ladies, ladies. I see we've got a bit of conflict here. Now, Sean

you're a bit more objective.

S: Thank you, sir.

D: You're new onto the team maybe you have a fresh perspective. And that's what I'm trying to sell to the American people.

S: Yeah, well I think we should include the... **y'know**²⁹ - the Latinos and the Jews...

Z: You see?

S: And at the same time the ladies and the old people.

M: Well, what do you think is the slogan that's **gonna**⁴¹ **appeal**, for example, **to**¹⁴⁸ your mother? "Dan's the man" is that the one she's **gonna**⁴¹ go for?

S: What about "Yes, we Dan"?

Z: "Yes, we Dan"? That's not bad!

D: Yeah! That's sounds very familiar for some reason.

S: "Yes, we Dan" **I mean**¹³¹, it's positive, it's got your name in it.

D: "Yes, we Dan".

M: "Dan is all".

S: "Dan is all", yeah?

M: "Dan it all".

S: "If anyone can, Dan can". That's a bit longer for a **bumper sticker**¹⁵⁶.

Z: Yeah, yeah, yeah. I still prefer "Dan's your man".

S: "Dan's your man"?

Z: It's more personal, it's got 'you', **y'know**²⁹, 'you', 'your'.

D: But Sean's **on the right path**¹⁶³ there. I think... I've got another idea. How about **just**¹⁹ this? "Dan, Dan, Dan".

S: I like it. There's a **tune**¹⁶⁴ to it. It **has a bit of the ring**¹⁶⁵.

M: I suppose it **fits on**¹⁵⁵ a coffee **mug**¹⁶⁶.

S: What about: "Dan, Dan, Dan, Dan"?

D: Sean, now I think you've been **hanging out with**¹⁶⁷ **the wrong folks**¹⁶⁸ and maybe smoking some of

¹⁵⁷**pertinent** - relevant

¹⁵⁸**to deal with** (deal-dealt-dealt) - (in this case) work on, elaborate

¹⁵⁹**true-blooded** - authentic, genuine

¹⁶⁰**stretch** - (in this case) phase

¹⁶¹**from the field** - (in this case) from talking to voters

¹⁶²**breakdown** - (in this case) explanatory analysis of statistics

¹⁶³**to be on the right path** - be on the right track, be making progress

¹⁶⁴**tune** - musicality, (in this case) rhythm

¹⁶⁵**to have a bit of a ring** (have-had-had) - sound good, be euphonic

¹⁶⁶**mug** - big cup

¹⁶⁷**to hang out with** (hang-hung-hung) - interact with, frequent

¹⁶⁸**the wrong folks** - (US colloquial) inappropriate people



that **wacky tobacky**¹⁶⁹.

S: Well, there's another... was that a - **kind of**¹⁷² - too much of a minority to **go for**¹⁷⁰, the wacky-tobackey people?

M: **Chaps**¹⁴⁹, what are we are going to do? We have two weeks to go, we've got to **draw up**¹⁷¹ an action plan.

Z: I already told you what we need to do, we need to focus on the Latino community and the Jewish community. Dan - **y'know**²⁹ - before I was **gonna**⁴¹ tell you this when we had a moment alone but I received this morning an anonymous message from someone that we have inside Jet

Beaulieu's campaign and it's come to my understanding that Meg is **actually**²⁶ working for Jet Beaulieu's.

D & M: What?!

Z: She's been working with them this whole time. She's in here trying to **throw a wrench in the works**¹⁷², you know? Trying to get us... **steer**¹⁷³ us in the wrong direction.

M: What?! I've never heard of such a thing!

D: Well, Meg I have to say I'm really **disappointed**¹⁷⁴ in this news.

M: This is **absolute nonsense**¹⁷⁵. I really don't know where Mr Booker

is coming from on this point. I have references that are absolutely **rock solid**¹⁷⁶, you know my **background**¹⁷⁷, and you know the **kind**⁶² of **success**¹⁷⁸ I've been able to have. Let's **just**¹²¹ go back to the point of the minority communities. You can't **just**¹⁹ **lump** them all **together**¹⁷⁹, **I mean**¹³¹, the Spanish-Latino community does also include women, does also include the older people?

S: Wait a minute Zac, did you **just**¹⁸⁰ say she's a **plant**¹⁸¹?

10. Interview about a Surname

(3m58s)

Listen to this fascinating story about a mediaeval princess.

Yes (Y): Right, well. **I happen to know**¹⁸² your **surname**¹⁸³ is 'Barclay', which I think most people would associate with the bank and some people, some British people, might associate with a village which is written Berkeley - like the American university, which I believe is what it was originally or should originally have been called, Barclay **rather than**¹⁸⁴ Berkeley. But anyway. Do you... I understand you know a bit about the family, the history of the family name.

Mike Barclay (MB): Yeah, sure, Nick. Well, I think you know as a



Mike Barclay

Photo by Marina Carresi

European we're all **pretty**¹⁸⁵ **interbred**¹⁸⁶. The other thing about being European is everything gets written down, so you really can **track**¹⁸⁷ back hundreds of years. And not

me personally but members of my family have **tracked**¹⁸⁷ back the Barclay name **all the way to**¹⁸⁸ France and it was the name 'de Berchalai'. And the name came to England with the Norman invasion in 1066. So it's going back a little way, almost a thousand years. And very soon afterwards the name corrupted to Berkeley, or it's pronounced Barclay but it's spelt Berkeley like Berkeley University in the States. And if you go to the West Country in England you'll find a Castle, Berkeley Castle, spelt like that. And that was a **seat**¹⁸⁹ of the Barclays

¹⁶⁹ **wacky (to)backy** - marijuana

¹⁷⁰ **to go for** (go-went-gone) - target, focus on, try to attract

¹⁷¹ **to draw up** (draw-drew-drawn) - prepare

¹⁷² **to throw a wrench in the works** (throw-threw-thrown) - sabotage sb.'s efforts

¹⁷³ **to steer** - move, guide

¹⁷⁴ **disappointed** - upset, frustrated

¹⁷⁵ **to be absolute nonsense** - be absolutely ridiculous

¹⁷⁶ **rock solid** - completely reliable, unquestionable

¹⁷⁷ **background** - past experience

¹⁷⁸ **success** - (false friend) effectiveness, triumphs

¹⁷⁹ **to lump together** - aggregate

¹⁸⁰ **just** - (in this case) a moment ago

¹⁸¹ **plant** - (in this case) infiltrated spy

¹⁸² **I happen to know** - I know fortuitously

¹⁸³ **surname** - family name, last name

¹⁸⁴ **rather than** - as opposed to, instead of

¹⁸⁵ **pretty** (adv.) - rather, quite

¹⁸⁶ **interbred** - (in this case) genetically mixed up

¹⁸⁷ **to track** - (in this case) trace, investigate

¹⁸⁸ **all the way to** - (emphatic) to

¹⁸⁹ **(country) seat** - big country house with land belonging to an aristocratic family



Berkeley Castle

Photo by Howard Morland



Malcolm and Margaret at Queensferry

in the 11th and 12th Century. But then some of the family were given a **task**¹⁹⁰ by I believe it was Henry I and there was a princess in the court called Margaret from Romania and she was a perspective **suitor**¹⁹¹ for

the King's son and the King didn't like her for whatever reason and gave the Barclay family the job of taking her back to Romania and to **get across**¹⁹² the North Sea they decided they would **sail up**¹⁹³ the coast of England, the east coast of England, up Scotland and then go across to the Baltic and into the river system to Romania. Not being terribly good **seaman**¹⁹⁴ they **called into port**¹⁹⁵ in Scotland to get a bit of courage before they went across the North Sea where the ship was **impounded**¹⁹⁶ by the King of Scotland who had heard about Princess Margaret's legendary beauty. And sure enough he liked what he saw and he married Princess Margaret and the Barclays who **went up with**¹⁹⁷ her **were** a bit **embarrassed**¹⁹⁸ about going back to England having **failed**¹⁹⁹ **miserably**²⁰⁰ in their mission. But they were given **lands**²⁰¹ in Scotland and that's where the Barclay clan came from in Scotland and the name again evolved to B-A-R-C-L-A-Y like the bank. **Wind forward**²⁰² a bit later, one of my **forefathers**²⁰³, Robert Barclay, came down from Scotland and became a banker, a village banker, and then it **scaled up**²⁰⁴ over time and formed Barclays Bank as we know it today.

Y: And passed on to your family a big **chunk**²⁰⁵ of the banking empire, no doubt?

MB: You know the great **shame**²⁰⁶ for me personally was my grandfather **found God**²⁰⁷ and he joined the church and was a **vicar**²⁰⁸ and he

felt he shouldn't have any money so he gave his money to the church, so my father began as a poor man again and he had to... but he **did go**²⁰⁹ and work in a bank, he worked from the bottom up in a bank. But no, the **hereditary**²¹⁰ **wealth**²¹¹ didn't quite **trickle down to**²¹² me, I'm afraid.

Y: Well, the family's **souls**²¹³ were saved. That's the important thing!

MB: I hope so.

Y: Thank you very much.

11. Picture Description

(4m38s)

Examiner: Hi, Rod.

Examinee: How you doin'??²¹⁴

Examiner: Very well, thanks.

Examinee: Good.

Examiner: I'm going to show you these two pictures.

Examinee: OK.

Examiner: And I wonder if you could²¹⁵ just²¹² describe them for me, please.

Examinee: Well, one's black-and-white, the other's in color. I think they're both **dealing with**²¹⁶ poverty here. In the black-and-white picture this - **kind of**⁷² - **reminds**²¹⁷ me of the Depression period in the United States when... for example, it looks like **out of**²¹⁸ the **Dust Bowl**²¹⁹ of Oklahoma when, because of poor farming practices, all the **topsoil**²²⁰ were **blown away**²²¹ and people were

¹⁹⁰ **task** - job

¹⁹¹ **suitor** - potential spouse

¹⁹² **to get across** (get-got-got) - cross

¹⁹³ **to sail up** - travel in a ship northwards along

¹⁹⁴ **seaman** (plural 'seamen') - sailor, mariner

¹⁹⁵ **to call into port** - interrupt a sea voyage

¹⁹⁶ **to impound** - requisition, appropriate, confiscate

¹⁹⁷ **to go up with** (go-went-gone) - accompany sb. (to the north)

¹⁹⁸ **to be embarrassed** - feel uncomfortable

¹⁹⁹ **to fail** - be unsuccessful, (opposite of 'triumph')

²⁰⁰ **miserably** - completely, totally

²⁰¹ **lands** - terrain, property

²⁰² **to wind forward** (wind-wound-wound) - advance through time

²⁰³ **forefather** - ancestor

²⁰⁴ **to scale up** - get bigger, expand

²⁰⁵ **chunk** - (colloquial) portion

²⁰⁶ **shame** - pity, sadness, unfortunate thing

²⁰⁷ **to find God** (find-found-found) - become religious

²⁰⁸ **vicar** - Anglican churchman

²⁰⁹ **did go** - (emphatic) went

²¹⁰ **hereditary** - inherited

²¹¹ **wealth** - riches, affluence

²¹² **to trickle down to** - reach, get to

²¹³ **soul** - eternal spirit

²¹⁴ **how y' doin'?** - (US colloquial) how are you?

²¹⁵ **I wonder if you could...** - could you...?

²¹⁶ **to deal with** (deal-dealt-dealt) - (in this case) refer to

²¹⁷ **to remind sb.** - cause sb. to remember

²¹⁸ **out of** - (in this case) from

²¹⁹ **dust bowl** - area of land where the vegetation has been lost and the soil reduced to dust

²²⁰ **topsoil** - fertile earth, productive part of the dirt

²²¹ **to be blown away** - be eliminated by the wind

AUDIO SCRIPTS

in poverty. And basically you have in this picture here a mother with her two children, one's a daughter, one's a son. They're wearing **raggedy**²²² clothes. They're standing next to a **shack**²²³ that's been built with pieces of **tin**²²⁴, **cardboard**²²⁵ and wood. **In the background**²²⁶ you can see clothes **hanging up**²²⁷ from a **clothesline**²²⁸ from one tree to the other. They're not wearing shoes. Their clothes are dirty, **stained**²²⁹ with dirt. The mother looks frustrated, worried. The children... well, the girl looks a little angry. And **actually**²⁶ the boy seems to be trying to give a little bit of a smile, the little girl is **glaring**²³⁰. Not a very happy picture.

The next one also looks like... well, **actually**²⁶, this is... looks as if it might be Indonesian or that's the impression I get. Maybe... this looks like a form of public housing, even though it's **fairly**²³¹ primitive. Well, I'll tell you what I see in the picture. I see a father and he's... **actually**²⁶ I see in the **forefront**²³² the father **holding**²³³ a baby in his arms. This is in color, so the baby's got like a red **smock**²³⁴ on. He's got like blue pants and - **y'know**²⁹ - a **striped**²³⁵ shirt. Next to him is his daughter and she **has on**²³⁶ a dress, it's - **kind of**⁷² - like an **outfit**²³⁷. Clean, they look very clean. Then in the background there's the mother and she **has** some type of traditional dress **on**²³⁶; it looks



Photo by Dorothea Lange

red and green, a long dress. There are two children next to her, one's **nude**²³⁸ and the other is dressed with **just**¹³ a shirt it looks like. The curious thing is the housing. The housing are **cement-block**²³⁹ houses. They're all equally - **y'know**²⁹ - designed the same, as I said, **rather**²⁴⁰ primitive. It **just**¹⁹ seems to be one big room. They have **wooden**²⁴¹... looks like wooden tile **roofs**⁸⁶. But in comparing the two, I get the sensation that these might be refugees but they're living a little better off than the ones in the Depression. And that's **pretty much**²⁴² it. They're both... curiously enough they both have spring... looks like **spring**²⁴³ beds in the picture in one corner of the black-and-white and the other corner of the color one. So that's another thing that's similar. They're similar in some ways and in other ways they're not because I think



Photo by Alex

the other one is much poorer than the others. But anyway...

Examiner: Well, that's **funny**²⁴⁴ you should say that because that **leads**²⁴⁵ me to a question that I'd like to ask you. Do you think that poverty differs between different countries or different eras in history?

Examinee: Well, I think poverty is **revelant**²⁴⁶. **Y'know**²⁹, somebody living in a **developed**²⁴⁷ country poverty... **I mean**¹³¹, it depends. If you're **digging out of garbage**²⁴⁸, you're probably better off digging out of garbage in a developed country than an undeveloped country.

Examiner: Right.

Examinee: So, I **just**¹⁹ think it depends on **where you're at**²⁴⁹. But I think poverty is poverty. If you're poor, you're poor and you're suffering from it, you know? So...

Examiner: Thank you very much.

²²²**raggedy** - scruffy, shabby, old and broken

²²³**shack** - hut, simple cabin

²²⁴**tin (plate)** - (in this case) iron (= ferrous metal) covered in tin

²²⁵**cardboard** - pasteboard, type of thin board made out of paper

²²⁶**in the background** - in the distance (according to the perspective of the photo)

²²⁷**hanging up** - suspended

²²⁸**clothesline** - cord on which clothes dry

²²⁹**stained** - permanently marked

²³⁰**to glare** - stare angrily, look fixedly in anger

²³¹**fairly** - quite, reasonably

²³²**forefront** - foreground, part of the photograph nearest to the viewer according to the perspective

²³³**to hold** (hold-held-held) - (in this case) carry

²³⁴**smock** - loose dress

²³⁵**striped** - decorated with parallel bands of colour

²³⁶**to have on** (have-had-had) - be wearing, be dressed in

²³⁷**outfit** - costume, set of clothes designed to be worn together

²³⁸**nude** - naked, unclothed

²³⁹**cement block** (US English) - breeze block (UK English), concrete block, cinder block (US English)

²⁴⁰**rather** - quite, surprisingly

²⁴¹**wooden** - made of wood

²⁴²**pretty much** - more or less

²⁴³**spring** - helical metal coil

²⁴⁴**funny** - (in this case) curious

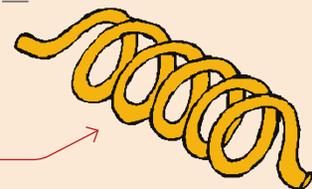
²⁴⁵**to lead** (lead-led-led) - take

²⁴⁶**revelant** - revealing, capable of being clearly understood. **However, he probably means 'relative'**

²⁴⁷**developed** - (in this case) First-World

²⁴⁸**to dig out of garbage** (dig-dug-dug) - try to find food and valuable things in waste/rubbish

²⁴⁹**where you're at** (US English) - where you are



EXERCISES



PAGE	EXERCISE	PAGE	EXERCISE
112	1. Illustrations round-up: see if you can identify some of the objects and actions mentioned in the footnotes of this issue.	121	18. Internet listening: test your listening comprehension with this fascinating TED talk about how to be happier and more successful.
113	2. Title Tag: can you match these alternative titles to the news articles on pp. 7-11? 3. Interview listening comprehension: answer these questions about audio track 5.	122	19. Prepositions: fill the gaps in this text about humour and the names in Batman.
114	4. Word Search: find terms relating to job interviews and hiring (pp. 13-54).	122	20. Joke Structures: complete these structured jokes. (p. 77) 21. Pressure Questions: match the answers to the questions.
115	5. Interview multiple choice: choose the best words to complete these interview expressions. 6. Too Many Words - Economics: Find the surplus words in this text from p. 14.	123	22. Monologues: a true-false listening comprehension on audio tracks 5-8 (pp. 100-105). 23. Hiring Idioms: test how well you've learned the expressions from pp. 44-45. 24. Hiring False Friends: correct these phrases relating to p. 50.
116	7. Crossword: for revision of vocabulary from throughout the magazine.	124	25. Wordplay: a word game - relating to hiring (pp. 12-50). 26. Humour phrasal verbs: fill the gaps with the multi-word verbs from p. 80. 27. Phrasal Verb Round-up: see how well you have learned the phrasal verbs from throughout Yes 24.
117	8. Fun vs. Funny: choose the best option to complete these sentences. (p. 76) 9. Pronunciation: revise the difficult words from the footnotes. 10. Improvisation - listening comprehension: answer the questions about audio track 10 (pp. 105-108).	125	28. Homophones: correct this text about the 'English sense of humour'.
118	11. Debates: varied listening comprehension exercises for audio tracks 1-3 (pp. 88-99).	126	29. Taxonomy of Jokes: match the definitions to the joke terms. (p. 78) 30. Ways of Laughing: fill the gaps with laughter words from p. 81. 31. Synonyms: group the hiring words according to their meanings.
119	12. Hiring Phrasal Verbs: complete the sentences to test your understanding of pp. 48-49. 13. History: put the following events in chronological order. (pp. 53-55) 14. US vs. UK Round-up: match words in British and American English from the footnotes.	127	32. Interview matching: match these character questions to the answers.
120	15. Humour false friends: find the false cognates from p. 79 in these sentences and correct them. 16. False Friends Round-up: test to see if you learned the false friends marked in the footnotes throughout the magazine. 17. Cinema Quiz: answer the questions about John Sayles's movies. (pp. 56-59)	128	33. Wordplay: test your vocabulary and understanding of English morphology.
		129	34. Humour Idioms. Fill the gaps to form expressions from pp. 82-83. 35. Cloze: choose the best answers to complete this text about humour in Navajo society.
		130	36. Sentence transformation: revise structures from throughout the issue.
		131-133	ANSWERS

1. Illustrations Round-Up. Many of the definitions in the footnotes are illustrated. Test how well you have learned the meanings of these words by matching the pictures to their definition. Notice that we have changed [many] of the pictures to help you fix the concept in your mind:

- | | | | | | |
|----------------------------------|---|------------------------|-----------------------|--------------------|-------------------|
| 1. bagel | 5. bullet | 8. corkscrew | 13. (neck)tie | 18. pie | 23. spring |
| 2. bell | 6. buoy | 9. duck | 14. nightstick | 19. roof | 24. wolf |
| 3. bone | 7. to bury | 10. firefighter | 15. ostrich | 20. to sink | |
| 4. bonnet
(UK English) | one's head
in the sand | 11. gallows | 16. oven | 21. snail | 22. sniper |



- | | | |
|---|---|--|
| a. anchored floating marker | l. gastropod mollusc
(e.g. <i>Helix aspersa</i>) | u. strip of textile worn round the collar and tied in a knot at the front with the ends hanging down |
| b. aquatic bird | m. helical metal coil | v. truncheon (UK English) |
| c. baked filled pastry | n. hood (US English), metal canopy covering the engine of a car | w. type of inverted metal cup that makes a clear musical note when hit |
| d. become submerged | o. ignore danger (<i>metaphorically</i>) | x. wild carnivorous mammal (<i>Canis lupus</i>) |
| e. big cup | p. instrument for taking stoppers out of bottles | |
| f. big flightless African bird | q. piece of osseous material | |
| g. bread roll in the form of a ring | r. place of execution | |
| h. bucket (UK English) | s. projectile for a firearm | |
| i. container for cooking | t. sb. whose job is to extinguish fires | |
| j. covering over a building | | |
| k. expert gunman who shoots from a camouflaged position | | |

2. Title Tag. Read i. **the News** (pp. 7-8) and ii. **Science News** (pp. 9-11) articles. Then try to match the alternative titles given below to the originals, without looking back. This can be one or two exercises:

i.

- | | |
|--------------------------|---|
| 1. The Top of the Crop | a. A Lidl Learning is a Dangerous Thing |
| 2. The New Esperanto | b. Sir Name or Her Name? |
| 3. Banned Plates | c. How the Poshest Prosper in the UK |
| 4. Name Changing | d. Unlicensed Plates |
| 5. Philosophy by Mistake | e. A Return to Hieroglyphs |

ii.

- | | |
|------------------------------------|-------------------------------------|
| 1. No Future: the Human Blind Spot | a. Chimps Prefer Hot Dinners |
| 2. Music on Your Mind | b. Mass Migration of the Dairy Folk |
| 3. Noisome Noise | c. Mob Rule: Not in the Classroom |
| 4. Wean to Greens | d. Chill Out with Puccini |
| 5. No Cells in Schools | e. The Climate Lemmings |
| 6. Primates Primed to Cook | f. Were Wolves Our Secret Weapon? |
| 7. Dogs & Us | g. To Slim Avoid Din |
| 8. The Invasion of the Milk People | h. From Milk to Leaves |

3. Listen to **Interview about a Surname on the audio files (track 10) and answer the following questions, according to what is said:**

1. What would some British people associate the name 'Berkeley' with?
2. What would Americans associate the name 'Berkeley' with?
3. When did his ancestors arrive in England?
4. Where is Castle Berkeley?
5. Where did Margaret come from?
6. Which king told the Barclays to accompany Margaret?
7. Who did Margaret marry?
8. Who founded Barclay's Bank?

ii. Fill the gaps in the following paragraph from near the end of the interview:

Mike: You know the great **1**_____ for me personally was my grandfather found **2**_____ and he joined the church and was a **3**_____ and he felt he shouldn't have any money so he gave his money to the church, so my father began as a poor man again and he had to... but he did go and work in a bank, he worked from the bottom up in a bank. But no, the hereditary **4**_____ didn't quite trickle down to me, I'm afraid.

Yes: Well, the family's **5**_____ were saved. That's the important thing!

4. The **word box** below contains 20 terms words from the “Get a Better Job” dossier on pp. 12-50. The clues below should help you to find them:

S	C	O	N	F	I	D	E	N	T	T	H	M	Y	C	G
D	E	A	D	W	O	O	D	G	N	I	R	I	H	A	Q
E	A	E	N	I	D	N	O	I	T	C	E	J	E	R	E
L	S	O	J	O	D	R	I	V	E	S	L	E	A	S	E
L	U	H	L	E	L	B	A	D	N	E	P	E	D	I	R
I	R	B	O	K	C	R	A	T	T	L	E	A	H	G	G
K	R	E	E	R	R	T	I	S	U	F	I	I	U	H	E
S	E	A	C	D	T	O	O	E	T	A	R	R	N	T	D
C	D	P	E	R	R	C	W	U	L	W	E	R	T	S	E
M	U	R	D	N	U	N	O	C	S	A	P	C	E	N	T
Q	N	A	S	S	E	I	G	M	P	R	X	E	R	N	A
D	D	T	Y	P	L	G	T	E	I	E	I	P	O	F	R
P	A	S	S	E	R	T	I	V	E	N	E	S	S	O	R
N	N	U	F	C	H	A	L	R	L	E	G	B	H	R	E
P	T	N	A	C	I	L	P	P	A	S	A	O	T	T	V
E	R	C	S	B	U	D	J	H	J	S	I	J	A	V	O

1. being positive and decisive without aggression in a way that earns respect
2. conscious knowledge of one's character, feelings, motives, and desires (4-9)
3. deficiency, weakness
4. brain-teaser, enigma
5. trustworthy, reliable, responsible
6. unemployed
7. recruiter for high-paid jobs
8. flow of work
9. candidate
10. self-assured, relaxed
11. repudiation, *opposite of 'acceptance'*
12. employees who are obsolete/no longer productive
13. overvalued, given too much importance
14. recruitment, employment
15. university qualification
16. specialized
17. unnerve, make sb. nervous
18. detailed description of the abilities and qualifications required for a job (as defined by the company)
19. new employee
20. well-prepared presentation, pitch

Remember to write down any new vocabulary. Moreover, if there are any words you don't recognize, find them in the article and write down the context as an example sentence.

5. Interview Binary Choice: Choose the correct answer from the two alternatives provided:

1. Unconventional people make me (a. feel b. to feel) uncomfortable.
2. I'm good (a. at b. in) finding the weaknesses in other people's arguments.
3. I often question myself (a. about b. on) how I feel.
4. People are usually convinced (a. by b. for) my arguments.
5. I am easily (a. bored b. boring) by mundane tasks.
6. I enjoy speaking (a. at b. in) public.
7. Other people's problems interest (a. to b. -) me.
8. I find it easy (a. solving b. to solve) practical problems.
9. Other people's remarks (a. about b. on) me bother me.
10. (a. Repair b. Repairing) things is one of my strong points.
11. I'm a very down- (a. at b. to) -earth person.
12. I'm easily persuaded (a. by b. for) the majority opinion.
13. I like to predict the outcome before (a. start b. starting) to do anything.
14. I hardly (a. ever b. never) make snap decisions.
15. Personal success and promotion (a. at work b. on the job) are important to me.
16. I'm quick (a. about b. at) drawing conclusions about most things.
17. Thinking up new ideas is easy (a. for b. to) me.
18. I prefer (a. work b. working) to a timetable.
19. I don't like working (a. with b. under) pressure.
20. I always like to win when I take part (a. in b. of) an activity.

6. Economics: Too Many Words. Read the article on p. 14. Below we reproduce the second and third paragraphs from 'The Coming Labour Market'. However, in this version, there is an unnecessary word in each line. Identify it and write it on the right. Don't look back at the article until after you have finished the exercise:

- | | |
|--|----------|
| 1. Well, for one thing we are told that the 90% of new jobs around | 1 _____ |
| 2. the world over the next decade will not be require a university degree. | 2 _____ |
| 3. That does not mean that graduates they won't be doing these jobs | 3 _____ |
| 4. (there is an increasing surplus of these graduates), it just means that | 4 _____ |
| 5. they will be competing with the non-graduates, many of whom will | 5 _____ |
| 6. be better prepared up for the new jobs. | 6 _____ |
| 7. Secondly, qualifications designed for the old job market and an | 7 _____ |
| 8. experience in it are going to count for even less. Building on James | 8 _____ |
| 9. Reed's comment above, employers are increasingly looking over | 9 _____ |
| 10. for recruits who are adaptable, motivated and honest. It is such | 10 _____ |
| 11. people with those characteristic traits who will be really useful as the | 11 _____ |
| 12. transformation gathers up pace. | 12 _____ |

Crossword

Test how well you have retained the vocabulary from this issue of **Yes** by doing the following crossword

If you find the crossword difficult, do the easy clues (**in bold**) first. This will make the rest of the words much easier to find.

1												
		11			12		13		14			
		15	16	17								
18	19	20		21		22	23	24		25		
26			27			28				29		
		30			31				32	33	34	
	35	36		37				38		39	40	
	41			42		43	44		45		46	
47			48		49							
	50		51		52	53		54		55		
56		57		58		59	60	61				
		62		63						64		

Across

1. non-acceptance
2. expulsion
6. atom with +/- one or more electrons.
Homophone of 'iron'
7. preposition - activated?
- 9. female adult title (regardless of marital status); multiple sclerosis (initialism)**
11. chopping tool (*US spelling*)
13. cowboy exhibition
15. bucket. Homophone of 'pale'
18. the state of not having a job
20. the state of having paid work
- 26. US mum. Master of Arts (initialism)**
- 27. US dad - per annum (initialism)**
28. poetry. Anagram of 'serve'
30. Greenland (*internet address*)
31. encountered
32. possesses
33. while
35. Roman monarch
- 39. tank, truck, taka (abbreviations)**
- 41. rouble (abbreviation); rugby league (initialism)**
42. infuriate. Anagram of 'genera'
43. fury, anger
44. epoch

47. tranquil
49. United Arab Emirates (*internet address*)
50. constricting snake
52. Gabon (*internet address*)
54. face of a watch or clock - anagram of 'laid'
57. US joke
59. fissure
60. frame, structure
62. well-dressed, intelligent
- 63. creative activity. Anagram of 'rat' and 'tar'**
64. indefinite article

Down

1. restart - CV?
3. joke
4. specimen
5. high, towering
7. conjunction.
Homophone of 'oar'
8. adverb. Homophone of 'know'

9. object pronoun
10. therefore. Homophone of 'sew'
11. simian
12. each and every one of the.
Homophone of 'awl'
14. ISIL. Anagram of 'heads'
16. spacious, commodious
- 17. India Pale Ale (initialism)**
- 19. not available, no answer (initialism)**
21. same as 27 ACROSS
22. respond in an emotionally exaggerated way
23. however
- 24. mister (abbreviation)**
25. undiluted - cool!
26. same as 9 DOWN
- 29. consume food**
30. place of execution by hanging
31. supervisor
33. @
34. ability, talent
35. sideways-walking crustacean

36. permits
- 37. southeast (abbreviation)**
38. silver (*Latin abbreviation*)
40. murder
43. respond
45. long poem or movie about heroic deeds
46. sick
48. permanently injure/wound
51. objective
53. behave, perform.
Anagram of 'cat'
54. barrier across a river that forms a reservoir.
Anagram of 'mad'
- 55. also known as (initialism)**
56. same as 33 DOWN
- 58. South Africa (initialism)**
61. (I) exist - in the morning?

8. Fun vs. Funny: Read the article on p. 76 and then choose the best option for each of the gaps:

1. John told us a (fun/funny) story about his grandmother.
2. The kids had a great time at the (funfair/funny fair).
3. He calls it a 'marathon' but really it's just a (fun/funny) run.
4. I handed over €200 and he gave me vast quantities of (fun/funny) money in return.
5. We had a (fun/funny) feeling we were being watched.
6. I heard they sent her grandfather to the (fun/funny) farm.
7. The confused old man was a figure of (fun/funny) for the village children.
8. Just stay here and no (fun/funny) business. We'll be back soon.
9. This is no time for (fun/funny) and games. Get back to work!
10. I hit my (fun/funny) bone on the table and yelled in pain and surprise.

9. Pronunciation. Listen to audio track 4 and, as you do, write the words you hear in the gap given. The page (p.) and footnote (n.) reference is given so that you can check the phonemics and the context of the word:

1. _____ (p. 8, n. 2)
2. _____ (p. 9, n. 15)
3. _____ (p. 11, n. 5)
4. _____ (p. 17, n. 5)
5. _____ (p. 17, n. 13)
6. _____ (p. 18, n. 9)
7. _____ (p. 22, n. 2)
8. _____ (p. 27, n. 14)
9. _____ (p. 35, n. 23)
10. _____ (p. 36, n. 12)
11. _____ (p. 36, n. 15)
12. _____ (p. 53, n. 5)
13. _____ (p. 53, n. 30)
14. _____ (p. 55, n. 20)
15. _____ (p. 62, n. 7)
16. _____ (p. 62, n. 14)
17. _____ (p. 64, n. 21)
18. _____ (p. 67, n. 6)
19. _____ (p. 75, n. 1)
20. _____ (p. 81, n. 9)

10. Improvisation. Listen to audio track 10 and answer the following questions:

1. Who is Dan Sider?
2. Who is Jet Beaulieu?
3. When will the election take place?
4. Which demographic groups does Meg think they should focus on?
5. Which demographic groups does Zac think they should focus on?
6. Why does Meg feel better qualified than the others to opine?
7. Why does Zac think she is not qualified to opine?
8. What does Sean think 'USP' stands for?
9. What does Meg say it really stands for?
10. What's wrong with the slogan, "If anyone can, Dan can"?
11. What does Zac accuse Meg of?

11. Debates: Varied Listening. Listen to the **Mini-Debates** (audio tracks 1-3, audio script pp. 88-99) and answer the questions according to what the speakers say. Obviously, this can be done as three separate exercises:

A. Debate 1: Listen to the first debate and, as you do, match these half-sentences according to what you hear:

1. The Englishman sees history repeating itself - in what way?

- a. _____
- b. _____
- c. _____

2. Which forms of financing of *Daesh* are mentioned?

- a. _____
- b. _____
- c. _____
- d. _____

3. Why does defeating *Daesh* imply allying with Iran?

4. How is Iran comparable with the Soviet Union?

5. What are the two threats posed by *Daesh*?

6. How are South Asian societies moving in the opposite direction from that of Western societies?

7. Which other non-Sunni former enemies of the West would be logical allies against Isis?

8. How has the West been (indirectly) arming Isis?

B. Debate 2: Listen to the second debate and put these sentences in the order you hear them:

- a. I think it's the result of evaluation failing.
- b. I even know of some that are trying to take the stress out of the interview situation.
- c. the person is a charmer and really knows how to sell the very little experience that they actually have.
- d. They actually bias the selection process towards people that are attractive and personable.
- e. I was applying for a job as an editor in New York City and I delivered a CV that had two mistakes on it.
- f. It's the superficiality that one wants to get rid of.

C. Debate 3: Listen to the third debate and, as you do, answer these questions:

a. What do these numbers refer to?

- i. 13
- ii. 47

b. What has changed to cause the current policing crisis in the USA, according to the speakers?

c. Every _____ weeks in America the same number of people are being killed by the police as were killed in the last _____ years in Britain.

d. In the last _____ years there have been more US deaths by police than US soldiers killed in the Middle East.

e. Which three solutions are suggested?

12. Hiring Phrasal Verbs. After reading pp. 48-49, fill the gaps without looking back:

1. Could I just b_____ i_____ a moment, please?
2. We are not planning to t_____ o_____ any new employees this year.
3. Did you hear? They t_____ me d_____.
4. You must p_____ t_____ or we'll never get this project finished.
5. Please don't b_____ o_____ the answers. Put your hand up.
6. It seems that the kid she's been teaching is finally o_____ u_____.
7. I was briefly l_____ o_____ at the beginning of the World Financial Crisis.
8. Did you manage to g_____ a_____ your enthusiasm for the programme?
9. Jenny can r_____ o_____ the names of all the rivers in Britain.
10. Could we g_____ o_____ the details one last time?

13. History. Read the article on pp. 53-55 and then put these events in chronological order:

- a. Bellingham became a popular hero.
- b. Bellingham got married.
- c. Bellingham moved to Liverpool.
- d. Bellingham sailed on The Hartwell, which sunk off the African coast.
- e. Bellingham shot the Prime Minister dead.
- f. Bellingham was imprisoned by the Russians.
- g. Bellingham went to Archangel.
- h. Bellingham worked as an apprentice to a jeweller.

14. US vs. UK English. Differences between British and American English are marked in the footnotes. Fill the gaps in the following chart. The page and footnote reference is given on the right:

Definition	US English	UK English	Page reference
1. sign with a car's registration number on it		number plate	p. 8, n. 2
2. in the direction of	toward		p. 13, n. 1
3. conduct		behaviour	p. 17, n. 17
4. introductory letter	cover letter		p. 17, n. 21
5. synopsis of one's education and experience		curriculum vitae	p. 30, n. 3
6. compartment housed in a shaft for raising and lowering people		lift	p. 45, n. 2
7. fried potatoes	French fries		p. 68, n. 24
8. metal canopy covering the engine of a car	hood		p. 95, n. 175
9. prison		gaol	p. 96, n. 194
10. police officer's baton	nightstick		p. 99, n. 249
11. open container for carrying liquids		bucket	p. 103, n. 65
12. concrete block	cinder block		p. 110, n. 239

15. Humour False Friends. Read the article on p. 79. Then, without looking back, correct the underlined word in the following sentences:

1. A: Were you diverted by that stand-up comedian's jokes?
2. B: Yes, I thought they had a lot of grace.
3. A: Well, I don't think they were at all gracious.
4. B: OK, what type of diversion do you enjoy, then?
5. A: I'm a big fan of mimic, actually.
6. B: What? You like pantomimes?! Marcel Marceau and all that?!
7. A: Well, he's perhaps the most famous mime but there are many others.
8. B: It's a movie about the wandering comedians who performed Morality plays.

16. False Friends Round-up. Throughout the magazine false friends are identified and explained in the footnotes. The following sentences contain false friends from **Yes 24** that are incorrectly used here. Correct the underlined words in the following sentences so that they make sense. The page (p.) and footnote (n.) reference is given:

1. When he was 20 he found out he had some parents living in Brazil. (p. 7, n. 13)
2. Are you going to assist the meeting? (p. 8, n. 14)
3. Potato bread eventually contains bicarbonate of soda. (p. 10, n. 7)
4. Is this the persona you saw robbing the post office, madam? (p. 15, n. 15)
5. Quiet! I think you just stepped on a landmine. (p. 17, n. 13)
6. Actually, there are at least a dozen active wars around the world. (p. 18, n. 7)
7. He's obsessed about crime and loves to read about all the successes. (p. 18, n. 24)
8. My wife is a stranger, though she speaks very good English. (p. 19, n. 4)
9. Oh, no. I think I left my agenda in that taxi. (p. 19, n. 24)
10. The discussion over who caused the accident turned violent and the two men started punching each other. (p. 41, n. 17)
11. Angela Merkel is the Dutch Chancellor. (p. 54, n. 7)
12. The professors at Eric's school are going on strike for better pay. (p. 65, n. 16)
13. The city kids were not used to sleeping in such rude conditions. (p. 81, n. 17)
14. There have been a number of volcanic eruptions ultimately. (p. 89, n. 34)
15. The manifestation will mean that the city centre is closed to traffic on Saturday afternoon. (p. 91, n. 67)
16. I understand your reticence to invest in this project but it's a winner. (p. 96, n. 195)
17. The movie was full of topics about Middle Eastern people. (p. 100, n. 6)

17. Cinema Quiz. Read the article about John Sayles on pp. 56-59. Now answer the following questions about his films. Notice that the answers do not necessarily appear in the article:

1. Which movie did Sayles make in Spanish, Mayan, Kuna, Nahuatl, Tzotzil and a very little English?
2. Which Sayle's movie revolves around the circumstances of one of the most famous quotations in US social history, "Say it ain't so, Joe."
3. Like the classic novel Moll Flanders (1722), one of Sayle's movies revolves around an unwitting incest between two half-siblings, which one?
4. Which of Sayles' films explores a Celtic legend about selkies?
5. Which of Sayles' movies was seen as a thinly veiled attack on George W. Bush?
6. Sayles wrote the early draft of which sci-fi classic?

18. TED Listening. Listen to psychologist Shawn Achor explain how to be happier and more successful in life at <https://goo.gl/NzGA8G>. As you do, answer the following questions:

1. What had happened one week before the bunk-bed incident?
2. What did Amy's landing mean, according to seven-year-old Shawn?
3. What had the two children stumbled across?
4. What 'cult' does he say science practises?
5. What does traditional psychology do, according to Shawn?
6. Why is he interested in outliers?
7. What is 'medical school syndrome'?
8. How did he pay for his Harvard education?
9. What does Harvard's dining room look like?
10. How much of our happiness is determined by the external world?
11. What determines 75% of your career success?
12. How long does it take to rewire our brains?

19. Prepositions. Read the following text about the humour in the names used in Batman. We have removed the prepositions. Try to put them back so that the text makes sense:

Batman is a wonderful mix **1**_____ cultural motifs and in-jokes. The term 'batman' existed before the comic-strip character; a 'batman' was a British army officer's personal servant. The term referred **2**_____ the servant's responsibility **3**_____ the officer's packhorse, and had nothing to do **4**_____ flying mammals. Batman's wings came **5**_____ one **6**_____ Leonardo da Vinci's sketches. Batman's character was based **7**_____ the trope **8**_____ a Byronic hero **9**_____ 19th-century literature (such as Charlotte Brontë's Rochester or Pushkin's Eugene Onegin). Robin was invented so that Batman had someone to talk **10**_____ and his name was meant to suggest Robin Hood. However, somewhat bizarrely, Batman was the first comic strip to be attacked **11**_____ 'promoting homosexuality' **12**_____ the 1950s!

Batman's home is Gotham City. This name has an interesting etymology all **13**_____ its own. 'Gotham City' was Washington Irving's nickname **14**_____ New York. The name was meant to imply 'city **15**_____ fools'. This is because in mediaeval England the village of Gotham near Nottingham was the butt **16**_____ many jokes and funny stories that implied that the people **17**_____ Gotham were stupid (much as the Irish make jokes **18**_____ Kerry men or the Spanish make jokes **19**_____ Lepe). Irving knew these stories **20**_____ *The Wise Men of Gotham*. So, not only would the Sheriff **21**_____ Nottingham have made jokes **22**_____ Gotham while battling Robin's namesake but Gotham City is **23**_____ rights the Joker's town. The Joker is, **24**_____ course, based **25**_____ the trickster **26**_____ universal mythology. However, according **27**_____ the backstory, the Joker was originally a failed stand-up comedian who transformed himself **28**_____ 'the Red Hood' before a chemical accident turned him **29**_____ the Joker. **30**_____ DC Comics 'The Batman of Arkham' the Joker specifically quotes **31**_____ *The Wise Men of Gotham*. But **32**_____ course 'Red Hood' makes us think **33**_____ Robin Hood (again), if not Little Red Riding Hood. There's certainly some major fooling around **34**_____ names going **35**_____ here. I blame the Riddler!

20. The structure of Anglo jokes. Read the article on p. 77. Then, without looking back, fill the gaps to form structured Anglo jokes:

1. What's the _____ between an onion and a bagpipe? Nobody cries when you cut up a bagpipe.
2. What do you get if you _____ a centipede and a parrot? A walkie-talkie.
3. A sandwich walks into a _____. The barman says, "Sorry, we don't serve food here."
4. Knock, knock. " _____?" "Yah!" "Yah who?" "No, I prefer Google."
5. How many Spaniards does it take to _____ a light bulb? Just Juan.
6. " _____, _____, I can't pronounce my Fs, Ts and Hs."
"Well, you can't say fairer than that, then."

21. Pressure Questions: Matching. Here are five questions and a tactic. Match them to the possible answers given below. Each 'question' (1-6) has two possible correct answers:

QUESTIONS

1. What salary would you propose for this job, if you were me?
2. If you were conducting this interview, what would you do differently?
3. How do you rate me as an interviewer?
4. How would you respond if I told you your performance in this interview has not been good?
5. Do you have a nickname?
6. Silence.

ANSWERS

- a. "Did I answer your silence?"
- b. "Generally-speaking I think the interview has been well-conducted. However, I personally, would not have asked this last question."
- c. "If you were to tell me that, I'd ask you to elaborate so that I can perform better next time."
- d. "Not that I know of. Not since school. Why, do you?"
- e. "So far, so good. At the end of our next interview I'll give you a full report."
- f. "You need to attract and retain the best person available for this important post. If you think you've found the right person you should offer me slightly above the going rate for this type of work. When I perform well the company will credit you for selecting me."
- g. "I am a _____ not a professional job interviewer like you, so I probably wouldn't have done it so well. I think your questions have allowed me to show you that I am the best candidate for the job."
- h. "I am sure that if you offer me the job we will be able to agree on the salary."
- i. "Could I take the opportunity of this lull to summarize why I feel I am the right person for the job? I...."
- j. "Excellent. You should now be in a position to choose the best candidate."
- k. "My friends call me _____."
- l. "Is that a conclusion or a trick question? I think I am the right candidate for the job but I am a little nervous precisely because I want this job."

22. Monologues. Listen to audio tracks 5-8 and answer the following questions. You can check your answers against the texts on pp. 101-105:

1. The first speaker enjoys slapstick less than he once did.
2. Surprisingly for an American, he has always been a fan of British comedy.
3. The second speaker likes comedy about taboo subjects because it relaxes people and allows them to discuss such themes.
4. He makes an effort to laugh every day.
5. He thinks the first joke he tells is funnier than the second?
6. The third speaker enjoys Mr Bean but finds Rowan Atkinson's other work irritating.
7. The Spanish jokes she knows are too vulgar to say in public.
8. She admits that the joke she tells could be considered racist.
9. The fourth speaker thinks that most comedy is very specific to one culture.
10. He dislikes Eddie Izzard because of his cross-dressing.

23. Interview Idioms. Read the article on pp. 44-45 and fill the gaps in the following sentences with one word:

1. I liked that candidate's c_____ -do attitude.
2. Yes, she seemed to be r_____ to go, didn't she?
3. He found it difficult to get a job in that sector because he didn't look the p_____.
4. To succeed here you need to eat, sleep and b_____ corporate finance.
5. For me the most important thing is to lead by e_____ as manager.
6. He's keen and likeable but do you think he can work under his own s_____.
7. It was disconcerting. Our counterparts all adopted p_____ poses before the negotiations started!
8. At my annual review the boss suggested I wasn't pulling my w_____!
9. Well, show me a politician who hasn't got s_____ in the closet.
10. Can you offer me evidence that you are prepared to go the extra m_____?
11. He's mature in the sense that he's clearly comfortable in his own s_____.
12. I'm gutted. I really put my h_____ and soul into getting that job.
13. I hate to blow my own t_____ but do you really expect to find anyone better?
14. All the interns are champing at the b_____. Shall I send them to make photocopies?
15. Do you want to hear my e_____ pitch or have you got a bit more time?

24. Hiring False Friends. Read the article on p. 50 and then correct the following sentences without looking back:

1. She resigned to the fact that she would never reach the top of the company. The glass ceiling had defeated her.
2. Let's finish by resuming the points that we've covered so far.
3. John is the responsible for liaising with suppliers. Blame him, not me!
4. Don't you wish you'd studied a different career now that you are trying to find a job?
5. He gave a fascinating conference on the imminent changes in the labour market and it only lasted 40 minutes, which was a relief.
6. It's very unprofessional to discuss like that in a business meeting.
7. Next weekend he's going to meet up with his promotion. He hasn't seen some of his old college friends for nearly 20 years.

28. Homophones. Below we offer you an excerpt from Jimmy Carr and Lucy Greeves's excellent analysis of the world of jokes *The Naked Jape* (2006). However, we have changed 58 words for their homophones. See if you can find them and change them back so that the text makes sense:

English peepul often make the mistake of claiming that the English are better at joking than anybody else. Its knot necessarily a factual error; its just a mistake to admit it because its really nothing to be proud of. Anthropologist Kate Fox, inn her painfully fascinating study *Watching the English*, argues that watts uniquely characteristic of the English is knot there ability to joke, but there willingness - even compulsion - to do sew. "For the English, the rules of humour are the cultural equivalent of natural laws - wee obey them automatically, rather inn the weigh that wee obey the lore of gravity." Inn other words, we have too default states: sleeping and joking.

Most other cultures, she tells us, have a much moor rigid sett of rules governing the thyme and plaice for humour. Inn England (and the wrest of the British Aisles) humour is never far away. Inn particular, the arts of irony and understatement provide a constant undercurrent to hour social dealings. Sow much sew that it sometimes seems as though a sort of desperate facetiousness has romped threw the nation like a flew pandemic. For sum reason, wee take enormous pride inn this affliction. The richness of hour mongrel mother tongue provides ample scope for another depressing national obsession: the pun. Amongst tabloid sportswriters at least, the habit has gone critical. Their is even an annual award for the best headline. Inn December 2003 struggling, semi-professional Scottish football club Caledonian Thistle scored a historic 3-1 victory over league-topping Celtic inn the Scottish Cup. *The Son* lead with, "Super Caley Go Ballistic, Celtic Are Atrocious". [...]

Having 'a good cents of humour' is absolutely vital to hour social self-esteem - far moor sow than inn most other nations. If ewe whirr brought up inn England yew ah highly unlikely to speak another language to a level of proficiency sufficient to understand it's jokes. But they do exist, and those clever Dutch folk have studied them sow that wee don't have to. The Germans and the Dutch, says Dr Renuat Hartogs, are moor inclined to scatological jokes. This is dew, inn his opinion, to "excessively strict and early toilet training". The English he finds to be overly pre-occupied with homosexuality and incest, the Americans with oral/genital themes and racial stereotypes. The French, thanks to there "relatively non-traumatic" cultural passage to sexual maturation, joke amiably about "the refinement and variation of sexual technique".

29. Read the article 'A Taxonomy of Jokes' on p. 78. Then, without looking back at the article, match these definitions to the terms:

- | | |
|---|-----------------------|
| 1. clumsiness for comic effect | a. wisecrack |
| 2. a joke based on homophonic wordplay | b. quip |
| 3. a US term for a smutty joke | c. a pun |
| 4. a joke that is repeated throughout a story | d. slapstick |
| 5. a joke as part of a comedian's act | e. a shaggy-dog story |
| 6. a formal, old-fashioned word for a joke | f. a practical joke |
| 7. a joke in a single sentence | g. a running joke |
| 8. an exclusive or private joke | h. a blue joke |
| 9. a US term for a joke | i. a jest |
| 10. a long, rambling joke | j. a gag |
| 11. a witty remark or witticism | k. a one-liner |
| 12. a prank designed to ridicule somebody | l. an inside joke |

30. Functional English: After reading the article *Ways of Laughing* on p. 81 fill in the gaps in the following sentences. De-vowelled versions of the words are given after each blank to help you.

- The group of teenagers _____ (**cckld**) like hens when they saw me trip and fall in the middle of the street.
- My friend _____ (**brst**) **out** _____ (**lghng**) when he saw me wearing a kilt.
- Why did you _____ (**snckr**) when your brother vomited on the street? It's not a laughing matter.
- I actually found the play very funny and _____ (**lghd**) **out** _____ (**ld**) most of the performance.
- Some of the skits that comic duo did on Saturday Night Live are so funny. I find I still _____ (**chckl**) when I think about them.
- I always seem to _____ (**gt**) **the** _____ (**gggls**) in the worst places. The other day I began to laugh uncontrollably at a wedding in a church.
- He _____ (**chrtld**) when he realized he had finally beaten me at a game of chess.
- The kids began to _____ (**tttr**) because the teacher's fly was open.
- I could hear _____ (**snggrng**) from the back of the class throughout the lesson on human reproduction.

31. Synonyms. Match the words with similar meanings to form 7 groups of three:

advice	applicant	business	candidate	company	job
curriculum	firm	position	job opportunity	opening	poll
post	job-seeker	questionnaire	recommendations	CV	suggestions
survey	vacancy	résumé			

32. Re-order these short answers so they **match**¹ the questions. Once you have done this, write out answers to each of the questions (using short sentences) for yourself and practise saying them:

1. How often do you lose your temper ² ?	a. People who are dishonest and people who don't pull their weigh ³ in a team. We all have different abilities, it's more a question of effort than results.
2. Are you a competitive person?	b. I never go up the wall at work because it is unprofessional and, more importantly, it rarely gets the required results. For the same reason I seldom ⁴ lose my temper ² in my private life.
3. Describe yourself/your character.	c. All work implies effort and occasionally doing things you don't like - that's why we get paid for it. However, a good job is stimulating and allows ⁵ you to develop ⁶ as a professional.
4. What types of people try your nerves ⁷ ?	d. Working with others is not only necessary it is also preferable. The modern workplace is too complex for loners ⁸ .
5. Do you consider yourself intelligent?	e. I am an assertive person with a lot of energy who is results-oriented.
6. Do you find repetitive work boring?	f. Yes, but as part of a team, not against my colleagues ⁹ .
7. Do you like to work as part of a team?	g. Yes, I almost always arrive on time because I use my time efficiently and because I think it is rude ¹⁰ to make others have to wait for you.
8. What is your idea of success ¹¹ ?	h. I'm intelligent enough to know that my opinion is subjective but I think most people who know me think I'm smart ¹² .
9. Are you a punctual person?	i. A job well-done that earns me the respect of those I work with and for.
10. What would be your perfect job?	j. I think that if you are sufficiently motivated you can find something of interest in practically any task ¹³ .

¹**to match** - correspond to
²**to lose one's temper** (lose-lost-lost) - get angry
³**to pull one's weight** - participate proportionally

⁴**seldom** - rarely, only occasionally
⁵**to allow** - permit, enable
⁶**to develop** - advance, progress
⁷**to try your nerves** - irritate you

⁸**loner** - (in this case) sb. who works better alone
⁹**colleague** - (semi-false friend) workmate, fellow employee
¹⁰**rude** - (false friend) discourteous, impolite, ill-mannered

¹¹**success** - (false friend) victory, triumph, a positive result
¹²**smart** - (in this case) intelligent, clever
¹³**task** - job, work activity

33. Wordplay - Class Activity. In this activity you have to find words in a box of letters. Words are formed by a series of adjacent letters. A word can twist and turn provided that each letter is adjacent to the previous letter in the word. You cannot use the same letter-square twice in the same word (but you can of course use the letter again in your next word). Words must have two or more letters and be found in a Standard English dictionary. Past forms, plurals and so on are valid. You get one point for each word you find in the word square which no other player also has. You have three minutes to find the words.

Practice square:

S	K	I	L	L
L	E	A	V	E
H	U	M	O	R
I	R	O	N	Y
L	A	U	G	H

i. In this practice square you should be able to see the words **LEMON** and **GNOME**. Can you find any more? There are at least another 60 words!

ii. Now you should be ready to play against each other. Each player in turn should choose a letter to fill the letter-boxes in the square below. We recommend that you mix vowels and consonants - otherwise it's more difficult! **We suggest that you photocopy this page and use the photocopy - if you don't, then you can only play once!**

 Make a note of any new vocabulary you have found in the course of the exercise. Try and use each word several times in the course of the next few days.

34. Humour Idioms. Fill the gaps in these sentences to form expressions from pp. 82-83. The first letter has been given to help you:

1. The film she recommended was a b_____ comedy about how people behave at funerals.
2. Phil became a laughing s_____ when he unwittingly declared his love for Julie over the school intercom system.
3. Don't do the econometrics course. It's a laugh a m_____ - not!
4. Jimmy tried to tie my shoelaces together while I was talking to Mylie. However, the joke was o_____ him because I accidentally stood on his finger and broke it!
5. Laughter is the best m_____... unless you have an STD, in which case I recommend penicillin!
6. The clock fell off the wall and shattered providing a little comic r_____ during our exam.
7. Thieves took what they think is a priceless sculpture from the museum. However, they'll be laughing on the other side of their f_____ when they find out it's a fake with a tracking device in it.
8. A thousand pound for that old banger?! You m_____ be joking! I wouldn't even pay £500 for a car in that condition.
9. She won her libel case against the redtop and was laughing all the way to the b_____.
10. The school trip turned into a comedy of e_____ when several kids had their school bags stolen by a troupe of bonobos.
11. The situation in Pennsylvania is n_____ joke. A large number of people believe that fracking has made them ill.
12. You're right. It's no laughing m_____. But videos of people lighting the water that comes out of their taps do tend to trivialize the problem.
13. I can t_____ a joke as well as the next politician but there's a point at which comedy declines into insults and that's where I draw the line.
14. Jack said he was very sorry but I could tell he was laughing up his s_____.
15. It's not a screwball comedy but rather a quiet comedy of m_____ about life in a Hebridean village. I don't think you'll like it.
16. Eric was always g_____ for a laugh. In other words he never knew when to say 'no' to his reckless friends.
17. The point of life is to be able to laugh at the end of this D_____ Comedy.
18. Yes, but do you really think that God or destiny will let you have the l_____ laugh?

35. Cloze. Choose the best option (a-d) to fill each gap:

In 'Western' culture we take **1**_____ far too lightly. By contrast, the Navajo people hold a solemn ceremony the first time a baby **2**_____ and the whole community is invited. The person who hears the infant's first **3**_____ has to pay for the party. When Navajo babies laugh for the first time they become part of the community with their own sense of self, and sense of **4**_____.

- | | | | | |
|----|-------------|--------------|-------------|-----------|
| 1. | a. laughs | b. laughter | c. dying | d. death |
| 2. | a. guffaws | b. chortles | c. laughs | d. tweets |
| 3. | a. laughter | b. smile | c. giggling | d. giggle |
| 4. | a. comedy | b. merriment | c. humour | d. gags |

36. Sentence Transformation. Complete the second sentence so that it means the same thing as the first sentence.

The word in **bold** must be one of the words you use to fill the gap; do not change the form of this word. Each gap requires between two and five words. Page (p.) and footnote (n.) references for each structure are given:

1. During the bank freeze some Greeks had to resort to barter.

back (p. 7, n. 23)

During the bank freeze some Greeks had to _____ barter.

2. Rather than look for a solution, they seem to prefer to ignore the danger.

head (p. 9, n. 4)

Rather than look for a solution, they prefer to _____ the sand.

3. Yes, you're right. They don't seem to be able to accept reality.

denial (p. 9, n. 12)

Yes, you're right. They _____.

4. As regards complaining, you should send an email to the complaints department.

concerned (p. 9, n. 19)

As far _____, you should send an email to the complaints department.

5. The kids have a far greater probability of enjoying the London Eye than the museum.

likely (p. 10, n. 9)

The kids are much _____ the London Eye than the museum.

6. Guests are cordially invited to bring their spouses and life partners.

significant (p. 13, n. 7)

Guests are cordially invited to bring their _____.

7. You should take into consideration that there will inevitably be additional costs.

mind (p. 15, n. 14)

You should _____ that there will inevitably be additional costs.

8. Volcanic eruptions are only marginally related to global warming.

little (p. 22, n. 5)

Volcanic eruptions have _____ with global warming.

9. You should consider the social repercussions of that policy.

worth (p. 22, n. 19)

It's _____ account the social repercussions of that policy.

10. Make sure there's enough food for everybody but don't take things to extremes.

overboard (p. 23, n. 13)

Make sure there's enough food for everybody but don't _____.

11. If you get the chance, say something positive about Matt's cousin Teddy.

word (p. 24, n. 12)

If you get the chance, put _____ for Matt's cousin Teddy.

12. The moment I saw the necklace I knew I had to have it!

laid (p. 250, n. 3)

The moment I _____ the necklace I knew I had to have it!

ANSWERS

1.
1Eg, 2Tw, 3Hq, 4Nn, 5Ls, 6Qa, 7Po, 8Jp, 9Xb, 10Rt, 11Gr, 12Oe, 13Bu, 14Mv, 15Cf, 16Ki, 17Wh, 18Fc, 19Uj, 20Vd, 21Al, 22Sk, 23Dm, 24Ic

2.
i. 1c, 2e, 3d, 4b, 5a. **ii.** 1e, 2d, 3g, 4h, 5c, 6a, 7f, 8b.

3.
1. a village in England
2. a university in California
3. in 1066 with the Norman Invasion
4. in the West Country
5. Romania
6. Henry I (of England)
7. the King of Scotland
8. Robert Barclay

ii.
1 shame
2 God
3. vicar
4. wealth
5. souls

4.



1. ASSERTIVENESS 2. SELF-AWARENESS 3. SHORTCOMING
4. CONUNDRUM 5. DEPENDABLE 6. REDUNDANT
7. HEADHUNTER 8. WORKLOAD 9. APPLICANT
10. CONFIDENT 11. REJECTION 12. DEADWOOD
13. OVERRATED 14. HIRING 15. DEGREE
16. SKILLED 17. RATTLE 18. JOB SPEC
19. RECRUIT 20. SPIEL

5.
1. a, 2. a, 3. a, 4. a, 5. a, 6. b, 7. b, 8. b, 9. a, 10. b, 11. b, 12. a, 13. b, 14. a, 15. a, 16. b, 17. a, 18. b, 19. b, 20. a

6.
1. the 2. be 3. they
4. these 5. the 6. up
7. an 8. even 9. over
10. such 11. characteristic 12. up

7.



8.
1. funny 2. funfair 3. fun
4. funny 5. funny 6. funny
7. fun 8. funny 9. fun
10. funny

9.
1. tiny 2. hiatus 3. oven
4. idle 5. quiet 6. verbatim
7. résumé 8. thumb 9. jeopardize
10. stifle 11. dichotomy 12. jeweller
13. iron ore 14. grind 15. miser
16. wild 17. wry 18. demise
19. bigotry 20. canned laughter

10.
1. He's a politician.
2. He's Dan's rival.
3. In two weeks' time.
4. Women and old people.
5. Latinos and Jews.
6. Because she has a master's degree in marketing.
7. Because she is not American.
8. The United States people.
9. The Unique Selling Point
10. It's too long (for a bumper sticker).
11. Being a spy for Jet Beaulieu.

- 11.**
A.
1. He thinks that ISIS poses a threat similar to Nazism. Moreover, he says that just as the Allies caused the rise of Hitler as a result of the reparations imposed at Versailles, the Coalition created ISIS by invading Iraq. Finally, ISIS has undertaken ethnic cleansing comparable to that of the Nazis.
 2. oil, taxation, extortion, selling of stolen antiquities
 3. Because Shiite Iran is the only unequivocally anti-ISIS country in the region.
 4. They are at least relatively predictable.
 5. Uniting Sunni extremists from West Africa to Southeast Asia and provoking a world civil war between Sunnis and Shiites.
 6. Many Muslim and other South Asian cultures are becoming more and more mono-ethnic while the West becomes more multi-ethnic.
 7. the Syrian regime and Hezbollah
 8. By providing arms to ineffectual anti-ISIS forces like the Free Syrian Army and the Iraqi army (who have on occasions abandoned these weapons in the face of ISIS).
- B.**
a3, b5, c4, d1, e6, f2
- C.**
- a. The number of policemen who shot at the unarmed occupants of a car in Cleveland. The number of times that one of the 13 policemen fired at the unarmed occupants (from on top of the hood/bonnet)
 - b. The police have become militarized, and everyone has mobile phones and films the police making arrests.
 - c. 2...200
 - d. 10
 - e. Policemen who commit crimes must go to prison; the police should go back 'on the beat'; the sale of bullets should be more strictly controlled.
- 12.**
- | | | |
|------------------|---------------|--------------------|
| 1. butt in | 2. take on | 3. turned me down. |
| 4. pull together | 5. blurt out | 6. opening up |
| 7. laid off | 8. get across | 9. rattle off |
| 10. go over | | |
- 13.**
1h, 2d, 3c, 4b, 5g, 6f, 7e, 8a.
- 14.**
- | | | |
|--------------------|------------|------------------|
| 1. licence plate | 2. towards | 3. behavior |
| 4. covering letter | 5. résumé | 6. elevator |
| 7. chips | 8. bonnet | 9. jail |
| 10. truncheon | 11. pail | 12. breeze block |
- 15.**
- | | | |
|------------------|----------------------|----------|
| 1. amused | 2. were really funny | 3. funny |
| 4. entertainment | 5. mime | 6. mime |
| 7. mime artist | 8. players/actors | |
- 16.**
- | | | |
|------------------------|---------------------|-------------------------|
| 1. relatives/relations | 2. attend | 3. may contain |
| 4. individual/person | 5. Don't move! | 6. Currently |
| 7. criminal incidents | 8. foreigner | 9. diary |
| 10. argument/row | 11. German | 12. teachers |
| 13. Spartan/primitive | 14. recently/lately | 15. demonstration/rally |
| 16. reluctance | 17. clichés | |
- 17.**
1. *Hombres Armados/Men with Guns* (1997)
 2. *Eight Men Out* (1988)
 3. *Lone Star* (1991)
 4. *The Secret of Roan Inish* (1994)
 5. *Silver City* (2004)
 6. *ET* (1982)
- 18.**
1. He had accidentally broken his sister's arm.
 2. She was a unicorn.
 3. positive psychology.
 4. the cult of the average
 5. try to make people normal, i.e. average.
 6. Because they can teach us how to be better than average.
 7. The belief, in one's first year in medical school, that you have multiple diseases.
 8. He got a military scholarship.
 9. Hogwart's.
 10. 10%
 11. Your level of optimism.
 12. 2 minutes a day for 21 days.
- 19.**
1 of 2 to 3 for 4 with 5 from 6 of 7 on 8 of 9 of 10 to 11 for 12 in 13 of 14 for 15 of 16 of 17 of 18 about 19 about 20 from 21 of 22 about 23 by 24 of 25 on 26 of 27 to, 28 into 29 into 30 In 31 from 32 of 33 of 34 with 35 on.
- 20.**
- | | | |
|----------------|-----------|-------------------|
| 1. difference | 2. cross | 3. bar |
| 4. Who's there | 5. change | 6. Doctor, doctor |
- 21.**
a6, b2 (or 3), c4, d5, e3, f1, g2 (or 3), h1, i6, j3, k5, l4.
- 22.**
1T, 2F, 3T, 4T, 5F, 6F, 7T, 8T, 9F, 10F.
- 23.**
- | | | |
|------------|--------------|--------------|
| 1. can | 6. steam | 11. skin |
| 2. raring | 7. power | 12. heart |
| 3. part | 8. weight | 13. trumpet |
| 4. breathe | 9. skeletons | 14. bit |
| 5. example | 10. mile | 15. elevator |
- 24.**
1. resigned herself
 2. summarizing/summing up
 3. person in charge of
 4. degree
 5. talk/speech
 6. argue
 7. the classmates who graduated at the same time he did
- 25.**
INTERVIEWEE, CUBICLE, ADVANCE, ABSENTEEISM, RÉSUMÉ, JOB HOPPING
- 26.**
- | | | |
|---------------------|--------------------|------------|
| 1. clowning/fooling | 2. cracked/creased | 3. doubled |
| 4. bursts | 5. laughed | 6. falling |

27.

- | | | |
|------------|-----------|----------------|
| 1. back | 2. out | 3. long, short |
| 4. on | 5. worked | 6. gets |
| 7. picking | 8. up | 9. fit |
| 10. stand | 11. back | 12. weed |

28.

English **people** often make the mistake of claiming that the English are better at joking than anybody else. **It's not** necessarily a factual error; **it's** just a mistake to admit it because **it's** really nothing to be proud of. Anthropologist Kate Fox, **in** her painfully fascinating study *Watching the English*, argues that **what's** uniquely characteristic of the English is **not their** ability to joke, but **their** willingness – even compulsion – to do **so**. “For the English, the rules of humour are the cultural equivalent of natural laws – **we** obey them automatically, rather **in** the **way** that **we** obey the **law** of gravity.” **In** other words, we have **two** default states: sleeping and joking.

Most other cultures, she tells us, have a much **more** rigid **set** of rules governing the **time** and **place** for humour. **In** England (and the **rest** of the British **Isles**) humour is never far away. **In** particular, the arts of irony and understatement provide a constant undercurrent to **our** social dealings. **So** much **so** that it sometimes **seems** as though a sort of desperate facetiousness has romped **through** the nation like a **flu** pandemic. For **some** reason, **we** take enormous pride **in** this affliction. The richness of **our** mongrel mother tongue provides ample scope for another depressing national obsession: the pun. Amongst tabloid sportswriters at least, the habit has gone critical. **There** is even an annual award for the best headline. **In** December 2003 struggling, semi-professional Scottish football club Caledonian Thistle scored a historic 3-1 victory over league-topping Celtic **in** the Scottish Cup. *The Sun* led with, “Super Caley Go Ballistic, Celtic Are Atrocious”. [...]

Having ‘a good **sense** of humour’ is absolutely vital to **our** social self-esteem – far **more so** than **in** most other nations. If **you were** brought up **in** England **you are** highly unlikely to speak another language to a level of proficiency sufficient to understand **its** jokes. But they do exist, and those clever Dutch folk have studied them **so** that **we** don't have to. The Germans and the Dutch, says Dr Renatus Hartogs, are **more** inclined to scatological jokes. This is **due, in** his opinion, to “excessively strict and early toilet training”. The English he finds to be overly pre-occupied with homosexuality and incest, the Americans with oral/genital themes and racial stereotypes. The French, thanks to **their** “relatively non-traumatic” cultural passage to sexual maturation, joke amiably about “the refinement and variation of sexual technique”.

29.

1d, 2c, 3h, 4g, 5j, 6i, 7k, 8l, 9a, 10e, 11b, 12f.

30.

- | | |
|---------------|------------------------------|
| 1. cackled | 2. burst out laughing |
| 3. snicker | 4. laughed out loud |
| 5. chuckle | 6. get the giggles |
| 7. chortled | 8. titter |
| 9. sniggering | |

31.

firm-company-business
CV-résumé-curriculum
job-seeker-candidate-applicant
survey-poll-questionnaire

post-position-job
vacancy-opening-job opportunity
advice-recommendations-suggestions

32.

1b, 2f, 3e, 4a, 5h, 6j, 7d, 8i, 9g, 10c.

33.

air, arm, eave, elk, evil, go, goal, goon, gun, gyre, he, heave, hulk, hum, humor, hurl, ill, iron, irony, kill, lair, lake, lame, laugh, leave, like, live, make, meal, moon, more, move, mule, no, nor, oak, oar, on, or, ore, our, oval, over, rail, roam, roe, room, rove, rug, rule, rum, rumor, run, rung, sea, seam, skill, vale, very, vile.

34.

- | | | |
|------------|-------------|-------------|
| 1. black | 2. stock | 3. minute |
| 4. on | 5. medicine | 6. relief |
| 7. face(s) | 8. must | 9. bank |
| 10. errors | 11. no | 12. matter |
| 13. take | 14. sleeve | 15. manners |
| 16. game | 17. Divine | 18. last |

35.

1b, 2c, 3d, 4c.

36.

1. fall back on
2. bury/hide their head in
3. are in denial
4. as complaining is concerned
5. more likely to enjoy
6. significant other
7. bear in mind
8. have little to do
9. worth taking into
10. go overboard
11. in a good word
12. laid eyes on

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