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Angela Garbes: What working parents really need from workplaces | TED Talk

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All Words

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Session 1: Word List

angel

n. a spiritual being believed to be a messenger of God often depicted as having wings and a halo

synonym: messenger, spirit, celestial being

(1) **angel** investors, (2) fallen **angel**

As she lay on her deathbed, a bright light appeared, and she saw a holy **angel** standing at the foot of her bed.

excrement

n. the waste matter discharged from the body, particularly that which is evacuated through the bowels or urinary tract

synonym: waste, feces, dung

(1) animal **excrement**, (2) human **excrement**

As a dog owner, cleaning up your pet's **excrement** is responsible.

wedge

n. a piece of wood, metal, or other material with one thick end and a narrow edge that is driven between two things or parts of objects to secure or separate them

(1) drive a **wedge** into a relationship, (2) put a **wedge** under the door

He inserted the **wedge** into a split in the log.

lodge

n. a small country house where people stay when they want to participate in outdoor activities; (verb) officially present a complaint, appeal, claim, etc. to the appropriate authorities

synonym: clubhouse, inn, (verb) file

(1) **lodged** a complaint against him, (2) a ski **lodge**

The final decision should be **lodged** with the chairman.

oatmeal

n. a type of cereal made from oats that have been ground or steel-cut

synonym: porridge, grits, meal

(1) **oatmeal** cookies, (2) **oatmeal** breakfast

I love starting my day with a bowl of warm **oatmeal** and fresh fruit.

domestic

adj. relating to or inside a particular country, not foreign or international

synonym: endemic, private, household

(1) **domestic** airline, (2) a **domestic** animal

GDP stands for gross **domestic** product.

labor

n. productive work, especially physical work done for wages; the people who do manual or physical work in a country or company for wage; (verb) to work hard or to strive and make an effort to reach a goal

synonym: toil, toil, donkeywork

(1) seasonal **labor**, (2) manual **labor**

In several countries, child **labor** is a serious social problem.

laundry

n. the act of washing clothes and linens; a room or area where clothes are washed and ironed

synonym: wash, clothes, linen

(1) send out the **laundry**, (2) **laundry** room

I need to do the **laundry** before I run out of clean clothes.

schedule

n. a list of planned activities, tasks, or things that must be completed showing when they are intended to happen

or be done

synonym: agenda, program, itinerary

(1) a heavy **schedule**, (2) arrange my **schedule**

So far, the meeting is going according to **schedule**.

tight

adj. fixed, fastened, or kept together firmly or closely

synonym: closed, secured, cramped

(1) a **tight** game, (2) student on a **tight** budget

The national election was held amid **tight** security.

assume

v. to think or accept something to be true without having proof of it; to take or begin to have power; to begin to exhibit a specific quality or appearance

synonym: guess, presume, suppose

(1) **assume** a lousy attitude to his boss, (2) **assume** an important role

The following example **assumes** that the capacity of each battery is the same.

progression

n. the act or process of changing to the next stage or phase or moving forward

synonym: advancement, development, evolution

(1) **progression** of civilization, (2) **progression** of disease

The company has made great strides in its **progression** toward sustainability.

policy

n. a set of rules, guidelines, principles, or procedures that govern decision-making or action, often used in the context of business or government; a course of action or plan of action adopted or followed by an organization or individual to achieve a goal or objective

synonym: strategy, plan, guideline

(1) health **policy**, (2) foreign **policy**

The company's new **policy** on remote work has made it a more inclusive workplace.

outsource

v. to contract out or transfer a job, task, or service to an external organization or party, often as a cost-saving measure

synonym: delegate, contract out, farm out

(1) **outsource** a non-core function, (2) **outsource** to India
The company decided to **outsource** its IT services to a third-party provider.

backbone

n. the spinal column of a vertebrate; a symbolic representation of strength and resilience

synonym: spine, courage, fortitude

(1) **backbone** of society, (2) **backbone** curve
She showed great **backbone** when standing up for her beliefs in opposition.

industrialize

v. to organize the production of something into an industry

synonym: motorize

(1) **industrialize** service, (2) **industrialized** textile production

The nations of South East Asia will quickly **industrialize** and catch up with the West.

guarantee

v. to promise something will happen formally, especially that certain conditions about a product, service, or transaction would be met

synonym: assure, promise, warrant

(1) **guarantee** a high quality, (2) **guarantee** women equality
We cannot **guarantee** enough raw material sources.

statistics

n. the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data

(1) **statistics** for cancer, (2) official **statistics**

The **statistics** demonstrate that poverty and unemployment are genuine problems.

envy

v. to experience a feeling of jealousy or resentment towards someone because of their possessions,

qualities, or achievements; to desire to have something that someone else has; (noun) a feeling of resentment or jealousy towards someone else's perceived advantage or success

synonym : covet, resent, grudge

(1) **envy** his success, (2) feeling **envy** toward him

I can't help but **envy** my friend's ability to stay calm in stressful situations.

turkey

n. (of an animal) a large bird with a fan-shaped tail native to North America, widely grown for food; (of a country) a Eurasian republic in Asia Minor and the Balkans

(1) swell like a **turkey**, (2) **turkey** breast meat

They prepared a stuffed **turkey** for Thanksgiving.

kingdom

n. the country ruled by a king or queen

synonym : empire, realm, land

(1) establish his **kingdom**, (2) a subordinate **kingdom**

By remaining neutral, this **kingdom** continued to exist.

lag

v. to move or develop so slowly that you are behind other people, organizations, etc.

synonym : delay, slow down, fall behind

(1) **lag** a long way behind the progress, (2) **lag** behind its competition

Our interest began to **lag** sharply.

necessarily

adv. in an essential manner; in such a way as could not be otherwise

synonym : inevitable, certainly, automatically

(1) not **necessarily** a problem, (2) **necessarily** true

This accident was something that happened **necessarily**.

maternal

adj. relating to or characteristic of a mother; having feelings that are typical of a caring mother towards her child

synonym : motherly, maternalistic, maternal-like

(1) on the **maternal** side, (2) **maternal** care

She had a very **maternal** instinct towards her newborn baby.

paternity

n. the state of being a father; the attribution of a specific child to a particular father; the characteristics or traits inherited or passed down from a father

synonym: fatherhood, fathering, parenthood

(1) **paternity** suit, (2) **paternity** test

The **paternity** leave policy at his workplace allowed him to take time off to bond with his new baby

gender

n. the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology

synonym: sexuality

(1) **gender-blind** policies, (2) dual **gender**

Cultural norms strongly influence **gender** expectations.

adopt

v. to choose to follow something; to legally take a child from another family and care for them as if they were one's own

synonym: accept, assume, take on

(1) **adopt** a child, (2) **adopt** a bill

The national assembly has **adopted** the budget.

foster

v. to promote growth; to take care of another person's child, usually for a limited time, without becoming their legal parents

synonym: nurture, nourish, cultivate

(1) **foster** a better relationship, (2) **foster** two kids

The pastor contributed to **fostering** the sense of a community embracing all classes.

invite

v. to ask someone to come or join; to offer an opportunity or possibility for something to happen or take place

synonym: ask, request, summon

(1) **invite** guests, (2) **invite** criticism

We want to **invite** you to our annual charity event.

disempower

v. to deprive of power, authority, or influence, to make someone or something less powerful or effective

synonym : disenfranchise, weaken, undermine

(1) **disempower** the employees, (2) **disempower** the opposition

The politician's efforts to **disempower** marginalized communities were met with widespread criticism.

discotheque

n. a nightclub or restaurant where recorded music is played, and people dance

synonym : nightclub, dance club, disco

(1) **discotheque** party, (2) **discotheque** scene

He couldn't wait to hit the **discotheque** and dance the night away.

coworker

n. a person who works with another in the same company or organization

synonym : colleague, peer, associate

(1) **coworker** relationship, (2) argue with a **coworker**

My ex- **coworker** and I had different working styles but managed to get along.

flexible

adj. able to change or be changed to suit new conditions or situations; able to bend easily

synonym : adaptable, elastic, pliable

(1) **flexible** schedules, (2) a **flexible** wire

You can be more **flexible** and creative in your approach.

crucial

adj. extremely vital or necessary

synonym : essential, pivotal, vital

(1) **crucial** information, (2) a **crucial** issue for women

The revitalization of technology companies is **crucial** to the country's growth.

relieve

v. to make something burdensome, unpleasant, or painful less severe

synonym: alleviate, ease, assuage

(1) **relieve** his thirst, (2) **relieve** stress

The medicine **relieved** his headache, and he felt much better.

childcare

n. a service involving care for other people's children

synonym: babysitting

(1) **childcare** allowance, (2) allow **childcare** leave

Our company offers a full range of **childcare** facilities as part of our benefits package.

emphasize

v. to give or show particular importance to something

synonym: highlight, accentuate, stress

(1) **emphasize** her words, (2) **emphasize** a direct relationship

Use italics or capitals to **emphasize** a word in a piece of writing.

opposed

adj. being completely different from something or disagreeing strongly with something

synonym: anti, averse, hostile

(1) two **opposed** characters, (2) absolutely **opposed** to abortion

I'm strongly **opposed** to that plan.

tradition

n. a belief, custom, or way of doing something that has been passed down from generation to generation within a group or society

synonym: custom, practice, ritual

(1) a **tradition** of a culture, (2) against **tradition**

It is a **tradition** in many families to have a big Thanksgiving dinner with all their relatives.

communicate

v. to share or exchange information with others by speaking, writing, moving your body, or using other signals

synonym : convey, share, transmit

(1) **communicate** his anxieties to the psychiatrist,

(2) **communicate** well with my advisor

Dolphins use sound to **communicate** with each other.

beneficial

adj. helpful, useful, or sound; promoting or enhancing well-being

synonym : useful, advantageous, fruitful

(1) a **beneficial** result, (2) **beneficial** to all countries

Laughing is **beneficial** to our health.

solidarity

n. unity or agreement of feelings or actions among a group, especially among individuals with a common interest

synonym : unity, cooperation, mutual support

(1) **solidarity** among union members, (2) **solidarity** action

The workers showed **solidarity** in their strike for better working conditions.

breastfeeding

n. the act of feeding a baby with milk produced by the mother's breasts

synonym : nursing, lactation, suckling

(1) **breastfeeding** mother, (2) **breastfeeding** support

Getting the hang of **breastfeeding** at first can be challenging, but with patience and practice, it gets easier.

pump

v. to cause water, air, gas, etc. to move from one place to another by using mechanical equipment; to get or supply something such as money, information, etc. in significant quantities

synonym : drain, inject, send

(1) **pump** a secret out of success, (2) **pump** blood throughout the body

He was alert and could not **pump** any critical information out of him.

fridge

n. a piece of electrical equipment in which food can be stored at low temperatures so that it stays fresh

synonym : refrigerator

(1) **fridge** magnet, (2) fill the **fridge**

She left the **fridge** door open inadvertently.

breast

n. either of the two round soft parts of a woman's chest which secrete milk after childbirth

synonym : bosom, chest, bust

(1) **breast** cancer, (2) the mountain's **breast**

He grilled the **breast** meat of a chicken.

petrify

v. to turn to stone; to make hard and unyielding

synonym : fossilize, mineralize, calcify

(1) **petrify** with fear, (2) **petrify** into stone

The thought of public speaking will **petrify** her.

gross

adj. being the total amount of something before any deductions; obese and ugly or unpleasant

synonym : before tax, total, abhorrent

(1) the **gross** amount, (2) **gross** injustice

The drastic reorganization has significantly increased this company's **gross** profits.

strive

v. to try very hard to do, achieve, or obtain something

synonym : preserve, endure, persist

(1) **strive** hard to get, (2) **strive** for excellence

They **strived** to make their dream come true.

efficient

adj. performing at the highest level of productivity with the least wasted effort or resources; capable of achieving maximum output with minimum wasted effort, time, or materials

synonym : productive, effective, competent

(1) **efficient** operation, (2) energy- **efficient** appliances

The new washing machine is much more **efficient** than the

old one.

achieve

v. to successfully complete a task or goal, often through hard work, perseverance, and dedication; to attain or accomplish something that one has set out to do

synonym: accomplish, attain, reach

(1) **achieve** success, (2) **achieve** milestones

I will work hard to **achieve** my goals and realize my dreams.

drift

v. to move smoothly and slowly in water or air, especially as a result of outside forces, with no control over the direction

synonym: float, wander, freewheel

(1) **drift** down the stream, (2) **drift** away on a raft

I **drifted** around for years in Europe before going to university.

Session 2: Spelling

- | | |
|-----------------------------------|--|
| 1. pro_____on of disease | <i>n.</i> the act or process of changing to the next stage or phase or moving forward |
| 2. the mountain's br___t | <i>n.</i> either of the two round soft parts of a woman's chest which secrete milk after childbirth |
| 3. ad__t a child | <i>v.</i> to choose to follow something; to legally take a child from another family and care for them as if they were one's own |
| 4. br___t cancer | <i>n.</i> either of the two round soft parts of a woman's chest which secrete milk after childbirth |
| 5. animal ex_____nt | <i>n.</i> the waste matter discharged from the body, particularly that which is evacuated through the bowels or urinary tract |
| 6. send out the la_____y | <i>n.</i> the act of washing clothes and linens; a room or area where clothes are washed and ironed |
| 7. tu___y breast meat | <i>n.</i> (of an animal) a large bird with a fan-shaped tail native to North America, widely grown for food; (of a country) a Eurasian republic in Asia Minor and the Balkans |
| 8. lo__ed a complaint against him | <i>n.</i> a small country house where people stay when they want to participate in outdoor activities; (verb) officially present a complaint, appeal, claim, etc. to the appropriate authorities |

ANSWERS: 1. progression, 2. breast, 3. adopt, 4. breast, 5. excrement, 6. laundry, 7. turkey, 8. lodge

9. oa____l cookies *n.* a type of cereal made from oats that have been ground or steel-cut
10. human ex_____nt *n.* the waste matter discharged from the body, particularly that which is evacuated through the bowels or urinary tract
11. a subordinate ki_____m *n.* the country ruled by a king or queen
12. fill the fr____e *n.* a piece of electrical equipment in which food can be stored at low temperatures so that it stays fresh
13. co_____er relationship *n.* a person who works with another in the same company or organization
14. a ski lo__e *n.* a small country house where people stay when they want to participate in outdoor activities; (verb) officially present a complaint, appeal, claim, etc. to the appropriate authorities
15. com_____te well with my advisor *v.* to share or exchange information with others by speaking, writing, moving your body, or using other signals
16. gr__s injustice *adj.* being the total amount of something before any deductions; obese and ugly or unpleasant
17. bre_____ing mother *n.* the act of feeding a baby with milk produced by the mother's breasts
18. dr__t away on a raft *v.* to move smoothly and slowly in water or air, especially as a result of outside forces, with no control over the direction
19. in____e criticism *v.* to ask someone to come or join; to offer an opportunity or possibility for something to happen or take place

ANSWERS: 9. oatmeal, 10. excrement, 11. kingdom, 12. fridge, 13. coworker, 14. lodge, 15. communicate, 16. gross, 17. breastfeeding, 18. drift, 19. invite

20. establish his ki____m *n.* the country ruled by a king or queen
21. ef_____nt operation *adj.* performing at the highest level of productivity with the least wasted effort or resources; capable of achieving maximum output with minimum wasted effort, time, or materials
22. a ti__t game *adj.* fixed, fastened, or kept together firmly or closely
23. pe_____y with fear *v.* to turn to stone; to make hard and unyielding
24. re_____e his thirst *v.* to make something burdensome, unpleasant, or painful less severe
25. ind_____ize service *v.* to organize the production of something into an industry
26. re_____e stress *v.* to make something burdensome, unpleasant, or painful less severe
27. a ben_____al result *adj.* helpful, useful, or sound; promoting or enhancing well-being
28. dr__t down the stream *v.* to move smoothly and slowly in water or air, especially as a result of outside forces, with no control over the direction
29. in___e guests *v.* to ask someone to come or join; to offer an opportunity or possibility for something to happen or take place
30. feeling e__y toward him *v.* to experience a feeling of jealousy or resentment towards someone because of their possessions, qualities, or achievements; to desire to have something that someone else has; (noun) a feeling of resentment or jealousy towards someone else's perceived advantage or success

ANSWERS: 20. kingdom, 21. efficient, 22. tight, 23. petrify, 24. relieve, 25. industrialize, 26. relieve, 27. beneficial, 28. drift, 29. invite, 30. envy

31. health po___y *n.* a set of rules, guidelines, principles, or procedures that govern decision-making or action, often used in the context of business or government; a course of action or plan of action adopted or followed by an organization or individual to achieve a goal or objective
32. a heavy sc_____le *n.* a list of planned activities, tasks, or things that must be completed showing when they are intended to happen or be done
33. ma_____al care *adj.* relating to or characteristic of a mother; having feelings that are typical of a caring mother towards her child
34. em_____ze her words *v.* to give or show particular importance to something
35. a fl_____le wire *adj.* able to change or be changed to suit new conditions or situations; able to bend easily
36. ou_____ce to India *v.* to contract out or transfer a job, task, or service to an external organization or party, often as a cost-saving measure
37. a do_____ic animal *adj.* relating to or inside a particular country, not foreign or international
38. sta_____cs for cancer *n.* the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data
39. manual la__r *n.* productive work, especially physical work done for wages; the people who do manual or physical work in a country or company for wage; (verb) to work hard or to strive and make an effort to reach a goal

ANSWERS: 31. policy, 32. schedule, 33. maternal, 34. emphasize, 35. flexible, 36. outsource, 37. domestic, 38. statistics, 39. labor

40. argue with a co_____er *n.* a person who works with another in the same company or organization
41. a cr_____l issue for women *adj.* extremely vital or necessary
42. fo____r a better relationship *v.* to promote growth; to take care of another person's child, usually for a limited time, without becoming their legal parents
43. dis_____er the employees *v.* to deprive of power, authority, or influence, to make someone or something less powerful or effective
44. ben_____al to all countries *adj.* helpful, useful, or sound; promoting or enhancing well-being
45. as____e an important role *v.* to think or accept something to be true without having proof of it; to take or begin to have power; to begin to exhibit a specific quality or appearance
46. pro_____on of civilization *n.* the act or process of changing to the next stage or phase or moving forward
47. l_g behind its competition *v.* to move or develop so slowly that you are behind other people, organizations, etc.
48. st____e for excellence *v.* to try very hard to do, achieve, or obtain something
49. ba_____ne of society *n.* the spinal column of a vertebrate; a symbolic representation of strength and resilience
50. fo____r two kids *v.* to promote growth; to take care of another person's child, usually for a limited time, without becoming their legal parents

ANSWERS: 40. coworker, 41. crucial, 42. foster, 43. disempower, 44. beneficial, 45. assume, 46. progression, 47. lag, 48. strive, 49. backbone, 50. foster

51. ind_____ized textile production *v.* to organize the production of something into an industry
52. arrange my sc_____le *n.* a list of planned activities, tasks, or things that must be completed showing when they are intended to happen or be done
53. the gr__s amount *adj.* being the total amount of something before any deductions; obese and ugly or unpleasant
54. put a we__e under the door *n.* a piece of wood, metal, or other material with one thick end and a narrow edge that is driven between two things or parts of objects to secure or separate them
55. em_____ze a direct relationship *v.* to give or show particular importance to something
56. pe_____y into stone *v.* to turn to stone; to make hard and unyielding
57. ba_____ne curve *n.* the spinal column of a vertebrate; a symbolic representation of strength and resilience
58. a tr_____on of a culture *n.* a belief, custom, or way of doing something that has been passed down from generation to generation within a group or society
59. energy-ef_____nt appliances *adj.* performing at the highest level of productivity with the least wasted effort or resources; capable of achieving maximum output with minimum wasted effort, time, or materials

ANSWERS: 51. industrialize, 52. schedule, 53. gross, 54. wedge, 55. emphasize, 56. petrify, 57. backbone, 58. tradition, 59. efficient

60. oa_____l breakfast
n. a type of cereal made from oats that have been ground or steel-cut
61. foreign po_____y
n. a set of rules, guidelines, principles, or procedures that govern decision-making or action, often used in the context of business or government; a course of action or plan of action adopted or followed by an organization or individual to achieve a goal or objective
62. p__p a secret out of success
v. to cause water, air, gas, etc. to move from one place to another by using mechanical equipment; to get or supply something such as money, information, etc. in significant quantities
63. on the ma_____al side
adj. relating to or characteristic of a mother; having feelings that are typical of a caring mother towards her child
64. do_____ic airline
adj. relating to or inside a particular country, not foreign or international
65. ac_____e success
v. to successfully complete a task or goal, often through hard work, perseverance, and dedication; to attain or accomplish something that one has set out to do
66. dis_____ue scene
n. a nightclub or restaurant where recorded music is played, and people dance
67. nec_____ly true
adv. in an essential manner; in such a way as could not be otherwise
68. ac_____e milestones
v. to successfully complete a task or goal, often through hard work, perseverance, and dedication; to attain or accomplish something that one has set out to do

ANSWERS: 60. oatmeal, 61. policy, 62. pump, 63. maternal, 64. domestic, 65. achieve, 66. discotheque, 67. necessarily, 68. achieve

69. e__y his success *v.* to experience a feeling of jealousy or resentment towards someone because of their possessions, qualities, or achievements; to desire to have something that someone else has; (noun) a feeling of resentment or jealousy towards someone else's perceived advantage or success
70. student on a ti__t budget *adj.* fixed, fastened, or kept together firmly or closely
71. as___e a lousy attitude to his boss *v.* to think or accept something to be true without having proof of it; to take or begin to have power; to begin to exhibit a specific quality or appearance
72. fallen an__l *n.* a spiritual being believed to be a messenger of God often depicted as having wings and a halo
73. ch_____re allowance *n.* a service involving care for other people's children
74. sol_____ty among union members *n.* unity or agreement of feelings or actions among a group, especially among individuals with a common interest
75. gu_____ee women equality *v.* to promise something will happen formally, especially that certain conditions about a product, service, or transaction would be met
76. an__l investors *n.* a spiritual being believed to be a messenger of God often depicted as having wings and a halo
77. cr_____l information *adj.* extremely vital or necessary

ANSWERS: 69. envy, 70. tight, 71. assume, 72. angel, 73. childcare, 74. solidarity, 75. guarantee, 76. angel, 77. crucial

78. seasonal la__r *n.* productive work, especially physical work done for wages; the people who do manual or physical work in a country or company for wage; (verb) to work hard or to strive and make an effort to reach a goal
79. fr___e magnet *n.* a piece of electrical equipment in which food can be stored at low temperatures so that it stays fresh
80. ge___r-blind policies *n.* the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology
81. l_g a long way behind the progress *v.* to move or develop so slowly that you are behind other people, organizations, etc.
82. absolutely op____d to abortion *adj.* being completely different from something or disagreeing strongly with something
83. com_____te his anxieties to the psychiatrist *v.* to share or exchange information with others by speaking, writing, moving your body, or using other signals
84. not nec_____ly a problem *adv.* in an essential manner; in such a way as could not be otherwise
85. swell like a tu___y *n.* (of an animal) a large bird with a fan-shaped tail native to North America, widely grown for food; (of a country) a Eurasian republic in Asia Minor and the Balkans

ANSWERS: 78. labor, 79. fridge, 80. gender, 81. lag, 82. opposed, 83. communicate, 84. necessarily, 85. turkey

86. two op____d characters *adj.* being completely different from something or disagreeing strongly with something
87. sol_____ty action *n.* unity or agreement of feelings or actions among a group, especially among individuals with a common interest
88. pa_____ty suit *n.* the state of being a father; the attribution of a specific child to a particular father; the characteristics or traits inherited or passed down from a father
89. dis_____ue party *n.* a nightclub or restaurant where recorded music is played, and people dance
90. drive a we__e into a relationship *n.* a piece of wood, metal, or other material with one thick end and a narrow edge that is driven between two things or parts of objects to secure or separate them
91. p__p blood throughout the body *v.* to cause water, air, gas, etc. to move from one place to another by using mechanical equipment; to get or supply something such as money, information, etc. in significant quantities
92. la_____y room *n.* the act of washing clothes and linens; a room or area where clothes are washed and ironed
93. official sta_____cs *n.* the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data

ANSWERS: 86. opposed, 87. solidarity, 88. paternity, 89. discotheque, 90. wedge, 91. pump, 92. laundry, 93. statistics

94. allow ch_____re leave *n.* a service involving care for other people's children
95. dis_____er the opposition *v.* to deprive of power, authority, or influence, to make someone or something less powerful or effective
96. ou_____ce a non-core function *v.* to contract out or transfer a job, task, or service to an external organization or party, often as a cost-saving measure
97. against tr_____on *n.* a belief, custom, or way of doing something that has been passed down from generation to generation within a group or society
98. dual ge____r *n.* the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology
99. ad__t a bill *v.* to choose to follow something; to legally take a child from another family and care for them as if they were one's own
100. pa_____ty test *n.* the state of being a father; the attribution of a specific child to a particular father; the characteristics or traits inherited or passed down from a father
101. gu_____ee a high quality *v.* to promise something will happen formally, especially that certain conditions about a product, service, or transaction would be met

ANSWERS: 94. childcare, 95. disempower, 96. outsource, 97. tradition, 98. gender, 99. adopt, 100. paternity, 101. guarantee

102. bre_____ing support

n. the act of feeding a baby with milk produced by the mother's breasts

103. st___e hard to get

v. to try very hard to do, achieve, or obtain something

104. fl_____le schedules

adj. able to change or be changed to suit new conditions or situations; able to bend easily

ANSWERS: 102. breastfeeding, 103. strive, 104. flexible

Session 3: Fill in the Blanks

1. They _____ to make their dream come true.
 - v. to try very hard to do, achieve, or obtain something

2. The _____ demonstrate that poverty and unemployment are genuine problems.
 - n. the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data

3. The politician's efforts to _____ marginalized communities were met with widespread criticism.
 - v. to deprive of power, authority, or influence, to make someone or something less powerful or effective

4. We want to _____ you to our annual charity event.
 - v. to ask someone to come or join; to offer an opportunity or possibility for something to happen or take place

5. This accident was something that happened _____.
 - adv. in an essential manner; in such a way as could not be otherwise

6. The pastor contributed to _____ the sense of a community embracing all classes.
 - v. to promote growth; to take care of another person's child, usually for a limited time, without becoming their legal parents

7. Cultural norms strongly influence _____ expectations.
 - n. the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology

ANSWERS: 1. strived, 2. statistics, 3. disempower, 4. invite, 5. necessarily, 6. fostering, 7. gender

8. Laughing is _____ to our health.

adj. helpful, useful, or sound; promoting or enhancing well-being

9. Our company offers a full range of _____ facilities as part of our benefits package.

n. a service involving care for other people's children

10. In several countries, child _____ is a serious social problem.

n. productive work, especially physical work done for wages; the people who do manual or physical work in a country or company for wage; (verb) to work hard or to strive and make an effort to reach a goal

11. The drastic reorganization has significantly increased this company's _____ profits.

adj. being the total amount of something before any deductions; obese and ugly or unpleasant

12. The _____ leave policy at his workplace allowed him to take time off to bond with his new baby

n. the state of being a father; the attribution of a specific child to a particular father; the characteristics or traits inherited or passed down from a father

13. As she lay on her deathbed, a bright light appeared, and she saw a holy _____ standing at the foot of her bed.

n. a spiritual being believed to be a messenger of God often depicted as having wings and a halo

14. The company's new _____ on remote work has made it a more inclusive workplace.

n. a set of rules, guidelines, principles, or procedures that govern decision-making or action, often used in the context of business or government; a course of action or plan of action adopted or followed by an organization or individual to achieve a goal or objective

ANSWERS: 8. beneficial, 9. childcare, 10. labor, 11. gross, 12. paternity, 13. angel, 14. policy

15. She left the _____ door open inadvertently.
- n.* a piece of electrical equipment in which food can be stored at low temperatures so that it stays fresh
16. Getting the hang of _____ at first can be challenging, but with patience and practice, it gets easier.
- n.* the act of feeding a baby with milk produced by the mother's breasts
17. The company decided to _____ its IT services to a third-party provider.
- v.* to contract out or transfer a job, task, or service to an external organization or party, often as a cost-saving measure
18. Use italics or capitals to _____ a word in a piece of writing.
- v.* to give or show particular importance to something
19. He grilled the _____ meat of a chicken.
- n.* either of the two round soft parts of a woman's chest which secrete milk after childbirth
20. I _____ around for years in Europe before going to university.
- v.* to move smoothly and slowly in water or air, especially as a result of outside forces, with no control over the direction
21. You can be more _____ and creative in your approach.
- adj.* able to change or be changed to suit new conditions or situations; able to bend easily
22. The national assembly has _____ the budget.
- v.* to choose to follow something; to legally take a child from another family and care for them as if they were one's own

ANSWERS: 15. fridge, 16. breastfeeding, 17. outsource, 18. emphasize, 19. breast, 20. drifted, 21. flexible, 22. adopted

23. I need to do the _____ before I run out of clean clothes.
n. the act of washing clothes and linens; a room or area where clothes are washed and ironed
24. The nations of South East Asia will quickly _____ and catch up with the West.
v. to organize the production of something into an industry
25. The final decision should be _____ with the chairman.
n. a small country house where people stay when they want to participate in outdoor activities; (verb) officially present a complaint, appeal, claim, etc. to the appropriate authorities
26. We cannot _____ enough raw material sources.
v. to promise something will happen formally, especially that certain conditions about a product, service, or transaction would be met
27. I'm strongly _____ to that plan.
adj. being completely different from something or disagreeing strongly with something
28. The company has made great strides in its _____ toward sustainability.
n. the act or process of changing to the next stage or phase or moving forward
29. The medicine _____ his headache, and he felt much better.
v. to make something burdensome, unpleasant, or painful less severe
30. The workers showed _____ in their strike for better working conditions.
n. unity or agreement of feelings or actions among a group, especially among individuals with a common interest

ANSWERS: 23. laundry, 24. industrialize, 25. lodged, 26. guarantee, 27. opposed, 28. progression, 29. relieved, 30. solidarity

31. The national election was held amid _____ security.

adj. fixed, fastened, or kept together firmly or closely

32. By remaining neutral, this _____ continued to exist.

n. the country ruled by a king or queen

33. The following example _____ that the capacity of each battery is the same.

v. to think or accept something to be true without having proof of it; to take or begin to have power; to begin to exhibit a specific quality or appearance

34. The new washing machine is much more _____ than the old one.

adj. performing at the highest level of productivity with the least wasted effort or resources; capable of achieving maximum output with minimum wasted effort, time, or materials

35. GDP stands for gross _____ product.

adj. relating to or inside a particular country, not foreign or international

36. So far, the meeting is going according to _____.

n. a list of planned activities, tasks, or things that must be completed showing when they are intended to happen or be done

37. The revitalization of technology companies is _____ to the country's growth.

adj. extremely vital or necessary

38. He couldn't wait to hit the _____ and dance the night away.

n. a nightclub or restaurant where recorded music is played, and people dance

39. They prepared a stuffed _____ for Thanksgiving.

n. (of an animal) a large bird with a fan-shaped tail native to North America, widely grown for food; (of a country) a Eurasian republic in Asia Minor and the Balkans

ANSWERS: 31. tight, 32. kingdom, 33. assumes, 34. efficient, 35. domestic, 36. schedule, 37. crucial, 38. discotheque, 39. turkey

40. I will work hard to _____ my goals and realize my dreams.
- v. to successfully complete a task or goal, often through hard work, perseverance, and dedication; to attain or accomplish something that one has set out to do
41. Dolphins use sound to _____ with each other.
- v. to share or exchange information with others by speaking, writing, moving your body, or using other signals
42. She showed great _____ when standing up for her beliefs in opposition.
- n. the spinal column of a vertebrate; a symbolic representation of strength and resilience
43. It is a _____ in many families to have a big Thanksgiving dinner with all their relatives.
- n. a belief, custom, or way of doing something that has been passed down from generation to generation within a group or society
44. He inserted the _____ into a split in the log.
- n. a piece of wood, metal, or other material with one thick end and a narrow edge that is driven between two things or parts of objects to secure or separate them
45. Our interest began to _____ sharply.
- v. to move or develop so slowly that you are behind other people, organizations, etc.
46. My ex-_____ and I had different working styles but managed to get along.
- n. a person who works with another in the same company or organization
47. I can't help but _____ my friend's ability to stay calm in stressful situations.
- v. to experience a feeling of jealousy or resentment towards someone because of their possessions, qualities, or achievements; to desire to have something that someone else has; (noun) a feeling of resentment or jealousy towards someone else's perceived advantage or success

ANSWERS: 40. achieve, 41. communicate, 42. backbone, 43. tradition, 44. wedge, 45. lag, 46. coworker, 47. envy

48. I love starting my day with a bowl of warm _____ and fresh fruit.
n. a type of cereal made from oats that have been ground or steel-cut
49. He was alert and could not _____ any critical information out of him.
v. to cause water, air, gas, etc. to move from one place to another by using mechanical equipment; to get or supply something such as money, information, etc. in significant quantities
50. As a dog owner, cleaning up your pet's _____ is responsible.
n. the waste matter discharged from the body, particularly that which is evacuated through the bowels or urinary tract
51. The thought of public speaking will _____ her.
v. to turn to stone; to make hard and unyielding
52. She had a very _____ instinct towards her newborn baby.
adj. relating to or characteristic of a mother; having feelings that are typical of a caring mother towards her child

ANSWERS: 48. oatmeal, 49. pump, 50. excrement, 51. petrify, 52. maternal