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Vocabulary Builder Reference from...

Jess Kutch: What productive conflict can offer a workplace | TED Talk

https://www.ted.com/talks/jess_kutch_what_productive_conflict_can_offer_a_workplace

All Words

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Session 1: Word List

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.

cofounder

n. one of several people who establishes an organization or starts a business

(1) **cofounder** of the university, (2) late **cofounder**

He is the **cofounder** and chairman of this tech company.

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.

improve

v. to make or become better

synonym : enhance, ameliorate, enrich

(1) **improve** a process, (2) **improve** the test score

We want to **improve** ties between our two countries.

reaction

n. a response that reveals a person's feelings or attitude;
(in chemistry) a process in which one or more
substances are changed into others

synonym: response, reply, answer

(1) chemical **reaction**, (2) trigger a **reaction**

There was a chemical **reaction** of the lime with the
groundwater.

confusion

n. the state of being mixed up or unclear, or the state of
disorder or uncertainty

synonym: disorder, disarray, chaos

(1) administrative **confusion**, (2) in great **confusion**

The sudden policy change has caused **confusion** among
employees.

patient

n. a person who is receiving medical treatment, care, or
attention from a healthcare professional, such as a
doctor, nurse, or therapist; a personal quality or
characteristic

synonym: client, recipient, subject

(1) **patient** in the hospital, (2) **patient** with weight loss

The doctor carefully examined the **patient's** medical history.

nurse

n. a healthcare professional who is trained to provide care
for the sick or injured; (verb) to try to cure by special
care or treatment of an illness or injury

synonym: healthcare worker, caregiver, medic

(1) **nurse** practitioner, (2) a volunteer **nurse**

The night shift **nurse** checked my vital signs before
administering the medication.

across-the-board

adj. affecting all persons, groups, or areas equally or without
exception; comprehensive; universal

synonym: overall, universal, all-inclusive

(1) **across-the-board** cuts, (2) **across-the-board** changes

The company implemented an **across-the-board** pay increase for all employees.

uncomfortable

adj. providing or feeling physical discomfort or slight pain

synonym: comfortless, discomforting, painful

(1) an **uncomfortable** silence, (2) with an **uncomfortable** face

His abusive words made me **uncomfortable**.

withdraw

v. to remove or take back something; to stop participating in something

synonym: retract, remove, back out

(1) **withdraw** from public life, (2) **withdraw** \$500 from my account

The company decided to **withdraw** its proposal due to public opposition.

conversation

n. an informal talk between two or more people to exchange their views, ideas, information, etc.

synonym: chat, discussion, dialogue

(1) **conversation** in English, (2) a friendly **conversation**

Your **conversation** reflects your thoughts.

fin

n. a thin flat part on the body of a fish or other aquatic animal used for propulsion or balance

synonym: flipper, appendage, stabilizer

(1) back **fin**, (2) a **fin** of a plane

The shark's powerful **fins** allowed it to swim at high speeds.

excite

v. to make someone feel suddenly enthusiastic or eager

synonym: thrill, exhilarate, animate

(1) **excite** the crowd, (2) **excite** rebellion

The news of her promotion **excited** her.

proceeds

n. the money or profit earned from a particular activity or venture; the total amount collected from a sale or

fundraiser

synonym : earnings, profits, income

(1) **proceeds** of a sale, (2) criminal **proceeds**

The **proceeds** from the charity auction will go towards building a school in a developing country.

awful

adj. causing fear, dread, or terror; very bad or unpleasant

synonym : terrible, appalling, horrible

(1) an **awful** error, (2) do **awful** damage

I regretted making an **awful** mistake in my final exam.

neutral

adj. not helping or assisting either side in a conflict, argument, etc.

synonym : impartial, uninvolved, halfhearted

(1) permanently **neutral** country, (2) **neutral** colors

A legislative speaker should always be **neutral**.

repel

v. to force an attack or attacker to withdraw or retreat

synonym : turn away, fight off, force back

(1) **repel** bandits, (2) **repel** bad luck

This material can **repel** moisture swiftly.

strike

v. to wallop somebody or something with the hand, fist, or weapon; to have an emotional or cognitive impact upon

synonym : hit, impact, influence

(1) **strike** up a conversation, (2) **strike** a blow

We **strike** to achieve more wages and safer working conditions.

lightning

n. a flash, or several flashes, of light that accompanies an electric discharge in the atmosphere, or something resembling such a flash

synonym : bolt, electrical discharge

(1) streaks of **lightning**, (2) **lightning** air strike

The human eye is **lightning-fast** in recognizing objects.

- bolt**
- n.* a metal bar that slides across to lock a door or window closed; a discharge of lightning accompanied by thunder; (verb) to move or jump suddenly
- synonym* : lock, fastener, thunderbolt
- (1) **bolt** diameter, (2) **bolt** from my bed
- The lightning **bolt** twiggged in several directions.
- excitement**
- n.* a feeling of great enthusiasm and eagerness
- synonym* : thrill, exhilaration, incitement
- (1) the **excitement** in the business world, (2) aesthetic **excitement**
- The **excitement** of the upcoming concert was palpable among the crowd.
- stir**
- v.* to mix a liquid or substance by using a spoon or something similar; to cause to be agitated, excited, or roused
- synonym* : mix, swirl, provoke
- (1) **stir** a sauce, (2) **stir** up controversy
- Topics related to that war may **stir** up a political hornets' nest.
- hunch**
- v.* to lean forward or arch one's back in a way that suggests a feeling of suspicion or uncertainty; to have a feeling or presentiment that something is true or likely to happen, without evidence or explicit proof
- synonym* : crouch, guess, speculate
- (1) **hunch** against the rain, (2) **hunch** up the shoulders
- I **hunch** over my computer all day, and my back aches after a while.
- conflict**
- n.* a strong disagreement, argument, or a violent clash between two opposing groups or individuals
- synonym* : clash, discord, competition
- (1) the **conflict** between good and evil, (2) the longstanding **conflict**
- He and I often had **conflicts**, not only in personality but also in ideology.

grab

v. to take hold of something or someone suddenly with a hand, especially in a violent way

synonym: clutch, snatch, grasp

(1) **grab** an audience, (2) **grab** an opportunity

Shall we **grab** a bite to eat?

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.

imbalance

n. a situation in which two or more things are not equal or equally treated

synonym: inequality, asymmetry, instability

(1) trade **imbalance**, (2) symptoms of hormonal **imbalance**

An **imbalance** in certain substances causes problems with brain function.

constantly

adv. all the time

synonym: continuously, always, frequently

(1) a **constantly** innovative enterprise, (2) a **constantly** varying mind

The mobile application industry is **constantly** changing.

contest

n. a competition in which people compete for supremacy in a sport or other activity; a struggle between rivals

synonym: battle, competition, match

(1) a speech **contest**, (2) a close **contest**

There was a vast **contest** between the two tribes.

incredibly

adv. in a way that is very difficult to believe; exceedingly or extremely

synonym: enormously, exceptionally, extraordinarily

(1) **incredibly** cheerful character, (2) get **incredibly** insecure

Several cities are experiencing **incredibly** high unemployment rates.

embrace

v. to accept something willingly and enthusiastically;
(noun) the act of clasping another person in the arms as in greeting or affection

synonym: grasp, hold tightly, accept

(1) **embrace** an opportunity, (2) a warm **embrace**

The woods **embrace** the house.

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.

decision

n. the act or process of making up someone's mind about something; a choice or judgment reached after considering options

synonym: choice, determination, judgment

(1) **decision** authority, (2) a selfish **decision**

She was struggling to make a **decision** between two job offers.

commitment

n. a promise or firm decision to do something or to behave in a certain way

synonym: burden, obligation, promise

(1) a **commitment** to an alliance, (2) meet his **commitments**

His business **commitments** took him to the United States.

employ

v. to give somebody a job and pay them for it; to make use of

synonym: hire, engage, use

(1) **employ** job seekers, (2) **employ** a new method

When making arrests, police officers frequently **employ** excessive force.

outdo

v. to do better than someone; to surpass

synonym: excel, surpass, outshine

(1) **outdo** him in trickery, (2) **outdo** the competition

He tried to **outdo** his rival by breaking the world record.

retailer

n. a person or business that sells goods to the public, typically in small quantities

synonym: seller, vendor, merchant

(1) **retailer** strategy, (2) **retailer** competition

The consumer-electronics **retailer** offered a discount for customers who paid in cash.

suppose

v. to think that something is likely to be actual or possible

synonym: guess, assume, presume

(1) **suppose** you're right, (2) **suppose** beforehand

What do you **suppose** the culprit's motive was?

decide

v. to make up someone's mind about something; to come to a conclusion or judgment after considering options

synonym: choose, determine, settle

(1) **decide** a question, (2) **decide** on a course of action

She couldn't **decide** whether to order the pizza or the pasta for dinner.

corporate

adj. of or relating to a large company

synonym: business, commercial, organizational

(1) **corporate** right, (2) **corporate** environment

The **corporate** office has decided to lay off 10% of the workforce.

wage

n. a particular amount of money that somebody earns, usually every week or every month, for work or services

synonym : payment, compensation, salary

(1) unpaid **wages**, (2) increase in the minimum **wage**

His **wages** continued to rise as his skills improved.

quitter

n. a person who gives up easily or does not have the determination to finish what they have started

synonym : coward, deserter, surrender

(1) easy **quitter**, (2) serial **quitter**

He was labeled as a **quitter** after he abandoned the project halfway.

competitor

n. a person who participates in a sporting contest; a person or organization that competes with others, particularly in business

synonym : opponent, contender, contestant

(1) beat **competitor** offer, (2) domestic **competitor**

The gap between the company and its **competitors** has widened.

swell

v. to become larger or more inflated; to become more intense or important

synonym : expand, increase, inflate

(1) **swell** at room temperature, (2) **swell** a population

His arm was **swelling** from the insect bite.

engage

v. to attract and keep someone's attention and interest; to participate in or obtain services of something

synonym : confront, employ, amuse

(1) **engage** in environmental protection activities,

(2) **engage** a new employee

Many multinational companies are **engaged** in the reconstruction of that country.

opposition

n. the act of disagreeing or resisting; the state of strong disagreement

synonym : resistance, hostility, antagonism

(1) **opposition** campaign, (2) meet with **opposition**

The **opposition** party strongly disagreed with the government's proposed legislation.

accomplish

v. to finish or achieve something successfully

synonym : achieve, complete, execute

(1) **accomplish** a goal, (2) **accomplish** military operations

Humankind took centuries to **accomplish** true democracy.

legitimate

adj. accordant with or allowed by law; lawful

synonym : lawful, honest, fair

(1) a **legitimate** child, (2) **legitimate** question

Public political demonstrations are considered **legitimate** rights for citizens.

voluntary

adj. done of one's own free will; without being forced or coerced

synonym : voluntary, self-willed, spontaneous

(1) **voluntary** action, (2) **voluntary** participation

The program is **voluntary**, so participants can choose whether or not to take part.

turnover

n. the amount of business or economic activity that is generated within a specific period of time; the rate at which people leave or are replaced in a job or organization, often expressed as a percentage

synonym : revenue, income, sales

(1) annual **turnover**, (2) high **turnover** rate

The bakery's **turnover** increased after it introduced a new line of pastries.

chain

n. a series of connected links or objects; a system or group of interconnected elements; a restraint or shackle

synonym : series, string, link

(1) **chain** reaction, (2) supply **chain**

The **chain** on my bike broke, leaving me stranded.

sector

n. a distinct part or division of something often used to refer to a segment of an economy or industry; an area or field of work or activity

synonym : division, department, branch

(1) industrial **sector**, (2) private **sector**

The technology **sector** is constantly evolving and innovating.

tamp

v. to pack down or compress tightly using a tool or instrument; to suppress or reduce something, such as an emotion, a conflict, or a rumor

synonym : press, compact, ram

(1) **tamp** down fighting, (2) **tamp** tobacco into a pipe

Be sure to **tamp** down the soil around the newly planted tree to secure it in place.

bubble

n. a thin, round, and often transparent mass of gas that is surrounded by a thin layer of liquid; a state of economic or social prosperity that is unsustainable and eventually collapses

synonym : blob, balloon, mania

(1) **bubble** in the champagne glass, (2) economic **bubble**

Many people worry that the current real estate market is a **bubble** that could burst soon.

workforce

n. all the people who work in a company, industry, country, etc.

synonym : labor pool, manpower

(1) skilled **workforce**, (2) the **workforce** is on strike

Many companies outsource and hire consultants to keep their **workforce** flexible.

introduction

n. a preliminary explanation or remarks given before the start of a text, performance, or event; the act of bringing something new into existence or introducing something to a wider audience or new market

synonym :

initiation, preamble, prologue

(1) **introduction** education, (2) self- **introduction**

The **introduction** to the new class was informative and engaging.

uncertain

adj. not being sure of something; not being able to choose
synonym: doubtful, skeptical, pending

(1) numerous **uncertain** factors, (2) take an **uncertain** attitude

She was **uncertain** about her friend's intentions.

underlying

adj. significant as a cause or basis of something but not immediately apparent or stated clearly

synonym: fundamental, latent, basic

(1) an **underlying** motive, (2) an **underlying** cause of an accident

The **underlying** principle of every business was identical.

transform

v. to change in outward structure or looks;

synonym: alter, convert, change

(1) **transform** an education system, (2) **transform** heat into power

My father's death **transformed** my life completely.

structure

n. the way of construction of something and the arrangement of its parts, or a complex thing constructed of many parts

synonym: construction, architecture, establishment

(1) the **structure** of a machine, (2) **structure** and function of the brain

The organizational **structure** of start-ups is often flat and straightforward.

pace

n. the speed at which someone or something moves, or the rate at which something happens or changes

synonym: gait, rate, speed

(1) at your own **pace**, (2) the runner's **pace**
The economy is growing at a supercharged **pace**.

industrial

adj. of or relating to or resulting from industry

synonym: manufacturing, mechanical

(1) beginning of the **industrial** revolution, (2) **industrial** alcohol

Industrial design has become more focused on human nature aspect than ever before.

revolution

n. a large-scale attempt to overthrow the government of a country, often using violence or war;

synonym: coup, innovation, rebellion

(1) beginning of the industrial **revolution**, (2) a political **revolution**

The **revolution** by the citizen resulted in a redistribution of wealth.

participate

v. to take part in something

synonym: take part, partake, enter

(1) **participate** fully in conversation, (2) **participate** in the program

The majority of students actively **participated** in the college's intramural sports program.

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.

sign-on

n. the process of formally registering as an employee, member, or participant of an organization, event, or program

synonym: registration, enrollment, recruitment

(1) company **sign-on**, (2) **sign-on** bonus

I need to fill out a **sign-on** form to access my online account.

discuss

v. to talk about or examine in detail through conversation or debate; to exchange ideas, opinions, or information on a particular topic

synonym: talk about, converse, debate

(1) **discuss** options, (2) **discuss** solutions

We need to **discuss** the next steps for the project during our meeting tomorrow.

opportune

adj. suitable or happening at a time that is suitable or convenient for a particular purpose

synonym: suitable, timely, practical

(1) **opportune** occasion, (2) an **opportune** remark

The phone rang at the most **opportune** time.

economy

n. the system by which a country or region produces, manages, and distributes goods and services, including the money and finances involved in these activities; (of an airline) the lowest-priced, most basic option for seating in commercial travel

synonym: finance, trade, business

(1) **economy** of scale, (2) **economy** class

The **economy** of the country is struggling due to the recent political instability.

Session 2: Spelling

1. pr____ds of a sale
n. the money or profit earned from a particular activity or venture; the total amount collected from a sale or fundraiser
2. em____y job seekers
v. to give somebody a job and pay them for it; to make use of
3. im____e a process
v. to make or become better
4. serial qu____r
n. a person who gives up easily or does not have the determination to finish what they have started
5. get inc____ly insecure
adv. in a way that is very difficult to believe; exceedingly or extremely
6. at your own p____e
n. the speed at which someone or something moves, or the rate at which something happens or changes
7. unpaid w____es
n. a particular amount of money that somebody earns, usually every week or every month, for work or services
8. st____e a blow
v. to wallop somebody or something with the hand, fist, or weapon; to have an emotional or cognitive impact upon
9. a volunteer nu____e
n. a healthcare professional who is trained to provide care for the sick or injured; (verb) to try to cure by special care or treatment of an illness or injury
10. a f_n of a plane
n. a thin flat part on the body of a fish or other aquatic animal used for propulsion or balance

ANSWERS: 1. proceeds, 2. employ, 3. improve, 4. quitter, 5. incredibly, 6. pace, 7. wage, 8. strike, 9. nurse, 10. fin

11. do aw__l damage *adj.* causing fear, dread, or terror; very bad or unpleasant
12. opp_____on campaign *n.* the act of disagreeing or resisting; the state of strong disagreement
13. a friendly con_____ion *n.* an informal talk between two or more people to exchange their views, ideas, information, etc.
14. private se___r *n.* a distinct part or division of something often used to refer to a segment of an economy or industry; an area or field of work or activity
15. hu__h up the shoulders *v.* to lean forward or arch one's back in a way that suggests a feeling of suspicion or uncertainty; to have a feeling or presentiment that something is true or likely to happen, without evidence or explicit proof
16. economic bu___e *n.* a thin, round, and often transparent mass of gas that is surrounded by a thin layer of liquid; a state of economic or social prosperity that is unsustainable and eventually collapses
17. inc_____ly cheerful character *adv.* in a way that is very difficult to believe; exceedingly or extremely
18. meet with opp_____on *n.* the act of disagreeing or resisting; the state of strong disagreement
19. di_____s options *v.* to talk about or examine in detail through conversation or debate; to exchange ideas, opinions, or information on a particular topic

ANSWERS: 11. awful, 12. opposition, 13. conversation, 14. sector, 15. hunch, 16. bubble, 17. incredibly, 18. opposition, 19. discuss

20. im____e the test score *v.* to make or become better
21. con_____ion in English *n.* an informal talk between two or more people to exchange their views, ideas, information, etc.
22. de____e a question *v.* to make up someone's mind about something; to come to a conclusion or judgment after considering options
23. high tu_____er rate *n.* the amount of business or economic activity that is generated within a specific period of time; the rate at which people leave or are replaced in a job or organization, often expressed as a percentage
24. nu__e practitioner *n.* a healthcare professional who is trained to provide care for the sick or injured; (verb) to try to cure by special care or treatment of an illness or injury
25. pa_____t in the hospital *n.* a person who is receiving medical treatment, care, or attention from a healthcare professional, such as a doctor, nurse, or therapist; a personal quality or characteristic
26. st___e up a conversation *v.* to wallop somebody or something with the hand, fist, or weapon; to have an emotional or cognitive impact upon
27. skilled wo_____ce *n.* all the people who work in a company, industry, country, etc.
28. meet his com_____nts *n.* a promise or firm decision to do something or to behave in a certain way

ANSWERS: 20. improve, 21. conversation, 22. decide, 23. turnover, 24. nurse, 25. patient, 26. strike, 27. workforce, 28. commitment

29. sw__l at room temperature *v.* to become larger or more inflated; to become more intense or important
30. a con_____ly innovative enterprise *adv.* all the time
31. trigger a re_____on *n.* a response that reveals a person's feelings or attitude; (in chemistry) a process in which one or more substances are changed into others
32. ne_____l colors *adj.* not helping or assisting either side in a conflict, argument, etc.
33. aesthetic exc_____nt *n.* a feeling of great enthusiasm and eagerness
34. 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
35. re_____er strategy *n.* a person or business that sells goods to the public, typically in small quantities
36. bu___e in the champagne glass *n.* a thin, round, and often transparent mass of gas that is surrounded by a thin layer of liquid; a state of economic or social prosperity that is unsustainable and eventually collapses
37. company si_____n *n.* the process of formally registering as an employee, member, or participant of an organization, event, or program
38. a con_____ly varying mind *adv.* all the time

ANSWERS: 29. swell, 30. constantly, 31. reaction, 32. neutral, 33. excitement, 34. labor, 35. retailer, 36. bubble, 37. sign-on, 38. constantly

39. tr_____rm an education system *v.* to change in outward structure or looks;
40. trade im_____ce *n.* a situation in which two or more things are not equal or equally treated
41. ou__o the competition *v.* to do better than someone; to surpass
42. in___e criticism *v.* to ask someone to come or join; to offer an opportunity or possibility for something to happen or take place
43. b__t diameter *n.* a metal bar that slides across to lock a door or window closed; a discharge of lightning accompanied by thunder; (verb) to move or jump suddenly
44. re__l bandits *v.* to force an attack or attacker to withdraw or retreat
45. g__b an opportunity *v.* to take hold of something or someone suddenly with a hand, especially in a violent way
46. ec_____y class *n.* the system by which a country or region produces manages, and distributes goods and services, including the money and finances involved in these activities; (of an airline) the lowest-priced, most basic option for seating in commercial travel
47. b__t from my bed *n.* a metal bar that slides across to lock a door or window closed; a discharge of lightning accompanied by thunder; (verb) to move or jump suddenly
48. a warm em_____e *v.* to accept something willingly and enthusiastically; (noun) the act of clasping another person in the arms as in greeting or affection

ANSWERS: 39. transform, 40. imbalance, 41. outdo, 42. invite, 43. bolt, 44. repel, 45. grab, 46. economy, 47. bolt, 48. embrace

49. beat com_____or offer *n.* a person who participates in a sporting contest; a person or organization that competes with others, particularly in business
50. symptoms of hormonal im_____ce *n.* a situation in which two or more things are not equal or equally treated
51. numerous un_____in factors *adj.* not being sure of something; not being able to choose
52. in___e guests *v.* to ask someone to come or join; to offer an opportunity or possibility for something to happen or take place
53. 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
54. in great co_____on *n.* the state of being mixed up or unclear, or the state of disorder or uncertainty
55. em_____e an opportunity *v.* to accept something willingly and enthusiastically; (noun) the act of claspng another person in the arms as in greeting or affection
56. re_____er competition *n.* a person or business that sells goods to the public, typically in small quantities
57. ex___e rebellion *v.* to make someone feel suddenly enthusiastic or eager
58. ex___e the crowd *v.* to make someone feel suddenly enthusiastic or eager

ANSWERS: 49. competitor, 50. imbalance, 51. uncertain, 52. invite, 53. policy, 54. confusion, 55. embrace, 56. retailer, 57. excite, 58. excite

59. a com_____nt to an alliance *n.* a promise or firm decision to do something or to behave in a certain way
60. an und_____ng cause of an accident *adj.* significant as a cause or basis of something but not immediately apparent or stated clearly
61. chemical re_____on *n.* a response that reveals a person's feelings or attitude; (in chemistry) a process in which one or more substances are changed into others
62. ch__n reaction *n.* a series of connected links or objects; a system or group of interconnected elements; a restraint or shackle
63. back f_n *n.* a thin flat part on the body of a fish or other aquatic animal used for propulsion or balance
64. the longstanding co_____ct *n.* a strong disagreement, argument, or a violent clash between two opposing groups or individuals
65. li_____ng air strike *n.* a flash, or several flashes, of light that accompanies an electric discharge in the atmosphere, or something resembling such a flash
66. co_____er relationship *n.* a person who works with another in the same company or organization
67. g__b an audience *v.* to take hold of something or someone suddenly with a hand, especially in a violent way
68. a close co_____t *n.* a competition in which people compete for supremacy in a sport or other activity; a struggle between rivals

ANSWERS: 59. commitment, 60. underlying, 61. reaction, 62. chain, 63. fin, 64. conflict, 65. lightning, 66. coworker, 67. grab, 68. contest

69. 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
70. vo_____ry action *adj.* done of one's own free will; without being forced or coerced
71. ou__o him in trickery *v.* to do better than someone; to surpass
72. t__p tobacco into a pipe *v.* to pack down or compress tightly using a tool or instrument; to suppress or reduce something, such as an emotion, a conflict, or a rumor
73. beginning of the ind_____al revolution *adj.* of or relating to or resulting from industry
74. de___e on a course of action *v.* to make up someone's mind about something; to come to a conclusion or judgment after considering options
75. an aw__l error *adj.* causing fear, dread, or terror; very bad or unpleasant
76. take an un_____in attitude *adj.* not being sure of something; not being able to choose
77. a leg_____te child *adj.* accordant with or allowed by law; lawful
78. administrative co_____on *n.* the state of being mixed up or unclear, or the state of disorder or uncertainty
79. acc_____sh military operations *v.* to finish or achieve something successfully
80. leg_____te question *adj.* accordant with or allowed by law; lawful

ANSWERS: 69. pump, 70. voluntary, 71. outdo, 72. tamp, 73. industrial, 74. decide, 75. awful, 76. uncertain, 77. legitimate, 78. confusion, 79. accomplish, 80. legitimate

81. acr_____ard changes *adj.* affecting all persons, groups, or areas equally or without exception; comprehensive; universal
82. de_____on authority *n.* the act or process of making up someone's mind about something; a choice or judgment reached after considering options
83. an unc_____ble silence *adj.* providing or feeling physical discomfort or slight pain
84. ind_____al alcohol *adj.* of or relating to or resulting from industry
85. en___e in environmental protection activities *v.* to attract and keep someone's attention and interest; to participate in or obtain services of something
86. an und_____ng motive *adj.* significant as a cause or basis of something but not immediately apparent or stated clearly
87. t__p down fighting *v.* to pack down or compress tightly using a tool or instrument; to suppress or reduce something, such as an emotion, a conflict, or a rumor
88. re__l bad luck *v.* to force an attack or attacker to withdraw or retreat
89. tr_____rm heat into power *v.* to change in outward structure or looks;
90. industrial se___r *n.* a distinct part or division of something often used to refer to a segment of an economy or industry; an area or field of work or activity
91. 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

ANSWERS: 81. across-the-board, 82. decision, 83. uncomfortable, 84. industrial, 85. engage, 86. underlying, 87. tamp, 88. repel, 89. transform, 90. sector, 91. labor

92. an op_____ne remark *adj.* suitable or happening at a time that is suitable or convenient for a particular purpose
93. late co_____er *n.* one of several people who establishes an organization or starts a business
94. su_____e you're right *v.* to think that something is likely to be actual or possible
95. su_____e beforehand *v.* to think that something is likely to be actual or possible
96. streaks of li_____ng *n.* a flash, or several flashes, of light that accompanies an electric discharge in the atmosphere, or something resembling such a flash
97. a political rev_____on *n.* a large-scale attempt to overthrow the government of a country, often using violence or war;
98. si_____n bonus *n.* the process of formally registering as an employee, member, or participant of an organization, event, or program
99. st_____re and function of the brain *n.* the way of construction of something and the arrangement of its parts, or a complex thing constructed of many parts
100. par_____te fully in conversation *v.* to take part in something
101. the st_____re of a machine *n.* the way of construction of something and the arrangement of its parts, or a complex thing constructed of many parts
102. with an unc_____ble face *adj.* providing or feeling physical discomfort or slight pain

ANSWERS: 92. opportune, 93. cofounder, 94. suppose, 95. suppose, 96. lightning, 97. revolution, 98. sign-on, 99. structure, 100. participate, 101. structure, 102. uncomfortable

103. 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
104. en___e a new employee *v.* to attract and keep someone's attention and interest; to participate in or obtain services of something
105. beginning of the industrial
rev_____on *n.* a large-scale attempt to overthrow the government of a country, often using violence or war;
106. domestic com_____or *n.* a person who participates in a sporting contest; a person or organization that competes with others, particularly in business
107. vo_____ry participation *adj.* done of one's own free will; without being forced or coerced
108. acc_____sh a goal *v.* to finish or achieve something successfully
109. a speech co_____t *n.* a competition in which people compete for supremacy in a sport or other activity; a struggle between rivals
110. hu__h against the rain *v.* to lean forward or arch one's back in a way that suggests a feeling of suspicion or uncertainty; to have a feeling or presentiment that something is true or likely to happen, without evidence or explicit proof
111. argue with a co_____er *n.* a person who works with another in the same company or organization

ANSWERS: 103. pump, 104. engage, 105. revolution, 106. competitor, 107. voluntary, 108. accomplish, 109. contest, 110. hunch, 111. coworker

112. supply ch__n *n.* a series of connected links or objects; a system or group of interconnected elements; a restraint or shackle
113. easy qu____r *n.* a person who gives up easily or does not have the determination to finish what they have started
114. co____te environment *adj.* of or relating to a large company
115. pa____t with weight loss *n.* a person who is receiving medical treatment, care, or attention from a healthcare professional, such as a doctor, nurse, or therapist; a personal quality or characteristic
116. wi____aw \$500 from my account *v.* to remove or take back something; to stop participating in something
117. the runner's p__e *n.* the speed at which someone or something moves, or the rate at which something happens or changes
118. 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
119. co____te right *adj.* of or relating to a large company
120. the wo____ce is on strike *n.* all the people who work in a company, industry, country, etc.
121. permanently ne____l country *adj.* not helping or assisting either side in a conflict, argument, etc.

ANSWERS: 112. chain, 113. quitter, 114. corporate, 115. patient, 116. withdraw, 117. pace, 118. policy, 119. corporate, 120. workforce, 121. neutral

122. increase in the minimum w__e *n.* a particular amount of money that somebody earns, usually every week or every month, for work or services
123. a selfish de____on *n.* the act or process of making up someone's mind about something; a choice or judgment reached after considering options
124. acr_____ard cuts *adj.* affecting all persons, groups, or areas equally or without exception; comprehensive; universal
125. annual tu____er *n.* the amount of business or economic activity that is generated within a specific period of time; the rate at which people leave or are replaced in a job or organization, often expressed as a percentage
126. self-int_____ion *n.* a preliminary explanation or remarks given before the start of a text, performance, or event; the act of bringing something new into existence or introducing something to a wider audience or new market
127. s__r up controversy *v.* to mix a liquid or substance by using a spoon or something similar; to cause to be agitated, excited, or roused
128. ec_____y of scale *n.* the system by which a country or region produces manages, and distributes goods and services, including the money and finances involved in these activities; (of an airline) the lowest-priced, most basic option for seating in commercial travel

ANSWERS: 122. wage, 123. decision, 124. across-the-board, 125. turnover, 126. introduction, 127. stir, 128. economy

129. sw__l a population *v.* to become larger or more inflated; to become more intense or important
130. par_____te in the program *v.* to take part in something
131. int_____ion education *n.* a preliminary explanation or remarks given before the start of a text, performance, or event; the act of bringing something new into existence or introducing something to a wider audience or new market
132. s__r a sauce *v.* to mix a liquid or substance by using a spoon or something similar; to cause to be agitated, excited, or roused
133. the exc_____nt in the business world *n.* a feeling of great enthusiasm and eagerness
134. di_____s solutions *v.* to talk about or examine in detail through conversation or debate; to exchange ideas, opinions, or information on a particular topic
135. criminal pr_____ds *n.* the money or profit earned from a particular activity or venture; the total amount collected from a sale or fundraiser
136. wi_____aw from public life *v.* to remove or take back something; to stop participating in something
137. op_____ne occasion *adj.* suitable or happening at a time that is suitable or convenient for a particular purpose
138. em____y a new method *v.* to give somebody a job and pay them for it; to make use of

ANSWERS: 129. swell, 130. participate, 131. introduction, 132. stir, 133. excitement, 134. discuss, 135. proceeds, 136. withdraw, 137. opportune, 138. employ

139. co_____er of the university *n.* one of several people who establishes an organization or starts a business
140. the co_____ct between good and evil *n.* a strong disagreement, argument, or a violent clash between two opposing groups or individuals

ANSWERS: 139. cofounder, 140. conflict

Session 3: Fill in the Blanks

1. Topics related to that war may _____ up a political hornets' nest.
 - v.* to mix a liquid or substance by using a spoon or something similar; to cause to be agitated, excited, or roused

2. Many companies outsource and hire consultants to keep their _____ flexible.
 - n.* all the people who work in a company, industry, country, etc.

3. The doctor carefully examined the _____ medical history.
 - n.* a person who is receiving medical treatment, care, or attention from a healthcare professional, such as a doctor, nurse, or therapist; a personal quality or characteristic

4. The woods _____ the house.
 - v.* to accept something willingly and enthusiastically; (noun) the act of clasping another person in the arms as in greeting or affection

5. The technology _____ is constantly evolving and innovating.
 - n.* a distinct part or division of something often used to refer to a segment of an economy or industry; an area or field of work or activity

6. There was a chemical _____ of the lime with the groundwater.
 - n.* a response that reveals a person's feelings or attitude; (in chemistry) a process in which one or more substances are changed into others

7. There was a vast _____ between the two tribes.
 - n.* a competition in which people compete for supremacy in a sport or other activity; a struggle between rivals

ANSWERS: 1. stir, 2. workforce, 3. patient's, 4. embrace, 5. sector, 6. reaction, 7. contest

8. The bakery's _____ increased after it introduced a new line of pastries.
- n.* the amount of business or economic activity that is generated within a specific period of time; the rate at which people leave or are replaced in a job or organization, often expressed as a percentage
9. Humankind took centuries to _____ true democracy.
- v.* to finish or achieve something successfully
10. Many multinational companies are _____ in the reconstruction of that country.
- v.* to attract and keep someone's attention and interest; to participate in or obtain services of something
11. Shall we _____ a bite to eat?
- v.* to take hold of something or someone suddenly with a hand, especially in a violent way
12. The night shift _____ checked my vital signs before administering the medication.
- n.* a healthcare professional who is trained to provide care for the sick or injured; (verb) to try to cure by special care or treatment of an illness or injury
13. The _____ to the new class was informative and engaging.
- n.* a preliminary explanation or remarks given before the start of a text, performance, or event; the act of bringing something new into existence or introducing something to a wider audience or new market
14. The lightning _____ twiggged in several directions.
- n.* a metal bar that slides across to lock a door or window closed; a discharge of lightning accompanied by thunder; (verb) to move or jump suddenly

ANSWERS: 8. turnover, 9. accomplish, 10. engaged, 11. grab, 12. nurse, 13. introduction, 14. bolt

15. The _____ from the charity auction will go towards building a school in a developing country.
- n.* the money or profit earned from a particular activity or venture; the total amount collected from a sale or fundraiser
16. His _____ continued to rise as his skills improved.
- n.* a particular amount of money that somebody earns, usually every week or every month, for work or services
17. The _____ principle of every business was identical.
- adj.* significant as a cause or basis of something but not immediately apparent or stated clearly
18. The _____ of the country is struggling due to the recent political instability.
- n.* the system by which a country or region produces manages, and distributes goods and services, including the money and finances involved in these activities; (of an airline) the lowest-priced, most basic option for seating in commercial travel
19. The economy is growing at a supercharged _____.
- n.* the speed at which someone or something moves, or the rate at which something happens or changes
20. This material can _____ moisture swiftly.
- v.* to force an attack or attacker to withdraw or retreat
21. The phone rang at the most _____ time.
- adj.* suitable or happening at a time that is suitable or convenient for a particular purpose

ANSWERS: 15. proceeds, 16. wages, 17. underlying, 18. economy, 19. pace, 20. repel, 21. opportune

22. 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
23. We want to _____ ties between our two countries.
- v.* to make or become better
24. He was labeled as a _____ after he abandoned the project halfway.
- n.* a person who gives up easily or does not have the determination to finish what they have started
25. 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
26. _____ design has become more focused on human nature aspect than ever before.
- adj.* of or relating to or resulting from industry
27. We _____ to achieve more wages and safer working conditions.
- v.* to wallop somebody or something with the hand, fist, or weapon; to have an emotional or cognitive impact upon
28. She was _____ about her friend's intentions.
- adj.* not being sure of something; not being able to choose
29. Be sure to _____ down the soil around the newly planted tree to secure it in place.
- v.* to pack down or compress tightly using a tool or instrument; to suppress or reduce something, such as an emotion, a conflict, or a rumor

ANSWERS: 22. labor, 23. improve, 24. quitter, 25. coworker, 26. Industrial, 27. strike, 28. uncertain, 29. tamp

30. We need to _____ the next steps for the project during our meeting tomorrow.
- v. to talk about or examine in detail through conversation or debate; to exchange ideas, opinions, or information on a particular topic
31. 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
32. The program is _____ so participants can choose whether or not to take part.
- adj. done of one's own free will; without being forced or coerced
33. The majority of students actively _____ in the college's intramural sports program.
- v. to take part in something
34. Public political demonstrations are considered _____ rights for citizens.
- adj. accordant with or allowed by law; lawful
35. When making arrests, police officers frequently _____ excessive force.
- v. to give somebody a job and pay them for it; to make use of
36. Many people worry that the current real estate market is a _____ that could burst soon.
- n. a thin, round, and often transparent mass of gas that is surrounded by a thin layer of liquid; a state of economic or social prosperity that is unsustainable and eventually collapses
37. The human eye is _____ in recognizing objects.
- n. a flash, or several flashes, of light that accompanies an electric discharge in the atmosphere, or something resembling such a flash

ANSWERS: 30. discuss, 31. invite, 32. voluntary, 33. participated, 34. legitimate, 35. employ, 36. bubble, 37. lightning-fast

38. 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
39. The organizational _____ of start-ups is often flat and straightforward.
- n.* the way of construction of something and the arrangement of its parts, or a complex thing constructed of many parts
40. The _____ on my bike broke, leaving me stranded.
- n.* a series of connected links or objects; a system or group of interconnected elements; a restraint or shackle
41. The gap between the company and its _____ has widened.
- n.* a person who participates in a sporting contest; a person or organization that competes with others, particularly in business
42. The _____ of the upcoming concert was palpable among the crowd.
- n.* a feeling of great enthusiasm and eagerness
43. He is the _____ and chairman of this tech company.
- n.* one of several people who establishes an organization or starts a business
44. The consumer-electronics _____ offered a discount for customers who paid in cash.
- n.* a person or business that sells goods to the public, typically in small quantities
45. His abusive words made me _____.
- adj.* providing or feeling physical discomfort or slight pain

ANSWERS: 38. policy, 39. structure, 40. chain, 41. competitors, 42. excitement, 43. cofounder, 44. retailer, 45. uncomfortable

46. I _____ over my computer all day, and my back aches after a while.
- v. to lean forward or arch one's back in a way that suggests a feeling of suspicion or uncertainty; to have a feeling or presentiment that something is true or likely to happen, without evidence or explicit proof
47. I need to fill out a _____ form to access my online account.
- n. the process of formally registering as an employee, member, or participant of an organization, event, or program
48. The mobile application industry is _____ changing.
- adv. all the time
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. Several cities are experiencing _____ high unemployment rates.
- adv. in a way that is very difficult to believe; exceedingly or extremely
51. His business _____ took him to the United States.
- n. a promise or firm decision to do something or to behave in a certain way
52. My father's death _____ my life completely.
- v. to change in outward structure or looks;
53. Your _____ reflects your thoughts.
- n. an informal talk between two or more people to exchange their views, ideas, information, etc.

ANSWERS: 46. hunch, 47. sign-on, 48. constantly, 49. pump, 50. incredibly, 51. commitments, 52. transformed, 53. conversation

54. The company implemented an _____ pay increase for all employees.

adj. affecting all persons, groups, or areas equally or without exception; comprehensive; universal

55. The _____ by the citizen resulted in a redistribution of wealth.

n. a large-scale attempt to overthrow the government of a country, often using violence or war;

56. She couldn't _____ whether to order the pizza or the pasta for dinner.

v. to make up someone's mind about something; to come to a conclusion or judgment after considering options

57. The _____ office has decided to lay off 10% of the workforce.

adj. of or relating to a large company

58. I regretted making an _____ mistake in my final exam.

adj. causing fear, dread, or terror; very bad or unpleasant

59. He and I often had _____ not only in personality but also in ideology.

n. a strong disagreement, argument, or a violent clash between two opposing groups or individuals

60. The shark's powerful _____ allowed it to swim at high speeds.

n. a thin flat part on the body of a fish or other aquatic animal used for propulsion or balance

61. She was struggling to make a _____ between two job offers.

n. the act or process of making up someone's mind about something; a choice or judgment reached after considering options

ANSWERS: 54. across-the-board, 55. revolution, 56. decide, 57. corporate, 58. awful, 59. conflicts, 60. fins, 61. decision

62. His arm was _____ from the insect bite.

v. to become larger or more inflated; to become more intense or important

63. He tried to _____ his rival by breaking the world record.

v. to do better than someone; to surpass

64. The sudden policy change has caused _____ among employees.

n. the state of being mixed up or unclear, or the state of disorder or uncertainty

65. The company decided to _____ its proposal due to public opposition.

v. to remove or take back something; to stop participating in something

66. A legislative speaker should always be _____.

adj. not helping or assisting either side in a conflict, argument, etc.

67. The news of her promotion _____ her.

v. to make someone feel suddenly enthusiastic or eager

68. What do you _____ the culprit's motive was?

v. to think that something is likely to be actual or possible

69. An _____ in certain substances causes problems with brain function.

n. a situation in which two or more things are not equal or equally treated

70. The _____ party strongly disagreed with the government's proposed legislation.

n. the act of disagreeing or resisting; the state of strong disagreement

ANSWERS: 62. swelling, 63. outdo, 64. confusion, 65. withdraw, 66. neutral, 67. excited, 68. suppose, 69. imbalance, 70. opposition