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Vocabulary Builder Reference from...

Michael C. Bush: This is what makes employees happy at work | TED Talk

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

All Words

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Session 1: Word List

survey

n. an investigation of the opinions, behavior, etc. of a particular group of people, made by asking people questions

synonym : study, examination, poll

(1) a comprehensive **survey**, (2) recent **survey**

That **survey** shows that people are accepting the tax increase to some extent.

engineer

n. a person whose job is designing, building, or maintaining something such as machines, structures, or software

synonym : architect, creator, builder

(1) a civil **engineer**, (2) **engineer** shortage

The **engineer** will repair my telephone tomorrow morning.

organization

n. a group of people who work together for a shared purpose

synonym : association, institution, community

(1) **organization** chart, (2) agricultural **organization**

She is the president of a large international **organization**.

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.

revenue

n. the income that a government receives from taxes or that a company earns from its business

synonym: earnings, payment, remuneration

(1) tax **revenue**, (2) annual **revenue**

This graph indicates the city's tourism **revenue** over five years.

outperform

v. to be or do something compared to others of a similar type

synonym: beat, exceed, surpass

(1) **outperform** other countries, (2) **outperform** the human brain

They consistently **outperformed** other teams in the league.

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.

miracle

n. an act or occurrence that is not explicable by natural or scientific laws and is therefore believed to be caused by God

synonym: wonder, marvel, phenomenon

(1) **miracle** person, (2) economic **miracle**

The doctors said that her recovery was a **miracle**.

mass

n. a large amount of a substance with no definite shape or form; a large number of people or things grouped or crowded together

synonym : abundance, crowd, mob

(1) a **mass** of molten rock, (2) critical **mass**

The **mass** of people who do not own property is politically impotent.

pet *n.* an animal that you have at home as a companion and treated kindly

(1) a **pet** bird, (2) a teacher's **pet**

I have a parrot as a **pet**.

perk *n.* an advantage or something extra, such as money or goods, you receive as well as your wages for doing a particular job

synonym : extra, bonus, benefit

(1) **perks** for repeat guests, (2) worker **perk**

A yacht cruise is our company's ultimate **perk**.

empower *v.* to give someone the power or authority to do something
synonym : authorize, endow, entitle

(1) **empower** my life, (2) **empower** the secretary to do the same

The company **empowered** employees to buy low-price items without approval to achieve efficient purchasing.

laptop *n.* a portable computer that is small enough to be carried around easily and used on your lap

(1) bring my **laptop**, (2) thin-and-light **laptop**

I need to finish this report by tonight, so I'll be working on my **laptop** all day.

approve *v.* to think that someone or something is favorable, acceptable, or appropriate; to officially accept a plan, request, etc.

synonym : accept, authorize, agree

(1) **approve** a measures, (2) unanimously **approve** a resolution

My boss wouldn't **approve** of the plan.

approval

n. the belief that someone or something is good or acceptable

synonym: acceptance, endorsement, permission

(1) a written **approval**, (2) express my **approval**

This project took a lot of time to get the president's **approval**.

magnificent

adj. extremely beautiful and impressive; grand or noble in thought or deed

synonym: splendid, brilliant, exquisite

(1) a **magnificent** plan, (2) a **magnificent** mountain

The **magnificent** scene of the glacier is awe-inspiring.

erode

v. to gradually wear away or break down (rock, soil, or other material) through the action of wind, water, or other natural agents; to gradually weaken or undermine (something) over time

synonym: wear away, deteriorate, corrode

(1) **erode** coast, (2) **erode** trust

The ongoing budget cuts have **eroded** the quality of education in many schools.

unfair

adj. not giving equal treatment or opportunities to people involved; marked by injustice, partiality, or deception

synonym: wrongful, biased, dishonest

(1) **unfair** employment practices, (2) have an **unfair** advantage

In a democracy, it is necessary to monitor the judiciary to see if it is making **unfair** decisions.

regardless

adv. not paying attention or considering something or someone even if the situation is bad or there are difficulties

synonym: anyhow, nevertheless, still

(1) **regardless** of the difficulties, (2) **regardless** tread

People can pick out superior products **regardless** of the

quality of the advertising.

rank

n. a position in a hierarchy of status or authority; (verb) to take or have a position relative to others

synonym: position, status, standing

(1) **rank** amateur, (2) high **rank**

He was promoted to the **rank** of captain in the military.

proficiency

n. expertise or ability in a particular area or skill; skillfulness or adeptness in performing tasks or duties

synonym: expertise, skill, mastery

(1) **proficiency** level, (2) demonstrate **proficiency**

Her **proficiency** in Spanish allowed her to communicate easily with the locals during her vacation in Mexico.

immediately

adv. now or without delay

synonym: directly, instantly, promptly

(1) **immediately** recall a product, (2) write him an answer **immediately**

A suspension order from the court is effective **immediately**.

calculated

adj. done with careful thought or planning; deliberate and intentional; based on a process of reasoning or estimation rather than on instinct or chance

synonym: premeditated, willful, deliberate

(1) **calculated** bankruptcy, (2) **calculated** crime

The company made a **calculated** decision to invest in new technology.

invest

v. to put money, effort, time, etc. into something to make a profit or achieve a result

synonym: fund, sponsor, support

(1) **invest** in stocks, (2) **invest** capital

The government should view children as national assets and actively **invest** in them.

balance

n. a condition in which everything has the same weight or force; something left after other parts have been taken away

synonym : equilibrium, counterpoise, remainder

(1) the **balance** of power, (2) asset on the company's **balance** sheet

Try to keep a **balance** between work and off.

intense

adj. (especially of a feeling) very strong; extremely sharp or severe

synonym : extreme, fierce, harsh

(1) **intense** heat, (2) develop **intense** itching

That statement by the prime minister drew **intense** international criticism.

compassionate

adj. feeling or showing sympathy and concern for the suffering or bad luck of others

synonym : empathetic, sympathetic, merciful

(1) a **compassionate** heart, (2) **compassionate** leave

My father has a serious and **compassionate** personality.

humble

adj. having or showing a modest or low estimate of one's quality or importance

synonym : modest, unpretentious, abject

(1) a **humble** cottage, (2) **humble** opinion

The nobler, the more **humble**.

hunt

v. to go after and try to catch wild animals to kill them for food, sport, or profit

synonym : chase, pursuit, quest

(1) **hunt** a job, (2) **hunt** after knowledge

Hounds **hunt** their prey by using their keen scent.

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.

appreciate

v. to value and acknowledge the worth of someone or something; to be grateful for something or someone
synonym: acknowledge, admire, enjoy

(1) **appreciate** her feedback, (2) **appreciate** the value

We would **appreciate** an early reply.

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.

define

v. to state or explain precisely the nature, scope, or meaning of something

synonym: characterize, depict, express

(1) **define** a word, (2) **define** my position

To advance this discussion, we must **define** "success" rigorously.

Session 2: Spelling

1. a m__s of molten rock
n. a large amount of a substance with no definite shape or form; a large number of people or things grouped or crowded together
2. in____e heat
adj. (especially of a feeling) very strong; extremely sharp or severe
3. em____r the secretary to do the same
v. to give someone the power or authority to do something
4. demonstrate pro____cy
n. expertise or ability in a particular area or skill; skillfulness or adeptness in performing tasks or duties
5. economic mi____e
n. an act or occurrence that is not explicable by natural or scientific laws and is therefore believed to be caused by God
6. reg____ss of the difficulties
adv. not paying attention or considering something or someone even if the situation is bad or there are difficulties
7. a comprehensive su____y
n. an investigation of the opinions, behavior, etc. of a particular group of people, made by asking people questions
8. mi____e person
n. an act or occurrence that is not explicable by natural or scientific laws and is therefore believed to be caused by God

ANSWERS: 1. mass, 2. intense, 3. empower, 4. proficiency, 5. miracle, 6. regardless, 7. survey, 8. miracle

9. con_____ion in English *n.* an informal talk between two or more people to exchange their views, ideas, information, etc.
10. app_____te the value *v.* to value and acknowledge the worth of someone or something; to be grateful for something or someone
11. de___e a word *v.* to state or explain precisely the nature, scope, or meaning of something
12. er___e trust *v.* to gradually wear away or break down (rock, soil, or other material) through the action of wind, water, or other natural agents; to gradually weaken or undermine (something) over time
13. en_____er shortage *n.* a person whose job is designing, building, or maintaining something such as machines, structures, or software
14. out_____rm the human brain *v.* to be or do something compared to others of a similar type
15. p__ks for repeat guests *n.* an advantage or something extra, such as money or goods, you receive as well as your wages for doing a particular job
16. express my ap_____al *n.* the belief that someone or something is good or acceptable
17. a com_____ate heart *adj.* feeling or showing sympathy and concern for the suffering or bad luck of others
18. org_____ion chart *n.* a group of people who work together for a shared purpose
19. worker p__k *n.* an advantage or something extra, such as money or goods, you receive as well as your wages for doing a particular job

ANSWERS: 9. conversation, 10. appreciate, 11. define, 12. erode, 13. engineer, 14. outperform, 15. perk, 16. approval, 17. compassionate, 18. organization, 19. perk

20. ap_____e a measures *v.* to think that someone or something is favorable, acceptable, or appropriate; to officially accept a plan, request, etc.
21. develop in_____e itching *adj.* (especially of a feeling) very strong; extremely sharp or severe
22. in____t capital *v.* to put money, effort, time, etc. into something to make a profit or achieve a result
23. app_____te her feedback *v.* to value and acknowledge the worth of someone or something; to be grateful for something or someone
24. un____r employment practices *adj.* not giving equal treatment or opportunities to people involved; marked by injustice, partiality, or deception
25. cal_____ed crime *adj.* done with careful thought or planning; deliberate and intentional; based on a process of reasoning or estimation rather than on instinct or chance
26. tax re_____e *n.* the income that a government receives from taxes or that a company earns from its business
27. a p_t bird *n.* an animal that you have at home as a companion and treated kindly
28. er__e coast *v.* to gradually wear away or break down (rock, soil, or other material) through the action of wind, water, or other natural agents; to gradually weaken or undermine (something) over time

ANSWERS: 20. approve, 21. intense, 22. invest, 23. appreciate, 24. unfair, 25. calculated, 26. revenue, 27. pet, 28. erode

29. em___y job seekers *v.* to give somebody a job and pay them for it; to make use of
30. h__t a job *v.* to go after and try to catch wild animals to kill them for food, sport, or profit
31. in___t in stocks *v.* to put money, effort, time, etc. into something to make a profit or achieve a result
32. reg_____ss tread *adv.* not paying attention or considering something or someone even if the situation is bad or there are difficulties
33. a mag_____nt mountain *adj.* extremely beautiful and impressive; grand or noble in thought or deed
34. annual re_____e *n.* the income that a government receives from taxes or that a company earns from its business
35. a hu___e cottage *adj.* having or showing a modest or low estimate of one's quality or importance
36. a mag_____nt plan *adj.* extremely beautiful and impressive; grand or noble in thought or deed
37. recent su___y *n.* an investigation of the opinions, behavior, etc. of a particular group of people, made by asking people questions
38. 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

ANSWERS: 29. employ, 30. hunt, 31. invest, 32. regardless, 33. magnificent, 34. revenue, 35. humble, 36. magnificent, 37. survey, 38. turnover

39. a civil en_____er *n.* a person whose job is designing, building, or maintaining something such as machines, structures, or software
40. write him an answer imm_____ly *adv.* now or without delay
41. the ba_____e of power *n.* a condition in which everything has the same weight or force; something left after other parts have been taken away
42. out_____rm other countries *v.* to be or do something compared to others of a similar type
43. h__t after knowledge *v.* to go after and try to catch wild animals to kill them for food, sport, or profit
44. 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
45. hu_____e opinion *adj.* having or showing a modest or low estimate of one's quality or importance
46. de_____e my position *v.* to state or explain precisely the nature, scope, or meaning of something
47. em_____y a new method *v.* to give somebody a job and pay them for it; to make use of
48. agricultural org_____ion *n.* a group of people who work together for a shared purpose
49. have an un_____r advantage *adj.* not giving equal treatment or opportunities to people involved; marked by injustice, partiality, or deception

ANSWERS: 39. engineer, 40. immediately, 41. balance, 42. outperform, 43. hunt, 44. turnover, 45. humble, 46. define, 47. employ, 48. organization, 49. unfair

50. asset on the company's ba____e sheet
n. a condition in which everything has the same weight or force; something left after other parts have been taken away
51. pro____cy level
n. expertise or ability in a particular area or skill; skillfulness or adeptness in performing tasks or duties
52. a friendly con____ion
n. an informal talk between two or more people to exchange their views, ideas, information, etc.
53. high r__k
n. a position in a hierarchy of status or authority; (verb) to take or have a position relative to others
54. imm____ly recall a product
adv. now or without delay
55. a teacher's p_t
n. an animal that you have at home as a companion and treated kindly
56. cal____ed bankruptcy
adj. done with careful thought or planning; deliberate and intentional; based on a process of reasoning or estimation rather than on instinct or chance
57. em____r my life
v. to give someone the power or authority to do something
58. unanimously ap____e a resolution
v. to think that someone or something is favorable, acceptable, or appropriate; to officially accept a plan, request, etc.
59. bring my la____p
n. a portable computer that is small enough to be carried around easily and used on your lap
60. com____ate leave
adj. feeling or showing sympathy and concern for the suffering or bad luck of others

ANSWERS: 50. balance, 51. proficiency, 52. conversation, 53. rank, 54. immediately, 55. pet, 56. calculated, 57. empower, 58. approve, 59. laptop, 60. compassionate

61. 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
62. thin-and-light la____p *n.* a portable computer that is small enough to be carried around easily and used on your lap
63. de____on authority *n.* the act or process of making up someone's mind about something; a choice or judgment reached after considering options
64. a written ap____al *n.* the belief that someone or something is good or acceptable
65. r__k amateur *n.* a position in a hierarchy of status or authority; (verb) to take or have a position relative to others
66. critical m__s *n.* a large amount of a substance with no definite shape or form; a large number of people or things grouped or crowded together

ANSWERS: 61. decision, 62. laptop, 63. decision, 64. approval, 65. rank, 66. mass

Session 3: Fill in the Blanks

1. The _____ will repair my telephone tomorrow morning.
n. a person whose job is designing, building, or maintaining something such as machines, structures, or software

2. The company _____ employees to buy low-price items without approval to achieve efficient purchasing.
v. to give someone the power or authority to do something

3. Try to keep a _____ between work and off.
n. a condition in which everything has the same weight or force; something left after other parts have been taken away

4. The company made a _____ decision to invest in new technology.
adj. done with careful thought or planning; deliberate and intentional; based on a process of reasoning or estimation rather than on instinct or chance

5. My boss wouldn't _____ of the plan.
v. to think that someone or something is favorable, acceptable, or appropriate; to officially accept a plan, request, etc.

6. They consistently _____ other teams in the league.
v. to be or do something compared to others of a similar type

7. This graph indicates the city's tourism _____ over five years.
n. the income that a government receives from taxes or that a company earns from its business

ANSWERS: 1. engineer, 2. empowered, 3. balance, 4. calculated, 5. approve, 6. outperformed, 7. revenue

8. The _____ of people who do not own property is politically impotent.
n. a large amount of a substance with no definite shape or form; a large number of people or things grouped or crowded together
9. I need to finish this report by tonight, so I'll be working on my _____ all day.
n. a portable computer that is small enough to be carried around easily and used on your lap
10. A suspension order from the court is effective _____.
adv. now or without delay
11. She is the president of a large international _____.
n. a group of people who work together for a shared purpose
12. Her _____ in Spanish allowed her to communicate easily with the locals during her vacation in Mexico.
n. expertise or ability in a particular area or skill; skillfulness or adeptness in performing tasks or duties
13. To advance this discussion, we must _____ "success" rigorously.
v. to state or explain precisely the nature, scope, or meaning of something
14. This project took a lot of time to get the president's _____.
n. the belief that someone or something is good or acceptable
15. 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

ANSWERS: 8. mass, 9. laptop, 10. immediately, 11. organization, 12. proficiency, 13. define, 14. approval, 15. turnover

16. 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

17. Hounds _____ their prey by using their keen scent.

v. to go after and try to catch wild animals to kill them for food, sport, or profit

18. The _____ scene of the glacier is awe-inspiring.

adj. extremely beautiful and impressive; grand or noble in thought or deed

19. Your _____ reflects your thoughts.

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

20. In a democracy, it is necessary to monitor the judiciary to see if it is making _____ decisions.

adj. not giving equal treatment or opportunities to people involved; marked by injustice, partiality, or deception

21. A yacht cruise is our company's ultimate _____.

n. an advantage or something extra, such as money or goods, you receive as well as your wages for doing a particular job

22. He was promoted to the _____ of captain in the military.

n. a position in a hierarchy of status or authority; (verb) to take or have a position relative to others

23. When making arrests, police officers frequently _____ excessive force.

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

ANSWERS: 16. decision, 17. hunt, 18. magnificent, 19. conversation, 20. unfair, 21. perk, 22. rank, 23. employ

24. The government should view children as national assets and actively _____ in them.
- v.* to put money, effort, time, etc. into something to make a profit or achieve a result
25. That _____ shows that people are accepting the tax increase to some extent.
- n.* an investigation of the opinions, behavior, etc. of a particular group of people, made by asking people questions
26. My father has a serious and _____ personality.
- adj.* feeling or showing sympathy and concern for the suffering or bad luck of others
27. The ongoing budget cuts have _____ the quality of education in many schools.
- v.* to gradually wear away or break down (rock, soil, or other material) through the action of wind, water, or other natural agents; to gradually weaken or undermine (something) over time
28. The nobler, the more _____.
- adj.* having or showing a modest or low estimate of one's quality or importance
29. We would _____ an early reply.
- v.* to value and acknowledge the worth of someone or something; to be grateful for something or someone
30. People can pick out superior products _____ of the quality of the advertising.
- adv.* not paying attention or considering something or someone even if the situation is bad or there are difficulties
31. The doctors said that her recovery was a _____.
- n.* an act or occurrence that is not explicable by natural or scientific laws and is therefore believed to be caused by God

ANSWERS: 24. invest, 25. survey, 26. compassionate, 27. eroded, 28. humble, 29. appreciate, 30. regardless, 31. miracle

32. That statement by the prime minister drew _____ international criticism.

adj. (especially of a feeling) very strong; extremely sharp or severe

33. I have a parrot as a _____.

n. an animal that you have at home as a companion and treated kindly

ANSWERS: 32. intense, 33. pet