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Vocabulary Builder Reference from...

Elizabeth Lyle: How to break bad management habits before they reach the next generation of leaders | TED Talk

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

Advanced Words Only

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Session 1: Word List

groundwork

n. the basic or preparatory work or steps that provide a foundation for something

synonym : foundation, base, cornerstone

(1) **groundwork** foundation, (2) **groundwork** study

They laid the **groundwork** for the new project by conducting thorough research.

needless

adj. describing something unnecessary, pointless, or superfluous and could be avoided without any harm or adverse consequences

synonym : unnecessary, pointless, superfluous

(1) **needless** argument, (2) **needless** waste

This **needless** paperwork is wasting our time and resources.

ingrained

adj. deeply rooted in someone's mind or behavior; difficult to change due to being established for a long time

synonym : inborn, embedded, deep-seated

(1) **ingrained** habit, (2) **ingrained** prejudice

Her fear of dogs was **ingrained** after a traumatic experience in childhood.

interconnect

v. to connect similar things

synonym: interlink, connect, annex

(1) directly **interconnect** with those systems, (2) human activities **interconnect** with the environment

Our system can now **interconnect** with other databases.

strategize

v. to plan or devise a detailed plan, especially for achieving success in situations

synonym: plan, devise, scheme

(1) **strategize** for success, (2) **strategize** about how to win

The company **strategized** about how to increase sales.

inefficient

adj. lacking the ability or skill and not making the best use of time, money, energy, etc.

synonym: ineffective, counterproductive, inadequate

(1) **inefficient** use, (2) **inefficient** management

The system is still so **inefficient** that it is useless.

redefine

v. to change the meaning or interpretation of something; to make people think about something in a new or different way

synonym: reconsider, reformulate, alter

(1) **redefine** customer experience, (2) **redefine** our role

The video telephony application has **redefined** the way we work.

succumb

v. to fail to oppose something, such as desire, pressure, or some other opposing force; to die or suffer badly from the effect of a disease or injury

synonym: surrender, break down, die

(1) **succumb** to cancer, (2) **succumb** to old age

He finally **succumbed** to temptation.

paradox

n. a statement, situation, or person that has two opposite facts or features and therefore seems impossible, is difficult to understand, or is strange;

synonym: incongruity, dichotomy, contradiction

(1) French **paradox**, (2) the **paradox** of the heap
There are many theories to explain this **paradox**.

disrupt

v. to prevent or stop something, especially an event, activity, or process, from continuing in the usual way by causing a problem or disturbance

synonym: interrupt, disturb, break into

(1) **disrupt** a well-ordered condition, (2) **disrupt** sleep
I'm so sorry to **disrupt** you when you're pretty busy.

inherit

v. to receive money, property, or a title from someone after they have died

synonym: obtain, gain, acquire

(1) **inherit** estate, (2) **inherit** ancestral property
After his death, his sons **inherited** his business.

stubborn

adj. refusing to change one's mind or behavior despite persuasion or evidence to the contrary; unyielding; difficult to move or change

synonym: persistent, obstinate, determined

(1) **stubborn** attitude, (2) **stubborn** stains

He was so **stubborn** about his beliefs that he refused to listen to any other points of view.

airborne

adj. moved or conveyed by or through the air; in the air

synonym: flying, aerial, floating

(1) **airborne** troop, (2) **airborne** particles

The amount of **airborne** pollen this year is higher than usual.

terrifying

adj. very frightening or intimidating

synonym: frightening, intimidating, alarming

(1) **terrifying** experience, (2) **terrifying** events

Large earthquakes often generate **terrifying** tsunamis.

exhilarating

adj. making one feel very happy and lively; invigorating; providing a feeling of excitement or thrill

synonym: thrilling, exciting, stimulating

(1) an **exhilarating** drink, (2) **exhilarating** view

Bungee jumping was an **exhilarating** experience that left me shaking with adrenaline.

trade-off

n. a balance achieved between two desirable but incompatible features; an exchange that occurs as a compromise

synonym: compromise, balance, exchange

(1) **trade-off** problem, (2) environmental **trade-off**

There was a **trade-off** between speed and accuracy in the task.

indict

v. to formally charge or accuse someone of a crime, based on the decision of a grand jury or other legal authority; to bring a legal case against someone, typically to prosecute and punish them

synonym: accuse, charge, prosecute

(1) **indict** a suspect, (2) **indict** him of injuries

The FBI worked tirelessly to gather enough evidence to **indict** the corrupt politician.

individualism

n. the habit or principle of being independent and self-reliant

synonym: self-reliance, autonomy, self-sufficiency

(1) rampant **individualism**, (2) nation of **individualism**

An ethic of **individualism** encourages people to make choices based on their values and beliefs rather than the values and beliefs of the group or society.

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.

indefinitely

adv. without any fixed or definite limit; for an unknown or unspecified period of time

synonym : endlessly, permanently, perpetually

(1) postpone a meeting **indefinitely**, (2) **indefinitely** suspended

The construction project has been delayed **indefinitely** due to the pandemic.

wand

n. a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority

synonym : rod, stick, staff

(1) magic **wand**, (2) security **wand**

The magician waved his **wand**, and a rabbit appeared from the hat.

debrief

v. to question, investigate, or discuss with someone after an event or task to share information and evaluate the performance

synonym : brief, summarize, rehash

(1) **debrief** their business trip, (2) **debrief** the result

After the mission, the team gathered to **debrief** and discuss their success and areas for improvement.

coop

v. a farm building or enclosure for housing poultry

synonym : birdcage, enclosure, cage

(1) fly the **coop**, (2) chicken **coop**

The farmer put a **coop** over the hens.

mentorship

n. a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person

synonym : guidance, coaching, tutorship

(1) **mentorship** program, (2) under his **mentorship**

He was grateful for the **mentorship** opportunity given to him by his supervisor.

bud

n. a small swelling on a plant stem or twig containing an undeveloped shoot

synonym : shoot, sprout, germ

(1) pinch off a **bud**, (2) **bud** grafting

The flower was starting to show its **bud** and would soon bloom into a beautiful blossom.

gleam

v. to reflect light in a way that creates a shining or bright and attractive appearance; to become visible or apparent

synonym : glitter, shimmer, shine

(1) **gleam** in eyes, (2) **gleam** like honey

The diamond ring **gleamed** in the sunlight, catching everyone's eye.

Session 2: Spelling

1. ind_____ely suspended *adv.* without any fixed or definite limit; for an unknown or unspecified period of time
2. em_____r the secretary to do the same *v.* to give someone the power or authority to do something
3. ter_____ng experience *adj.* very frightening or intimidating
4. re_____ne customer experience *v.* to change the meaning or interpretation of something; to make people think about something in a new or different way
5. di_____t sleep *v.* to prevent or stop something, especially an event, activity, or process, from continuing in the usual way by causing a problem or disturbance
6. gl__m in eyes *v.* to reflect light in a way that creates a shining or bright and attractive appearance; to become visible or apparent
7. ine_____nt use *adj.* lacking the ability or skill and not making the best use of time, money, energy, etc.
8. fly the c__p *v.* a farm building or enclosure for housing poultry
9. postpone a meeting ind_____ely *adv.* without any fixed or definite limit; for an unknown or unspecified period of time
10. ter_____ng events *adj.* very frightening or intimidating

ANSWERS: 1. indefinitely, 2. empower, 3. terrifying, 4. redefine, 5. disrupt, 6. gleam, 7. inefficient, 8. coop, 9. indefinitely, 10. terrifying

11. ne_____ss waste *adj.* describing something unnecessary, pointless, or superfluous and could be avoided without any harm or adverse consequences
12. gro_____rk foundation *n.* the basic or preparatory work or steps that provide a foundation for something
13. in_____ed habit *adj.* deeply rooted in someone's mind or behavior; difficult to change due to being established for a long time
14. de_____f their business trip *v.* to question, investigate, or discuss with someone after an event or task to share information and evaluate the performance
15. su_____b to old age *v.* to fail to oppose something, such as desire, pressure, or some other opposing force; to die or suffer badly from the effect of a disease or injury
16. men_____ip program *n.* a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person
17. ai_____ne troop *adj.* moved or conveyed by or through the air; in the air
18. in_____t ancestral property *v.* to receive money, property, or a title from someone after they have died
19. ne_____ss argument *adj.* describing something unnecessary, pointless, or superfluous and could be avoided without any harm or adverse consequences

ANSWERS: 11. needless, 12. groundwork, 13. ingrained, 14. debrief, 15. succumb, 16. mentorship, 17. airborne, 18. inherit, 19. needless

20. an exh_____ing drink *adj.* making one feel very happy and lively; invigorating; providing a feeling of excitement or thrill
21. st_____rn attitude *adj.* refusing to change one's mind or behavior despite persuasion or evidence to the contrary; unyielding; difficult to move or change
22. nation of ind_____ism *n.* the habit or principle of being independent and self-reliant
23. under his men_____ip *n.* a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person
24. pinch off a b_d *n.* a small swelling on a plant stem or twig containing an undeveloped shoot
25. str_____ze about how to win *v.* to plan or devise a detailed plan, especially for achieving success in situations
26. ai_____ne particles *adj.* moved or conveyed by or through the air; in the air
27. su_____b to cancer *v.* to fail to oppose something, such as desire, pressure, or some other opposing force; to die or suffer badly from the effect of a disease or injury
28. st_____rn stains *adj.* refusing to change one's mind or behavior despite persuasion or evidence to the contrary; unyielding; difficult to move or change

ANSWERS: 20. exhilarating, 21. stubborn, 22. individualism, 23. mentorship, 24. bud, 25. strategize, 26. airborne, 27. succumb, 28. stubborn

38. in_____ed prejudice *adj.* deeply rooted in someone's mind or behavior; difficult to change due to being established for a long time
39. di_____t a well-ordered condition *v.* to prevent or stop something, especially an event, activity, or process, from continuing in the usual way by causing a problem or disturbance
40. tr_____ff problem *n.* a balance achieved between two desirable but incompatible features; an exchange that occurs as a compromise
41. b_d grafting *n.* a small swelling on a plant stem or twig containing an undeveloped shoot
42. gro_____rk study *n.* the basic or preparatory work or steps that provide a foundation for something
43. ine_____nt management *adj.* lacking the ability or skill and not making the best use of time, money, energy, etc.
44. chicken c__p *v.* a farm building or enclosure for housing poultry
45. re_____ne our role *v.* to change the meaning or interpretation of something; to make people think about something in a new or different way
46. environmental tr_____ff *n.* a balance achieved between two desirable but incompatible features; an exchange that occurs as a compromise
47. in_____t estate *v.* to receive money, property, or a title from someone after they have died
48. in___t him of injuries *v.* to formally charge or accuse someone of a crime, based on the decision of a grand jury or other legal authority; to bring a legal case against someone, typically to prosecute and punish them

ANSWERS: 38. ingrained, 39. disrupt, 40. trade-off, 41. bud, 42. groundwork, 43. inefficient, 44. coop, 45. redefine, 46. trade-off, 47. inherit, 48. indict

49. human activities int_____ect with
the environment

v. to connect similar things

50. magic w__d

n. a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority

51. exh_____ing view

adj. making one feel very happy and lively; invigorating; providing a feeling of excitement or thrill

52. security w__d

n. a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority

ANSWERS: 49. interconnect, 50. wand, 51. exhilarating, 52. wand

Session 3: Fill in the Blanks

1. The system is still so _____ that it is useless.
adj. lacking the ability or skill and not making the best use of time, money, energy, etc.
2. I'm so sorry to _____ you when you're pretty busy.
v. to prevent or stop something, especially an event, activity, or process, from continuing in the usual way by causing a problem or disturbance
3. The video telephony application has _____ the way we work.
v. to change the meaning or interpretation of something; to make people think about something in a new or different way
4. The farmer put a _____ over the hens.
v. a farm building or enclosure for housing poultry
5. The amount of _____ pollen this year is higher than usual.
adj. moved or conveyed by or through the air; in the air
6. The company _____ about how to increase sales.
v. to plan or devise a detailed plan, especially for achieving success in situations
7. An ethic of _____ encourages people to make choices based on their values and beliefs rather than the values and beliefs of the group or society.
n. the habit or principle of being independent and self-reliant
8. This _____ paperwork is wasting our time and resources.
adj. describing something unnecessary, pointless, or superfluous and could be avoided without any harm or adverse consequences

ANSWERS: 1. inefficient, 2. disrupt, 3. redefined, 4. coop, 5. airborne, 6. strategized, 7. individualism, 8. needless

9. 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
10. There are many theories to explain this _____.
- n.* a statement, situation, or person that has two opposite facts or features and therefore seems impossible, is difficult to understand, or is strange;
11. The magician waved his _____ and a rabbit appeared from the hat.
- n.* a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority
12. There was a _____ between speed and accuracy in the task.
- n.* a balance achieved between two desirable but incompatible features; an exchange that occurs as a compromise
13. Bungee jumping was an _____ experience that left me shaking with adrenaline.
- adj.* making one feel very happy and lively; invigorating; providing a feeling of excitement or thrill
14. The flower was starting to show its _____ and would soon bloom into a beautiful blossom.
- n.* a small swelling on a plant stem or twig containing an undeveloped shoot
15. He was grateful for the _____ opportunity given to him by his supervisor.
- n.* a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person
16. After his death, his sons _____ his business.
- v.* to receive money, property, or a title from someone after they have died

ANSWERS: 9. empowered, 10. paradox, 11. wand, 12. trade-off, 13. exhilarating, 14. bud, 15. mentorship, 16. inherited

17. He finally _____ to temptation.

- v.* to fail to oppose something, such as desire, pressure, or some other opposing force; to die or suffer badly from the effect of a disease or injury

18. They laid the _____ for the new project by conducting thorough research.

- n.* the basic or preparatory work or steps that provide a foundation for something

19. Her fear of dogs was _____ after a traumatic experience in childhood.

- adj.* deeply rooted in someone's mind or behavior; difficult to change due to being established for a long time

20. The diamond ring _____ in the sunlight, catching everyone's eye.

- v.* to reflect light in a way that creates a shining or bright and attractive appearance; to become visible or apparent

21. After the mission, the team gathered to _____ and discuss their success and areas for improvement.

- v.* to question, investigate, or discuss with someone after an event or task to share information and evaluate the performance

22. The construction project has been delayed _____ due to the pandemic.

- adv.* without any fixed or definite limit; for an unknown or unspecified period of time

23. Large earthquakes often generate _____ tsunamis.

- adj.* very frightening or intimidating

24. The FBI worked tirelessly to gather enough evidence to _____ the corrupt politician.

- v.* to formally charge or accuse someone of a crime, based on the decision of a grand jury or other legal authority; to bring a legal case against someone, typically to prosecute and punish them

ANSWERS: 17. succumbed, 18. groundwork, 19. ingrained, 20. gleamed, 21. debrief, 22. indefinitely, 23. terrifying, 24. indict

25. He was so _____ about his beliefs that he refused to listen to any other points of view.

adj. refusing to change one's mind or behavior despite persuasion or evidence to the contrary; unyielding; difficult to move or change

26. Our system can now _____ with other databases.

v. to connect similar things

ANSWERS: 25. stubborn, 26. interconnect