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Vocabulary Builder Reference from...

Jim Hemerling: 5 ways to lead in an era of constant change | TED Talk

https://www.ted.com/talks/jim_hemerling_5_ways_to_lead_in_an_era_of_constant_change

Advanced Words Only

IMPORTANT

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Session 1: Word List

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.

energize

v. to give energy or vitality to someone or something; to invigorate

synonym: invigorate, animate, electrify

(1) **energize** the body, (2) **energize** a team

The motivational speaker **energized** the crowd with their words.

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.

awaken

v. to stop sleeping or to cause someone to stop sleeping

synonym: rouse, arouse, revive

(1) **awaken** at daybreak, (2) **awaken** a child
The friend's death **awakens** them.

overdrive

n. a gear in a vehicle that allows the engine to operate at a higher speed than the vehicle's speed, resulting in greater fuel efficiency and smoother driving; (verb) to drive or work too hard

synonym: high gear, high speed, turbocharge

(1) atrial **overdrive** pacing, (2) go into **overdrive**

The car's **overdrive** function allows it to shift into a higher gear for better fuel efficiency on the highway.

frantic

adj. marked by uncontrolled excitement or emotion; wild; frenzied

synonym: wild, frenzied, manic

(1) **frantic** pace, (2) with **frantic** haste

The mother was **frantic** as she searched for her lost child.

superficial

adj. existing or occurring only at or on the surface; appearing to be true or real only until examined more closely

synonym: shallow, facile, cursory

(1) **superficial** wound, (2) **superficial** knowledge

The journalist's **superficial** reporting should have captured the full scope of the issue.

motto

n. a phrase or slogan that expresses a guiding principle or goal

synonym: slogan, catchphrase, phrase

(1) the **motto** for safe traffic, (2) company **motto**

The company's **motto** is "Innovation and Service," which is reflected in its products and customer support.

headcount

n. the number of employees in a company or department; the number of attendees or participants

synonym: count, enumeration

(1) monthly **headcount**, (2) global **headcount**

Can you provide the **headcount** of the students attending the field trip?

layoff

n. the temporary or permanent dismissal of employees from a company or organization due to a lack of work or financial difficulties; involuntary termination of employment

synonym : dismissal, redundancy, termination

(1) temporary **layoff**, (2) mass **layoff**

The workers protested against the unfairness of the **layoff**, claiming they should have been consulted first.

guise

n. the outward appearance or aspect of someone or something, especially in a way that is different from usual or concealing the true nature

synonym : appearance, pretense, masquerade

(1) in the **guise** of a woman, (2) under the **guise** of friendship

They operated an illegal business under the **guise** of an employment agency.

relentless

adj. persistent and determined; continuing despite difficulties or setbacks

synonym : unyielding, tireless, unremitting

(1) **relentless** attack, (2) face **relentless** pressure

The athlete's **relentless** training paid off in the end.

downsize

v. to reduce the size, scale, or scope of something, such as a company or organization; to decrease the number of employees or members

synonym : reduce, cut back, trim

(1) **downsize** a company, (2) **downsize** a menu

The company had to **downsize** due to financial difficulties and let go of many employees.

triathlon

n. an athletic competition consisting of three different sports activities, usually swimming, cycling, and

long-distance running, typically completed in immediate succession as a race

(1) **triathlon** race, (2) **triathlon** training

The **triathlon** course included challenging hills on the cycling segment.

overwhelm

v. to defeat someone or something by using a great deal of force; to have a strong emotional effect on somebody

synonym: conquer, crush, dominate

(1) he was **overwhelmed** with gratitude, (2) **overwhelm** opponents by numbers

Too much variety may **overwhelm** and confuse viewers.

instill

v. to impart, introduce, or cause to be absorbed gradually

synonym: implant, ingrain, inculcate

(1) **instill** confidence, (2) **instill** medication into my eye

The teacher attempted to **instill** the importance of hard work in her students.

embark

v. to go on board a ship or plane; to set out on an enterprise or subject of study; to start something

synonym: enter, undertake, commence

(1) **embark** on a trip, (2) **embark** on a foolish adventure

We **embarked** on a new project.

silo

n. a tall, cylindrical structure, usually made of concrete or steel, that is used for storing grain, feed, or other dry materials; a system or structure that is isolated or separate from others

synonym: storage, warehouse, barn

(1) nuclear **silo**, (2) **silo** organization

The farmer used a **silo** to store feed for the animals.

conducive

adj. tending to make something likely or possible

synonym: beneficial, advantageous, helpful

(1) **conducive** question, (2) **conducive** to growth

The quiet and peaceful environment was **conducive** to concentration and productivity.

mindset

n. the established set of attitudes or fixed ideas held by someone

synonym: attitude, ethos, mentality

(1) flexible **mindset**, (2) the **mindset** in an education system

Countries whose goal is economic development often focus on fostering an entrepreneurial **mindset** in each individual.

outset

n. the beginning of something

synonym: beginning, start, initiation

(1) month's **outset**, (2) the **outset** of the crisis

At the **outset** of the project, we encountered several obstacles.

solicit

v. to ask for something, especially in an urgent or pleading manner; to seek something through entreaty

synonym: request, seek, ask

(1) **solicit** advice, (2) **solicit** patronage

The company **solicited** donations from its employees for the charity event.

pivotal

adj. relating to or acting as a pivot or central point; crucial or essential to the success or outcome of something

synonym: crucial, essential, important

(1) **pivotal** moment, (2) **pivotal** role

The CEO's decision was **pivotal** in the success of the company's expansion plans.

afterward

adv. after the time mentioned

synonym: later, thereafter, following

(1) a few years **afterward**, (2) go there **afterward**

We will explain the countermeasure concerning this problem **afterward**.

creditor

n. a person, company, etc. to whom a debtor owes money

(1) the **creditor's** claims, (2) bankrupt **creditor**

I asked the lawyer to initiate **creditor** negotiations for voluntary liquidation.

Session 2: Spelling

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|--|--|
| 1. the mi_____t in an education system | <i>n.</i> the established set of attitudes or fixed ideas held by someone |
| 2. em_____r the secretary to do the same | <i>v.</i> to give someone the power or authority to do something |
| 3. pi_____l role | <i>adj.</i> relating to or acting as a pivot or central point; crucial or essential to the success or outcome of something |
| 4. em____k on a trip | <i>v.</i> to go on board a ship or plane; to set out on an enterprise or subject of study; to start something |
| 5. mass la____f | <i>n.</i> the temporary or permanent dismissal of employees from a company or organization due to a lack of work or financial difficulties; involuntary termination of employment |
| 6. so_____t patronage | <i>v.</i> to ask for something, especially in an urgent or pleading manner; to seek something through entreaty |
| 7. tr_____on race | <i>n.</i> an athletic competition consisting of three different sports activities, usually swimming, cycling, and long-distance running, typically completed in immediate succession as a race |
| 8. in_____l medication into my eye | <i>v.</i> to impart, introduce, or cause to be absorbed gradually |
| 9. tr_____on training | <i>n.</i> an athletic competition consisting of three different sports activities, usually swimming, cycling, and long-distance running, typically completed in immediate succession as a race |

ANSWERS: 1. mindset, 2. empower, 3. pivotal, 4. embark, 5. layoff, 6. solicit, 7. triathlon, 8. instill, 9. triathlon

10. co_____ve question *adj.* tending to make something likely or possible
11. so_____t advice *v.* to ask for something, especially in an urgent or pleading manner; to seek something through entreaty
12. an exh_____ing drink *adj.* making one feel very happy and lively; invigorating; providing a feeling of excitement or thrill
13. aw____n a child *v.* to stop sleeping or to cause someone to stop sleeping
14. face rel_____ss pressure *adj.* persistent and determined; continuing despite difficulties or setbacks
15. em_____r my life *v.* to give someone the power or authority to do something
16. fr_____c pace *adj.* marked by uncontrolled excitement or emotion; wild; frenzied
17. exh_____ing view *adj.* making one feel very happy and lively; invigorating; providing a feeling of excitement or thrill
18. en_____ze the body *v.* to give energy or vitality to someone or something; to invigorate
19. go there af_____rd *adv.* after the time mentioned
20. sup_____al knowledge *adj.* existing or occurring only at or on the surface; appearing to be true or real only until examined more closely
21. flexible mi_____t *n.* the established set of attitudes or fixed ideas held by someone
22. company mo__o *n.* a phrase or slogan that expresses a guiding principle or goal

ANSWERS: 10. conducive, 11. solicit, 12. exhilarating, 13. awaken, 14. relentless, 15. empower, 16. frantic, 17. exhilarating, 18. energize, 19. afterward, 20. superficial, 21. mindset, 22. motto

23. sup_____al wound *adj.* existing or occurring only at or on the surface; appearing to be true or real only until examined more closely
24. a few years af_____rd *adv.* after the time mentioned
25. global he_____nt *n.* the number of employees in a company or department; the number of attendees or participants
26. pi_____l moment *adj.* relating to or acting as a pivot or central point; crucial or essential to the success or outcome of something
27. bankrupt cr_____or *n.* a person, company, etc. to whom a debtor owes money
28. go into ov_____ve *n.* a gear in a vehicle that allows the engine to operate at a higher speed than the vehicle's speed, resulting in greater fuel efficiency and smoother driving; (verb) to drive or work too hard
29. do_____ze a company *v.* to reduce the size, scale, or scope of something, such as a company or organization; to decrease the number of employees or members
30. s__o organization *n.* a tall, cylindrical structure, usually made of concrete or steel, that is used for storing grain, feed, or other dry materials; a system or structure that is isolated or separate from others
31. the ou____t of the crisis *n.* the beginning of something
32. en_____ze a team *v.* to give energy or vitality to someone or something; to invigorate

ANSWERS: 23. superficial, 24. afterward, 25. headcount, 26. pivotal, 27. creditor, 28. overdrive, 29. downsize, 30. silo, 31. outset, 32. energize

33. atrial ov_____ve pacing *n.* a gear in a vehicle that allows the engine to operate at a higher speed than the vehicle's speed, resulting in greater fuel efficiency and smoother driving; (verb) to drive or work too hard
34. under the gu__e of friendship *n.* the outward appearance or aspect of someone or something, especially in a way that is different from usual or concealing the true nature
35. co_____ve to growth *adj.* tending to make something likely or possible
36. monthly he_____nt *n.* the number of employees in a company or department; the number of attendees or participants
37. the cr_____or's claims *n.* a person, company, etc. to whom a debtor owes money
38. aw___n at daybreak *v.* to stop sleeping or to cause someone to stop sleeping
39. nuclear s__o *n.* a tall, cylindrical structure, usually made of concrete or steel, that is used for storing grain, feed, or other dry materials; a system or structure that is isolated or separate from others
40. ov_____lm opponents by numbers *v.* to defeat someone or something by using a great deal of force; to have a strong emotional effect on somebody
41. he was ov_____lmed with gratitude *v.* to defeat someone or something by using a great deal of force; to have a strong emotional effect on somebody

ANSWERS: 33. overdrive, 34. guise, 35. conducive, 36. headcount, 37. creditor, 38. awaken, 39. silo, 40. overwhelm, 41. overwhelm

42. month's ou___t *n.* the beginning of something
43. temporary la___f *n.* the temporary or permanent dismissal of employees from a company or organization due to a lack of work or financial difficulties; involuntary termination of employment
44. in____l confidence *v.* to impart, introduce, or cause to be absorbed gradually
45. in the gu__e of a woman *n.* the outward appearance or aspect of someone or something, especially in a way that is different from usual or concealing the true nature
46. do____ze a menu *v.* to reduce the size, scale, or scope of something, such as a company or organization; to decrease the number of employees or members
47. with fr____c haste *adj.* marked by uncontrolled excitement or emotion; wild; frenzied
48. em___k on a foolish adventure *v.* to go on board a ship or plane; to set out on an enterprise or subject of study; to start something
49. rel____ss attack *adj.* persistent and determined; continuing despite difficulties or setbacks
50. the mo__o for safe traffic *n.* a phrase or slogan that expresses a guiding principle or goal

ANSWERS: 42. outset, 43. layoff, 44. instill, 45. guise, 46. downsize, 47. frantic, 48. embark, 49. relentless, 50. motto

Session 3: Fill in the Blanks

1. The car's _____ function allows it to shift into a higher gear for better fuel efficiency on the highway.
 - n.* a gear in a vehicle that allows the engine to operate at a higher speed than the vehicle's speed, resulting in greater fuel efficiency and smoother driving; (verb) to drive or work too hard

2. The company's _____ is "Innovation and Service," which is reflected in its products and customer support.
 - n.* a phrase or slogan that expresses a guiding principle or goal

3. 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

4. The farmer used a _____ to store feed for the animals.
 - n.* a tall, cylindrical structure, usually made of concrete or steel, that is used for storing grain, feed, or other dry materials; a system or structure that is isolated or separate from others

5. We _____ on a new project.
 - v.* to go on board a ship or plane; to set out on an enterprise or subject of study; to start something

6. The motivational speaker _____ the crowd with their words.
 - v.* to give energy or vitality to someone or something; to invigorate

7. The company had to _____ due to financial difficulties and let go of many employees.
 - v.* to reduce the size, scale, or scope of something, such as a company or organization; to decrease the number of employees or members

ANSWERS: 1. overdrive, 2. motto, 3. exhilarating, 4. silo, 5. embarked, 6. energized, 7. downsize

8. We will explain the countermeasure concerning this problem _____.
- adv.* after the time mentioned
9. The _____ course included challenging hills on the cycling segment.
- n.* an athletic competition consisting of three different sports activities, usually swimming, cycling, and long-distance running, typically completed in immediate succession as a race
10. Can you provide the _____ of the students attending the field trip?
- n.* the number of employees in a company or department; the number of attendees or participants
11. The workers protested against the unfairness of the _____ claiming they should have been consulted first.
- n.* the temporary or permanent dismissal of employees from a company or organization due to a lack of work or financial difficulties; involuntary termination of employment
12. The journalist's _____ reporting should have captured the full scope of the issue.
- adj.* existing or occurring only at or on the surface; appearing to be true or real only until examined more closely
13. At the _____ of the project, we encountered several obstacles.
- n.* the beginning of something
14. The teacher attempted to _____ the importance of hard work in her students.
- v.* to impart, introduce, or cause to be absorbed gradually
15. The friend's death _____ them.
- v.* to stop sleeping or to cause someone to stop sleeping

ANSWERS: 8. afterward, 9. triathlon, 10. headcount, 11. layoff, 12. superficial, 13. outset, 14. instill, 15. awakens

16. Countries whose goal is economic development often focus on fostering an entrepreneurial _____ in each individual.
n. the established set of attitudes or fixed ideas held by someone
17. I asked the lawyer to initiate _____ negotiations for voluntary liquidation.
n. a person, company, etc. to whom a debtor owes money
18. Too much variety may _____ and confuse viewers.
v. to defeat someone or something by using a great deal of force; to have a strong emotional effect on somebody
19. The quiet and peaceful environment was _____ to concentration and productivity.
adj. tending to make something likely or possible
20. 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
21. The mother was _____ as she searched for her lost child.
adj. marked by uncontrolled excitement or emotion; wild; frenzied
22. The CEO's decision was _____ in the success of the company's expansion plans.
adj. relating to or acting as a pivot or central point; crucial or essential to the success or outcome of something
23. The athlete's _____ training paid off in the end.
adj. persistent and determined; continuing despite difficulties or setbacks

ANSWERS: 16. mindset, 17. creditor, 18. overwhelm, 19. conducive, 20. empowered, 21. frantic, 22. pivotal, 23. relentless

24. The company _____ donations from its employees for the charity event.
- v.* to ask for something, especially in an urgent or pleading manner; to seek something through entreaty
25. They operated an illegal business under the _____ of an employment agency.
- n.* the outward appearance or aspect of someone or something, especially in a way that is different from usual or concealing the true nature

ANSWERS: 24. solicited, 25. guise