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Linda Hill: How to manage for collective creativity |

TED Talk

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Advanced Words Only

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Session 1: Word List

confession

n. a formal statement in which one admits that they have done something wrong or illegal

synonym: admission, avowal, acknowledgment

(1) a **confession** of guilt, (2) a **confession** of faith

The prisoner made a full **confession** and admitted to his crime.

ethnography

n. the study of social groups and cultures, often conducted through observation, interviews, and analysis of primary sources; a written account of such a study

synonym: anthropology, cultural analysis

(1) **ethnography** research, (2) **ethnography** methods

The book is a rich and detailed **ethnography** of the cultural practices of a group of people.

anthropology

n. the scientific study of humanity, concerned with human behavior, human biology, cultures, societies, and linguistics in both the present and past, including past human species

(1) social **anthropology**, (2) **anthropology** of religion

The areas of **anthropology** and psychology are significantly related to one another.

conspirator

n. a person who is involved in a conspiracy (= a secret agreement between two or more people to perform something), especially to commit a crime or an illegal act
synonym : accomplice, confederate, partner in crime

(1) unmask a **conspirator**, (2) co- **conspirator**

The police arrested several **conspirators** involved in the plot to overthrow the government.

industrious

adj. hardworking, diligent, and persistent in effort
synonym : diligent, hardworking, assiduous

(1) **industrious** worker, (2) **industrious** student

He was known to be very **industrious** and would often work late into the night.

innovate

v. to introduce new methods, ideas, or products
synonym : bring in, introduce, found

(1) **innovate** a new method, (2) **innovate** the quality of his life

Companies developing self-driving cars consistently **innovate** the emerging technologies.

provocative

adj. arousing anger, interest, or another strong reaction, especially deliberately
synonym : instigating, provoking, inciting

(1) **provocative** questions, (2) a **provocative** smile

His **provocative** style frequently sparked controversies.

reluctantly

adv. in a way that you are unwilling to do something; with hesitation

synonym : unwillingly, hesitantly, grudgingly

(1) **reluctantly** approve the idea, (2) **reluctantly** leave

He **reluctantly** agreed to go to the party.

interrelated

adj. closely connected or related to each other
synonym : connected, related, interdependent

(1) the **interrelated** nature of the problems, (2) **interrelated**

factors

The different parts of the system are **interrelated** and rely on each other to function correctly.

vex

v. to irritate or annoy with petty frustrations; to cause distress or agitation

synonym: annoy, irritate, bother

(1) **vex** my mind, (2) **vex** me all night

The loud noise from the construction site was starting to **vex** the nearby residents.

animate

v. to make something full of interest and energy

synonym: invigorate, energize, enliven

(1) **animate** the body, (2) **animate** his soul

The positive attitude of the supervisor **animated** the discussion.

eyebrow

n. the hair arc over each eye in humans

synonym: brow, supercilium

(1) raise her **eyebrows**, (2) **eyebrow** cosmetics

She raised an inquiring **eyebrow** towards me.

mischievous

adj. causing or showing a fondness for playfully causing trouble; harmful or troublesome, especially in a playful or amusing way

synonym: naughty, prankish, impish

(1) **mischievous** grin, (2) **mischievous** sense of humor

The **mischievous** child played pranks on his siblings all day long.

conceive

v. to have or develop an idea, a plan, etc. in mind; to become pregnant

synonym: imagine, envision, concoct

(1) **conceive** of an idea, (2) **conceive** a child

I can't **conceive** he'd want to harm us.

improvisation

n. the act of making something up on the spot or creating or performing something without preparation

synonym: spontaneity, ad-lib, extemporization

(1) **improvisation** on stage, (2) jazz **improvisation**

He created a beautiful piece of music using only **improvisation**.

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**.

unleash

v. to suddenly release a strong force, emotion, etc. that cannot be controlled

synonym: discharge, free, release

(1) **unleash** a hound, (2) **unleash** her anger

The general was still reluctant to **unleash** his troops in pursuit of an enemy.

misstep

n. a mistake or error in judgment or action, often resulting in an awkward or embarrassing situation; a misjudged or poorly executed step or movement

synonym: mistake, blunder, fumble

(1) recover from a **misstep**, (2) navigating **missteps**

She took a **misstep** on the stairs and tumbled down to the bottom.

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.

downright

adj. (especially of something bad) complete and absolute; utter; (adverb) completely and absolutely

synonym : absolute, utter, complete

(1) **downright** nonsense, (2) **downright** impossible

It was a **downright** lie that he would attend the event.

abrasion

n. the process of scraping or wearing away of a surface or substance through friction or erosion

synonym : scrape, scratch, graze

(1) skin **abrasions**, (2) protect against **abrasions**

The surface of the wooden table had several **abrasions** from years of use.

agility

n. the ability to move quickly and easily, often in a way that is graceful and controlled

synonym : nimbleness, quickness, dexterity

(1) ninja-like **agility**, (2) **agility** training

The coach had the team run through the **agility** ladder to improve their coordination.

amplify

v. to enhance something, particularly sound or brightness

synonym : intensify, boost, argument

(1) **amplify** a signal, (2) **amplify** the effect

You might need to **amplify** this point.

brainstorming

n. a group activity or business method in which a group of people meet and think about something at the same time to solve a problem or to create good ideas

(1) **brainstorming** session, (2) do a **brainstorming** about a new product

Many companies employ **brainstorming** as a good way of generating innovative ideas.

reconfigure

v. to change the configuration or arrangement of something, often to improve its performance or functionality

synonym : reshape, restructure, realign

(1) **reconfigure** the network, (2) **reconfigure** the operating system

We need to **reconfigure** the office layout to use the space better.

spontaneously

adv. in a way that is natural, not planned or forced, and often sudden

synonym : impromptu, automatically, immediately

(1) recover **spontaneously** after five days, (2) this shift occurs **spontaneously**

The electrical cord **spontaneously** combusted.

coalesce

v. to come together or merge into a single group, mass, or whole; to blend or combine elements or ideas into a unified whole

synonym : merge, combine, unite

(1) **coalesce** ideas, (2) **coalesce** with the other

The various departments of the company will **coalesce** into one cohesive unit.

inject

v. to put a liquid such as a drug or other substance into a person's or an animal's body using a needle and syringe (= small tube)

synonym : shoot, infiltrate, insinuate

(1) **inject** under the skin, (2) **inject** a personal opinion into a debate

Let's try to **inject** a bit of enthusiasm into your performance.

beep

v. to make a short, high-pitched sound, typically as a signal or warning

synonym : bleep, honk, buzz

(1) **beep** out a warning, (2) **beep** the horn

The timer **beeped**, reminding me that the cake was ready to come out of the oven.

breakneck

adj. extremely fast and reckless; dangerous and high-speed

synonym : risky, perilous, hazardous

(1) **breakneck** acceleration, (2) **breakneck** pace
She drove at a **breakneck** speed, despite the dangerous conditions on the road.

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.

unfold

v. to open up or spread out something that is folded or rolled up; to reveal or disclose something that was previously hidden or unknown

synonym: open, spread out, expose

(1) **unfold** the story, (2) **unfold** the stroller

The mystery **unfolded** as the detectives gathered more clues.

visionary

adj. having or showing exceptional foresight and imagination; not practical or realizable; speculative

synonym: prophetic, far-sighted, imaginative

(1) **visionary** business, (2) **visionary** ideas

The **visionary** leader had a clear plan for the company's future.

recast

v. to change the form of something, such as a metal object, by melting it down and reshaping it; to change the actors or the role of a particular actor in a play or film

synonym: modify, remake, remodel

(1) **recast** the Republican party, (2) **recast** the story

He had to **recast** his image to convince the electorate in his home state.

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.

bestow

v. to give something to somebody, especially as an honor or present

synonym: give, grant, present

(1) **bestow** the name, (2) **bestow** a warm praise
He did not **bestow** one thought on his dead friend.

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.

nurture

v. to take care of, feed, and protect someone or something while they are growing and developing

synonym: boost, cultivate, enable

(1) **nurture** love, (2) **nurture** his talents
Schools should **nurture** children's mutual interest spirit.

degenerate

v. (of a person, animal, or plant) to become worse in health or physical condition

synonym: deteriorate, decline, decay

(1) **degenerate** into a disagreement, (2) **degenerate** into recession

The once-thriving city has **degenerated** into a crime-ridden slum.

dictator

n. a political leader who has complete power over a country, especially one who has obtained control by force

synonym: autocrat, tyrant, despot

(1) military **dictator**, (2) a **dictator** with enormous powers
A popular uprising led to the overthrow of the **dictator**.

germ

n. a very tiny living that causes the disease; a piece of something such as an organism, concept, etc., capable of growing into a new one or part of one

synonym : bacterium, microbe, pathogen

(1) antibiotic-resistant **germ**, (2) a **germ-free** environment

The **germ** of his idea came from watching birds flying in flocks.

automaker

n. a company or manufacturer that produces automobiles, cars, and other motor vehicles

synonym : carmaker, vehicle maker, automobilist

(1) Japanese **automaker**, (2) luxury **automaker**

The **automaker's** sales have increased by 10% this quarter, thanks to strong consumer demand.

outsource

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

synonym : delegate, contract out, farm out

(1) **outsource** a non-core function, (2) **outsource** to India

The company decided to **outsource** its IT services to a third-party provider.

dynamo

n. a machine that converts mechanical energy into electrical energy, typically consisting of a rotating coil or magnet within a magnetic field

synonym : generator, powerhouse

(1) a **dynamo** of productivity, (2) marketing **dynamo**

The electrical **dynamo** produced enough power to light up the entire city.

deviate

v. to depart from an established course or plan; to change direction or take a different route or approach

synonym : stray, diverge, veer

(1) **deviate** from the norm, (2) **deviate** from the plan

It's important not to **deviate** from the established safety procedures.

rethink

v. to consider again a plan, idea, etc., especially to change it

synonym: reexplore, review, reconsider

(1) **rethink** a marketing plan, (2) **rethink** the role of the manager

We have to **rethink** our company's product lineup for further growth.

invert

v. to turn something upside down, inside out; to reverse the position, order, or relationship of something

synonym: turn upside down, reverse, flip

(1) **invert** a glass, (2) **invert** position

He decided to **invert** his investment portfolio, shifting from stocks to bonds.

loosen

v. to make something less tight, firm, or fixed; to free from restraint or constraint; to relax

synonym: relax, slacken, untie

(1) **loosen** grip, (2) **loosen** knot

Please **loosen** the screws on the back panel so we can access the inside of the machine.

stranglehold

n. a grip that strangles or suffocates; an excessive grip or control

synonym: grip, tight control, hold

(1) escape their **stranglehold**, (2) information **stranglehold**

The monopoly has a **stranglehold** on the market, making it difficult for new businesses to compete.

reimagine

v. to imagine or conceive of something in a new or different way

synonym: re-conceptualize, re-envision, re-create

(1) **reimagine** the future, (2) **reimagine** the possibilities

The company is trying to **reimagine** its business model to stay competitive.

Session 2: Spelling

- | | | |
|------------------------------|----|--|
| 1. v_x me all night | v. | to irritate or annoy with petty frustrations; to cause distress or agitation |
| 2. in___t position | v. | to turn something upside down, inside out; to reverse the position, order, or relationship of something |
| 3. re___t the story | v. | to change the form of something, such as a metal object, by melting it down and reshaping it; to change the actors or the role of a particular actor in a play or film |
| 4. an_____e the body | v. | to make something full of interest and energy |
| 5. a g__m-free environment | n. | a very tiny living that causes the disease; a piece of something such as an organism, concept, etc., capable of growing into a new one or part of one |
| 6. in___t under the skin | v. | to put a liquid such as a drug or other substance into a person's or an animal's body using a needle and syringe (= small tube) |
| 7. re_____k a marketing plan | v. | to consider again a plan, idea, etc., especially to change it |
| 8. a dy___o of productivity | n. | a machine that converts mechanical energy into electrical energy, typically consisting of a rotating coil or magnet within a magnetic field |

ANSWERS: 1. vex, 2. invert, 3. recast, 4. animate, 5. germ, 6. inject, 7. rethink, 8. dynamo

9. luxury au_____er *n.* a company or manufacturer that produces automobiles, cars, and other motor vehicles
10. military di_____or *n.* a political leader who has complete power over a country, especially one who has obtained control by force
11. co_____ve a child *v.* to have or develop an idea, a plan, etc. in mind; to become pregnant
12. 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
13. ine_____nt management *adj.* lacking the ability or skill and not making the best use of time, money, energy, etc.
14. marketing dy_____o *n.* a machine that converts mechanical energy into electrical energy, typically consisting of a rotating coil or magnet within a magnetic field
15. skin ab_____ons *n.* the process of scraping or wearing away of a surface or substance through friction or erosion
16. rec_____re the network *v.* to change the configuration or arrangement of something, often to improve its performance or functionality
17. vi_____ry business *adj.* having or showing exceptional foresight and imagination; not practical or realizable; speculative
18. the cr_____or's claims *n.* a person, company, etc. to whom a debtor owes money

ANSWERS: 9. automaker, 10. dictator, 11. conceive, 12. disrupt, 13. inefficient, 14. dynamo, 15. abrasion, 16. reconfigure, 17. visionary, 18. creditor

19. re_____ne the possibilities *v.* to imagine or conceive of something in a new or different way
20. imp_____ion on stage *n.* the act of making something up on the spot or creating or performing something without preparation
21. a con_____on of faith *n.* a formal statement in which one admits that they have done something wrong or illegal
22. re_____k the role of the manager *v.* to consider again a plan, idea, etc., especially to change it
23. this shift occurs spo_____sly *adv.* in a way that is natural, not planned or forced, and often sudden
24. b__p out a warning *v.* to make a short, high-pitched sound, typically as a signal or warning
25. a con_____on of guilt *n.* a formal statement in which one admits that they have done something wrong or illegal
26. eth_____hy methods *n.* the study of social groups and cultures, often conducted through observation, interviews, and analysis of primary sources; a written account of such a study
27. bra_____ing session *n.* a group activity or business method in which a group of people meet and think about something at the same time to solve a problem or to create good ideas
28. ag_____y training *n.* the ability to move quickly and easily, often in a way that is graceful and controlled

ANSWERS: 19. reimagine, 20. improvisation, 21. confession, 22. rethink, 23. spontaneously, 24. beep, 25. confession, 26. ethnography, 27. brainstorming, 28. agility

29. do_____ht nonsense *adj.* (especially of something bad) complete and absolute; utter; (adverb) completely and absolutely
30. protect against ab_____ons *n.* the process of scraping or wearing away of a surface or substance through friction or erosion
31. an_____e his soul *v.* to make something full of interest and energy
32. be____w the name *v.* to give something to somebody, especially as an honor or present
33. in_____te the quality of his life *v.* to introduce new methods, ideas, or products
34. escape their str_____old *n.* a grip that strangles or suffocates; an excessive grip or control
35. v_x my mind *v.* to irritate or annoy with petty frustrations; to cause distress or agitation
36. lo____n grip *v.* to make something less tight, firm, or fixed; to free from restraint or constraint; to relax
37. co_____ce with the other *v.* to come together or merge into a single group, mass, or whole; to blend or combine elements or ideas into a unified whole
38. eth_____hy research *n.* the study of social groups and cultures, often conducted through observation, interviews, and analysis of primary sources; a written account of such a study

ANSWERS: 29. downright, 30. abrasion, 31. animate, 32. bestow, 33. innovate, 34. stranglehold, 35. vex, 36. loosen, 37. coalesce, 38. ethnography

39. de_____e from the plan *v.* to depart from an established course or plan; to change direction or take a different route or approach
40. French pa_____x *n.* a statement, situation, or person that has two opposite facts or features and therefore seems impossible, is difficult to understand, or is strange;
41. re____t the Republican party *v.* to change the form of something, such as a metal object, by melting it down and reshaping it; to change the actors or the role of a particular actor in a play or film
42. ind_____us student *adj.* hardworking, diligent, and persistent in effort
43. mis_____us grin *adj.* causing or showing a fondness for playfully causing trouble; harmful or troublesome, especially in a playful or amusing way
44. un____d the story *v.* to open up or spread out something that is folded or rolled up; to reveal or disclose something that was previously hidden or unknown
45. co_____ve of an idea *v.* to have or develop an idea, a plan, etc. in mind; to become pregnant
46. do_____ht impossible *adj.* (especially of something bad) complete and absolute; utter; (adverb) completely and absolutely
47. rec_____re the operating system *v.* to change the configuration or arrangement of something, often to improve its performance or functionality

ANSWERS: 39. deviate, 40. paradox, 41. recast, 42. industrious, 43. mischievous, 44. unfold, 45. conceive, 46. downright, 47. reconfigure

48. jazz imp_____ion *n.* the act of making something up on the spot or creating or performing something without preparation
49. Japanese au_____er *n.* a company or manufacturer that produces automobiles, cars, and other motor vehicles
50. ninja-like ag_____y *n.* the ability to move quickly and easily, often in a way that is graceful and controlled
51. unmask a con_____or *n.* a person who is involved in a conspiracy (= a secret agreement between two or more people to perform something), especially to commit a crime or an illegal act
52. an exh_____ing drink *adj.* making one feel very happy and lively; invigorating; providing a feeling of excitement or thrill
53. re_____ne the future *v.* to imagine or conceive of something in a new or different way
54. 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
55. in____t a personal opinion into a debate *v.* to put a liquid such as a drug or other substance into a person's or an animal's body using a needle and syringe (= small tube)
56. mis_____us sense of humor *adj.* causing or showing a fondness for playfully causing trouble; harmful or troublesome, especially in a playful or amusing way

ANSWERS: 48. improvisation, 49. automaker, 50. agility, 51. conspirator, 52. exhilarating, 53. reimagine, 54. disrupt, 55. inject, 56. mischievous

57. bankrupt cr____or *n.* a person, company, etc. to whom a debtor owes money
58. am____y the effect *v.* to enhance something, particularly sound or brightness
59. in____te a new method *v.* to introduce new methods, ideas, or products
60. be____w a warm praise *v.* to give something to somebody, especially as an honor or present
61. ey____w cosmetics *n.* the hair arc over each eye in humans
62. deg____te into recession *v.* (of a person, animal, or plant) to become worse in health or physical condition
63. un____h her anger *v.* to suddenly release a strong force, emotion, etc. that cannot be controlled
64. co____ce ideas *v.* to come together or merge into a single group, mass, or whole; to blend or combine elements or ideas into a unified whole
65. un____d the stroller *v.* to open up or spread out something that is folded or rolled up; to reveal or disclose something that was previously hidden or unknown
66. recover spo_____sly after five days *adv.* in a way that is natural, not planned or forced, and often sudden
67. do a bra_____ing about a new product *n.* a group activity or business method in which a group of people meet and think about something at the same time to solve a problem or to create good ideas

ANSWERS: 57. creditor, 58. amplify, 59. innovate, 60. bestow, 61. eyebrow, 62. degenerate, 63. unleash, 64. coalesce, 65. unfold, 66. spontaneously, 67. brainstorming

68. the pa____x of the heap *n.* a statement, situation, or person that has two opposite facts or features and therefore seems impossible, is difficult to understand, or is strange;
69. nu____e love *v.* to take care of, feed, and protect someone or something while they are growing and developing
70. ind____us worker *adj.* hardworking, diligent, and persistent in effort
71. int____ted factors *adj.* closely connected or related to each other
72. the int____ted nature of the problems *adj.* closely connected or related to each other
73. exh____ing view *adj.* making one feel very happy and lively; invigorating; providing a feeling of excitement or thrill
74. de____e from the norm *v.* to depart from an established course or plan; to change direction or take a different route or approach
75. antibiotic-resistant g__m *n.* a very tiny living that causes the disease; a piece of something such as an organism, concept, etc., capable of growing into a new one or part of one
76. a di____or with enormous powers *n.* a political leader who has complete power over a country, especially one who has obtained control by force
77. ou____ce a non-core function *v.* to contract out or transfer a job, task, or service to an external organization or party, often as a cost-saving measure

ANSWERS: 68. paradox, 69. nurture, 70. industrious, 71. interrelated, 72. interrelated, 73. exhilarating, 74. deviate, 75. germ, 76. dictator, 77. outsource

78. rel_____ly approve the idea *adv.* in a way that you are unwilling to do something; with hesitation
79. raise her ey_____ws *n.* the hair arc over each eye in humans
80. vi_____ry ideas *adj.* having or showing exceptional foresight and imagination; not practical or realizable; speculative
81. rel_____ly leave *adv.* in a way that you are unwilling to do something; with hesitation
82. information str_____old *n.* a grip that strangles or suffocates; an excessive grip or control
83. ant_____ogy of religion *n.* the scientific study of humanity, concerned with human behavior, human biology, cultures, societies, and linguistics in both the present and past, including past human species
84. un_____h a hound *v.* to suddenly release a strong force, emotion, etc. that cannot be controlled
85. am_____y a signal *v.* to enhance something, particularly sound or brightness
86. social ant_____ogy *n.* the scientific study of humanity, concerned with human behavior, human biology, cultures, societies, and linguistics in both the present and past, including past human species
87. navigating mi_____ps *n.* a mistake or error in judgment or action, often resulting in an awkward or embarrassing situation; a misjudged or poorly executed step or movement
88. ine_____nt use *adj.* lacking the ability or skill and not making the best use of time, money, energy, etc.

ANSWERS: 78. reluctantly, 79. eyebrow, 80. visionary, 81. reluctantly, 82. stranglehold, 83. anthropology, 84. unleash, 85. amplify, 86. anthropology, 87. misstep, 88. inefficient

89. br_____ck acceleration *adj.* extremely fast and reckless; dangerous and high-speed
90. recover from a mi_____p *n.* a mistake or error in judgment or action, often resulting in an awkward or embarrassing situation; a misjudged or poorly executed step or movement
91. lo____n knot *v.* to make something less tight, firm, or fixed; to free from restraint or constraint; to relax
92. br_____ck pace *adj.* extremely fast and reckless; dangerous and high-speed
93. ou_____ce to India *v.* to contract out or transfer a job, task, or service to an external organization or party, often as a cost-saving measure
94. nu_____e his talents *v.* to take care of, feed, and protect someone or something while they are growing and developing
95. pro_____ve questions *adj.* arousing anger, interest, or another strong reaction, especially deliberately
96. deg_____te into a disagreement *v.* (of a person, animal, or plant) to become worse in health or physical condition
97. a pro_____ve smile *adj.* arousing anger, interest, or another strong reaction, especially deliberately
98. b__p the horn *v.* to make a short, high-pitched sound, typically as a signal or warning
99. in____t a glass *v.* to turn something upside down, inside out; to reverse the position, order, or relationship of something

ANSWERS: 89. breakneck, 90. misstep, 91. loosen, 92. breakneck, 93. outsource, 94. nurture, 95. provocative, 96. degenerate, 97. provocative, 98. beep, 99. invert

100. co-con_____or

n. a person who is involved in a conspiracy (= a secret agreement between two or more people to perform something), especially to commit a crime or an illegal act

ANSWERS: 100. conspirator

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. The areas of _____ and psychology are significantly related to one another.
n. the scientific study of humanity, concerned with human behavior, human biology, cultures, societies, and linguistics in both the present and past, including past human species
3. It's important not to _____ from the established safety procedures.
v. to depart from an established course or plan; to change direction or take a different route or approach
4. We have to _____ our company's product lineup for further growth.
v. to consider again a plan, idea, etc., especially to change it
5. He was known to be very _____ and would often work late into the night.
adj. hardworking, diligent, and persistent in effort
6. He created a beautiful piece of music using only _____.
n. the act of making something up on the spot or creating or performing something without preparation
7. The surface of the wooden table had several _____ from years of use.
n. the process of scraping or wearing away of a surface or substance through friction or erosion

ANSWERS: 1. inefficient, 2. anthropology, 3. deviate, 4. rethink, 5. industrious, 6. improvisation, 7. abrasions

8. Schools should _____ children's mutual interest spirit.
- v.* to take care of, feed, and protect someone or something while they are growing and developing
9. The _____ child played pranks on his siblings all day long.
- adj.* causing or showing a fondness for playfully causing trouble; harmful or troublesome, especially in a playful or amusing way
10. We need to _____ the office layout to use the space better.
- v.* to change the configuration or arrangement of something, often to improve its performance or functionality
11. He _____ agreed to go to the party.
- adv.* in a way that you are unwilling to do something; with hesitation
12. The mystery _____ as the detectives gathered more clues.
- v.* to open up or spread out something that is folded or rolled up; to reveal or disclose something that was previously hidden or unknown
13. The once-thriving city has _____ into a crime-ridden slum.
- v.* (of a person, animal, or plant) to become worse in health or physical condition
14. It was a _____ lie that he would attend the event.
- adj.* (especially of something bad) complete and absolute; utter; (adverb) completely and absolutely
15. The monopoly has a _____ on the market, making it difficult for new businesses to compete.
- n.* a grip that strangles or suffocates; an excessive grip or control

ANSWERS: 8. nurture, 9. mischievous, 10. reconfigure, 11. reluctantly, 12. unfolded, 13. degenerated, 14. downright, 15. stranglehold

16. A popular uprising led to the overthrow of the _____.
- n.* a political leader who has complete power over a country, especially one who has obtained control by force
17. Let's try to _____ a bit of enthusiasm into your performance.
- v.* to put a liquid such as a drug or other substance into a person's or an animal's body using a needle and syringe (= small tube)
18. Many companies employ _____ as a good way of generating innovative ideas.
- n.* a group activity or business method in which a group of people meet and think about something at the same time to solve a problem or to create good ideas
19. The company is trying to _____ its business model to stay competitive.
- v.* to imagine or conceive of something in a new or different way
20. The general was still reluctant to _____ his troops in pursuit of an enemy.
- v.* to suddenly release a strong force, emotion, etc. that cannot be controlled
21. The company decided to _____ its IT services to a third-party provider.
- v.* to contract out or transfer a job, task, or service to an external organization or party, often as a cost-saving measure
22. The _____ of his idea came from watching birds flying in flocks.
- n.* a very tiny living that causes the disease; a piece of something such as an organism, concept, etc., capable of growing into a new one or part of one
23. The _____ leader had a clear plan for the company's future.
- adj.* having or showing exceptional foresight and imagination; not practical or realizable; speculative

ANSWERS: 16. dictator, 17. inject, 18. brainstorming, 19. reimagine, 20. unleash, 21. outsource, 22. germ, 23. visionary

24. The different parts of the system are _____ and rely on each other to function correctly.
adj. closely connected or related to each other
25. 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;
26. He did not _____ one thought on his dead friend.
v. to give something to somebody, especially as an honor or present
27. The coach had the team run through the _____ ladder to improve their coordination.
n. the ability to move quickly and easily, often in a way that is graceful and controlled
28. The electrical _____ produced enough power to light up the entire city.
n. a machine that converts mechanical energy into electrical energy, typically consisting of a rotating coil or magnet within a magnetic field
29. His _____ style frequently sparked controversies.
adj. arousing anger, interest, or another strong reaction, especially deliberately
30. I asked the lawyer to initiate _____ negotiations for voluntary liquidation.
n. a person, company, etc. to whom a debtor owes money
31. She drove at a _____ speed, despite the dangerous conditions on the road.
adj. extremely fast and reckless; dangerous and high-speed

ANSWERS: 24. interrelated, 25. paradox, 26. bestow, 27. agility, 28. dynamo, 29. provocative, 30. creditor, 31. breakneck

32. The positive attitude of the supervisor _____ the discussion.
- v. to make something full of interest and energy
33. The book is a rich and detailed _____ of the cultural practices of a group of people.
- n. the study of social groups and cultures, often conducted through observation, interviews, and analysis of primary sources; a written account of such a study
34. I can't _____ he'd want to harm us.
- v. to have or develop an idea, a plan, etc. in mind; to become pregnant
35. The timer _____ reminding me that the cake was ready to come out of the oven.
- v. to make a short, high-pitched sound, typically as a signal or warning
36. The loud noise from the construction site was starting to _____ the nearby residents.
- v. to irritate or annoy with petty frustrations; to cause distress or agitation
37. The _____ sales have increased by 10% this quarter, thanks to strong consumer demand.
- n. a company or manufacturer that produces automobiles, cars, and other motor vehicles
38. The prisoner made a full _____ and admitted to his crime.
- n. a formal statement in which one admits that they have done something wrong or illegal
39. The police arrested several _____ involved in the plot to overthrow the government.
- n. a person who is involved in a conspiracy (= a secret agreement between two or more people to perform something), especially to commit a crime or an illegal act

ANSWERS: 32. animated, 33. ethnography, 34. conceive, 35. beeped, 36. vex, 37. automaker's, 38. confession, 39. conspirators

40. Companies developing self-driving cars consistently _____ the emerging technologies.
- v.* to introduce new methods, ideas, or products
41. She took a _____ on the stairs and tumbled down to the bottom.
- n.* a mistake or error in judgment or action, often resulting in an awkward or embarrassing situation; a misjudged or poorly executed step or movement
42. 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
43. 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
44. The electrical cord _____ combusted.
- adv.* in a way that is natural, not planned or forced, and often sudden
45. He had to _____ his image to convince the electorate in his home state.
- v.* to change the form of something, such as a metal object, by melting it down and reshaping it; to change the actors or the role of a particular actor in a play or film
46. The various departments of the company will _____ into one cohesive unit.
- v.* to come together or merge into a single group, mass, or whole; to blend or combine elements or ideas into a unified whole
47. She raised an inquiring _____ towards me.
- n.* the hair arc over each eye in humans

ANSWERS: 40. innovate, 41. misstep, 42. exhilarating, 43. disrupt, 44. spontaneously, 45. recast, 46. coalesce, 47. eyebrow

48. Please _____ the screws on the back panel so we can access the inside of the machine.

- v. to make something less tight, firm, or fixed; to free from restraint or constraint; to relax

49. He decided to _____ his investment portfolio, shifting from stocks to bonds.

- v. to turn something upside down, inside out; to reverse the position, order, or relationship of something

50. You might need to _____ this point.

- v. to enhance something, particularly sound or brightness

ANSWERS: 48. loosen, 49. invert, 50. amplify