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Vocabulary Builder Reference from...

David Burkus: Why you should know how much your coworkers get paid | TED Talk

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

All Words

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Session 1: Word List

cubicle

n. a small, partitioned area or booth intended for working or studying, often in an office or educational setting

synonym: compartment, booth, workspace

(1) **cubicle** partition, (2) camping **cubicle**

I worked in an office **cubicle** surrounded by walls and fluorescent lights.

uncomfortable

adj. providing or feeling physical discomfort or slight pain

synonym: comfortless, discomforting, painful

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

His abusive words made me **uncomfortable**.

broadcast

v. to send out a program or some information on radio or television

synonym: air, announce, advertise

(1) **broadcast** a concert, (2) **broadcast** a radio ad

Most of the programs are **broadcast** in this area.

salary

n. a fixed amount of money that employees, especially those who work in an office, receive for doing their job, usually paid every month

synonym: compensation, earnings, pay

(1) a handsome **salary**, (2) **salary** after taxes
What are your annual **salary** expectations?

suppose

v. to think that something is likely to be actual or possible
synonym: guess, assume, presume

(1) **suppose** you're right, (2) **suppose** beforehand
What do you **suppose** the culprit's motive was?

definitely

adv. without any question and beyond doubt; clearly
synonym: absolutely, certainly, indeed

(1) **definitely** become a problem, (2) say **definitely**
The paper is **definitely** worth reading thoroughly.

assume

v. to think or accept something to be true without having proof of it; to take or begin to have power; to begin to exhibit a specific quality or appearance

synonym: guess, presume, suppose

(1) **assume** a lousy attitude to his boss, (2) **assume** an important role

The following example **assumes** that the capacity of each battery is the same.

hell

n. the place thought to be where bad people go and are punished after death, often depicted as being located beneath the earth; an extraordinarily unpleasant or difficult place

synonym: inferno, agony, misery

(1) run like **hell**, (2) **hell** broke loose

The battlefield became **hell** on earth.

loose

adj. not securely fixed or fastened in place or able to be detached or separated from something

synonym: relaxed, unconsolidated, open

(1) a **loose** tongue, (2) remove **loose** hair

The inspector discovered **loose** bolts under the fuel rods.

argument

n. a set of statements or reasons used to support or refute a proposition or theory; a verbal or physical fight or dispute

synonym : debate, discourse, discussion

(1) a blazing **argument**, (2) the **argument** against capital punishment

The **argument** between the two sides over the proposed policy was heated.

quitter

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

synonym : coward, deserter, surrender

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

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

secrecy

n. the state or quality of being kept hidden or private; the act of keeping something confidential or unknown to others

synonym : confidentiality, clandestineness, closeness

(1) government **secrecy**, (2) maintain **secrecy**

The company's **secrecy** surrounding its new product launch has created consumer excitement and anticipation.

strife

n. conflict or disagreement, especially between people or groups

synonym : conflict, disagreement, dissension

(1) at **strife** over the land, (2) civil **strife**

The country has been wracked by political **strife** for many years.

collaboration

n. the act or situation of working together to create or produce something

synonym : affiliation, alliance, coalition

(1) **collaboration** between companies, (2) **collaboration** platform

The partnership program requires a mutual **collaboration**

between both agencies.

transparency

n. the condition or quality of being easy to see through
synonym: clearness, clarity, translucence

(1) lack of **transparency**, (2) **transparency** during the trials
The main discussion topic is government **transparency**.

corporate

adj. of or relating to a large company
synonym: business, commercial, organizational

(1) **corporate** right, (2) **corporate** environment
The **corporate** office has decided to lay off 10% of the workforce.

entrepreneur

n. an individual who creates or invests in one or more businesses, especially when this involves taking financial risks
synonym: founder, executive

(1) a successful **entrepreneur**, (2) billionaire **entrepreneur**
Entrepreneurs willingly accept business risks to achieve success.

conventional

adj. based on or following traditional rules, standards, customs, etc.
synonym: ancestral, customary, established

(1) a **conventional** style, (2) get a **conventional** loan
She is very **conventional** in her thoughts.

wisdom

n. the quality of being wise, or the ability to use your knowledge and experience to make sensible decisions
synonym: sagacity, discernment, insight

(1) a fountain of **wisdom**, (2) **wisdom** literature
The community greatly respected and sought after the older adult's **wisdom**.

employee

n. a person who is hired to work for a business or organization in exchange for wages or salary; a worker
synonym: worker, staff, personnel

(1) **employee** benefits, (2) **employee** evaluation

The **employee** handbook outlines the rules and regulations that all employees must follow.

peer

n. a person who has the same age, status, or ability

synonym: fellow, associate, counterpart

(1) **peer** group, (2) **peer** review

Among young people, **peer** pressure can be pretty influential.

underpaid

adj. paid less than a fair or reasonable wage

synonym: undervalued, under-compensated, under-rewarded

(1) **underpaid** mail, (2) **underpaid** position

Many people believe that they are **underpaid** for the work that they do.

discriminate

v. to treat a person or particular group of people worse or better than another, especially in an unfair way; to recognize or perceive the difference between people or things

synonym: show prejudice, segregate, differentiate

(1) **discriminate** against women employees,

(2) **discriminate** between different things

You should not **discriminate** against minorities.

tolerate

v. to allow something to exist or happen, even if it is disliked or opposed

synonym: endure, put up with, bear

(1) **tolerate** his disrespectful behavior, (2) **tolerate** ambiguity

I can't **tolerate** spicy food, and it always gives me heartburn

statistics

n. the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data

(1) **statistics** for cancer, (2) official **statistics**

The **statistics** demonstrate that poverty and unemployment are genuine problems.

discuss

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

synonym : talk about, converse, debate

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

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

vanity

n. excessive pride in or admiration of one's appearance or achievements

synonym : conceit, egotism, self-importance

(1) out of **vanity**, (2) wounded **vanity**

His **vanity** prevented him from seeing his flaws.

circulate

v. to move continuously or freely around a place or closed system

synonym : flow, disperse, rotate

(1) **circulate** a rumor, (2) **circulate** an agenda before the meeting

The fan **circulates** the air in the room quickly.

memo

n. a short written message or communication intended for internal use within an organization or company

synonym : memorandum, note, reminder

(1) a **memo** pad, (2) **memo** content

I received a **memo** from the CEO outlining the new company policies.

entitle

v. to give someone the right to have or do something; to give a title to someone or something

synonym : allow, permit, enable

(1) **entitle** him to a pension, (2) **entitle** the company to use the logo

The employee was **entitled** to a week of vacation time.

forbidding

adj. giving the impression that something is difficult or unpleasant; intimidating or uninviting

synonym : intimidating, uninviting, daunting

(1) **forbidding** atmosphere, (2) **forbidding** mountain

The teacher's stern expression and strict rules made her classroom feel **forbidding** to the students.

decide

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

synonym : choose, determine, settle

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

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

discourage

v. to make someone lose confidence, enthusiasm, or less willing to do something

synonym : dishearten, depress, demoralize

(1) **discourage** customers, (2) **discourage** bacterial growth

His parents tried to **discourage** him from becoming an artist.

revolt

n. to take violent action against authority, especially government or ruler

synonym : rebellion, uprising, insurgence

(1) **revolt** against existing ways of thinking, (2) **revolt** against the dictator

The people tried to **revolt** to oust the tyrant.

addition

n. the act or process of adding something to something else; the process of adding numbers

synonym : accumulation, expansion, addendum

(1) chemical **addition**, (2) **addition** of vectors

In **addition**, private corporations provide healthcare services.

economical

adj. providing a satisfactory return on the money, time, or effort; not using more money, fuel, etc. than necessary

synonym : frugal, thrifty, parsimonious

(1) **economical** use of her time, (2) an **economical** meal

It is more **economical** to wash your plastic bottle and reuse

it.

asymmetrical

adj. lacking symmetry or balance; unevenly or irregularly shaped; not corresponding in terms of quantity, size, or position

synonym : uneven, lopsided, crooked

(1) **asymmetrical** design, (2) **asymmetrical** haircut

The **asymmetrical** shape of the vase made it unique and exciting.

negotiation

n. the process of discussing and reaching an agreement with others

synonym : bargaining, dialogue, haggling

(1) **negotiation** process, (2) **negotiation** skills

The **negotiation** between the two countries was a delicate and complex process.

hire

v. to give somebody a job

synonym : employ, engage, lease

(1) **hire** a guide, (2) **hire** a car by the hour

We should always be prepared to **hire** talented recruits.

promote

v. to encourage or persuade people to like, buy, use, do, or support something; to raise someone to a higher position or rank

synonym : boost, raise, advertise

(1) **promote** a better relationship, (2) **promote** bad behavior

The government should do more to **promote** sustainable agribusiness.

employer

n. a person or organization that pays workers to work for them

synonym : boss, owner, company

(1) illegal **employer**, (2) **employer** responsibility

An **employer's** attitude toward its employees significantly impacts their productivity.

negotiate

v. to have formal discussions with someone to reach an agreement

synonym: discuss, mediate, bargain

(1) **negotiate** a settlement, (2) **negotiate** the price of the house

We are always happy to **negotiate** a discount.

warn

v. to make someone aware of potential danger or difficulty, particularly one that may occur in the future

synonym: alert, caution, admonish

(1) **warn** a reckless driver, (2) **warned** me of the plan

I attempted to **warn** him, but he ignored me.

awry

adv. in a wrong or crooked position; out of order; amiss

synonym: amiss, askew, incorrect

(1) **awry** plan, (2) **awry** hair

The plans for the surprise party went **awry** when the cake was ruined.

stub

n. a short piece of something, especially a cigarette, pencil, etc., that is left after the main part has been used

synonym: butt, counterfoil, leftover

(1) a **stub** of a candle, (2) cigar **stub**

The receptionist detached a ticket from its **stub**.

suddenly

adv. quickly and unexpectedly

synonym: abruptly, unexpectedly, unawares

(1) **suddenly** attacked by an enemy, (2) die **suddenly**

Who answers **suddenly** knows little.

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.

intent

n. a strong determination or attention to do or achieve something; (adjective) having a strong determination to do or achieve something

synonym: purpose, aim, goal

(1) the **intent** of a question, (2) **intent** gaze

The designer's **intent** was to create a minimalist aesthetic for the interior of the building.

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.

overpay

v. to pay an excessive or higher amount for something than what is necessary or fair

synonym: overcompensate, overspend, lavish

(1) **overpay** the mechanic for the repairs, (2) **overpay** on taxes

Do your research before buying a car, or you may **overpay** for features that aren't worth the extra cost.

ignore

v. to intentionally not listen or pay attention to

synonym: neglect, disregard, shun

(1) **ignore** her advice, (2) **ignore** a ban

Since independence, the area has been completely **ignored**.

institute

n. an organization that has a specific purpose, particularly one dealing with science, education, or a particular profession; (verb) to initiate, introduce, or establish something

synonym: academy, university, college

(1) **institute** a lawsuit, (2) research **institutes**

This region has many **institutes** offering higher education.

policy

n. a set of rules, guidelines, principles, or procedures that govern decision-making or action, often used in the context of business or government; a course of action or plan of action adopted or followed by an organization or individual to achieve a goal or objective

synonym : strategy, plan, guideline

(1) health **policy**, (2) foreign **policy**

The company's new **policy** on remote work has made it a more inclusive workplace.

gender

n. the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology

synonym : sexuality

(1) **gender-blind** policies, (2) dual **gender**

Cultural norms strongly influence **gender** expectations.

wage

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

synonym : payment, compensation, salary

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

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

gap

n. a conspicuous disparity or difference separates something such as a figure, people, their opinions, situation, etc.

synonym : opening, lacuna, spread

(1) the **gap** between ideal and reality, (2) distance **gap**

Many people are working together to close the gender **gap**.

federal

adj. relating to a central government or national authority; refers to government policies, laws, or programs that are implemented at a national level rather than a state or local level

synonym : national, central, governmental

(1) **federal** regulations, (2) **federal** funding

The **federal** government announced new regulations to protect the environment.

government

n. the group of people with authority to control a country or state

synonym: administration, regime, state

(1) **government** bureaucracy, (2) **government** funding

The federal **government** is planning to increase taxes for the next fiscal year.

shrink

v. to become smaller, or to make something smaller in size or amount

synonym: decrease, diminish, shy away

(1) **shrink** the tumor, (2) **shrink** with fear

This shirt will **shrink** in the wash.

argue

v. to express differing opinions or points of view, often in a heated or contentious manner; to present a case or reasoning to persuade or convince others

synonym: debate, dispute, quarrel

(1) **argue** a case, (2) **argue** passionately

The couple began to **argue** over which restaurant to go to for dinner.

payroll

n. a list of a company's employees and their salaries or wages; the total amount of money paid by a company to its employees regularly

synonym: salary list, wages, earnings

(1) **payroll** system, (2) **payroll** tax

The company's **payroll** department processed the paychecks every two weeks.

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.

experiment

n. the scientific test conducted to observe what happens and gain new knowledge

synonym: experimentation, investigation

(1) **experiment** design, (2) series of **experiments**

His **experiments** showed highly positive results.

serial

adj. consisting of or occurring in a series or sequence; relating to or involving a series or sequence of events, stories, or incidents

synonym: consecutive, sequential, successive

(1) **serial** killer, (2) **serial** number

The company is launching a new line of **serial** products aimed at young adults.

qualified

adj. officially recognized as having completed a training course or passed the exams that are necessary to perform a particular job

synonym: eligible, skillful, accomplished

(1) a **qualified** doctor, (2) **qualified** in medicine

We seek a person **qualified** for the post.

dramatically

adv. in a very impressive manner

synonym: greatly, noticeably, suddenly

(1) he confessed **dramatically**, (2) the cabin pressure fell **dramatically**

Life expectancy has grown **dramatically** this century.

committed

adj. willing to put in a lot of effort, time, and energy into something; firmly believing in something

synonym: devoted, faithful, attached

(1) in a **committed** relationship, (2) strong and **committed** sales staff

Our company is strongly **committed** to meeting customers' needs.

amazing

adj. extremely surprising, especially in a way that you like or admire

synonym: exceptional, extraordinary, wonderful

(1) **amazing** advances, (2) the most **amazing** feeling

The golfer recorded an **amazing** distance.

improve

v. to make or become better

synonym: enhance, ameliorate, enrich

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

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

engage

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

synonym: confront, employ, amuse

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

(2) **engage** a new employee

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

start-up

n. a newly established company or business

(1) **start-up** business, (2) early-stage **start-up**

Our company's services are targeted at **start-up** executives.

buffer

n. a device, material, or person that reduces the impact or effect of an external force or provides protection against harm or damage

synonym: cushion, shield, insulation

(1) a **buffer** between the quarreling parents, (2) use a **buffer** to reduce noise

Using a password manager can act as a **buffer** against hackers who try to steal your personal information.

depart

v. to go away or leave, especially to start a journey

synonym: go away, leave, vacate

(1) arrive and **depart** on time, (2) **depart** from the faith

We **departed** before the temperature fell below zero.

intranet

n. a private computer network within an organization that uses internet protocols, allowing employees or members to access and share information, resources, and services

synonym: private network, corporate network

(1) secure **intranet**, (2) **intranet** portal

The company's **intranet** provides a secure internal network for employees to communicate and share information.

formula

n. a group of symbols, letters, or numbers that represent a rule, law, or mathematical statement

synonym: expression, recipe, procedure

(1) structural **formula**, (2) a binomial **formula**

The teacher told the students to memorize the math **formula**.

calculate

v. to judge or find out the amount or number of something by using mathematics

synonym: compute, figure, estimate

(1) **calculate** the distance, (2) **calculate** his credit score

He couldn't **calculate** the actual value of the artwork.

affix

v. to attach or add something to something else

synonym: attach, paste, stick

(1) **affix** a label, (2) **affix** a seal to a document

She **affixed** a stamp to the letter before mailing it.

Session 2: Spelling

1. asy_____cal design *adj.* lacking symmetry or balance; unevenly or irregularly shaped; not corresponding in terms of quantity, size, or position
2. w__ned me of the plan *v.* to make someone aware of potential danger or difficulty, particularly one that may occur in the future
3. ov_____y on taxes *v.* to pay an excessive or higher amount for something than what is necessary or fair
4. illegal em_____er *n.* a person or organization that pays workers to work for them
5. de___e a question *v.* to make up someone's mind about something; to come to a conclusion or judgment after considering options
6. di_____s options *v.* to talk about or examine in detail through conversation or debate; to exchange ideas, opinions, or information on a particular topic
7. a__y plan *adv.* in a wrong or crooked position; out of order; amiss
8. en_____e him to a pension *v.* to give someone the right to have or do something; to give a title to someone or something
9. re___t against the dictator *n.* to take violent action against authority, especially government or ruler
10. af__x a label *v.* to attach or add something to something else

ANSWERS: 1. asymmetrical, 2. warn, 3. overpay, 4. employer, 5. decide, 6. discuss, 7. awry, 8. entitle, 9. revolt, 10. affix

11. he confessed dra_____lly *adv.* in a very impressive manner
12. for_____ng atmosphere *adj.* giving the impression that something is difficult or unpleasant; intimidating or uninviting
13. series of exp_____nts *n.* the scientific test conducted to observe what happens and gain new knowledge
14. reg_____ss tread *adv.* not paying attention or considering something or someone even if the situation is bad or there are difficulties
15. h__l broke loose *n.* the place thought to be where bad people go and are punished after death, often depicted as being located beneath the earth; an extraordinarily unpleasant or difficult place
16. government se_____y *n.* the state or quality of being kept hidden or private; the act of keeping something confidential or unknown to others
17. strong and co_____ed sales staff *adj.* willing to put in a lot of effort, time, and energy into something; firmly believing in something
18. in_____te a lawsuit *n.* an organization that has a specific purpose, particularly one dealing with science, education, or a particular profession; (verb) to initiate, introduce, or establish something
19. easy qu_____r *n.* a person who gives up easily or does not have the determination to finish what they have started
20. increase in the minimum w__e *n.* a particular amount of money that somebody earns, usually every week or every month, for work or services

ANSWERS: 11. dramatically, 12. forbidding, 13. experiment, 14. regardless, 15. hell, 16. secrecy, 17. committed, 18. institute, 19. quitter, 20. wage

21. reg_____ss of the difficulties *adv.* not paying attention or considering something or someone even if the situation is bad or there are difficulties
22. as___e an important role *v.* to think or accept something to be true without having proof of it; to take or begin to have power; to begin to exhibit a specific quality or appearance
23. ig___e her advice *v.* to intentionally not listen or pay attention to
24. en___e in environmental protection activities *v.* to attract and keep someone's attention and interest; to participate in or obtain services of something
25. remove lo___e hair *adj.* not securely fixed or fastened in place or able to be detached or separated from something
26. de___e on a course of action *v.* to make up someone's mind about something; to come to a conclusion or judgment after considering options
27. dis_____ge bacterial growth *v.* to make someone lose confidence, enthusiasm, or less willing to do something
28. su_____e you're right *v.* to think that something is likely to be actual or possible
29. fe_____l funding *adj.* relating to a central government or national authority; refers to government policies, laws, or programs that are implemented at a national level rather than a state or local level
30. neg_____on process *n.* the process of discussing and reaching an agreement with others

ANSWERS: 21. regardless, 22. assume, 23. ignore, 24. engage, 25. loose, 26. decide, 27. discourage, 28. suppose, 29. federal, 30. negotiation

31. arrive and de___t on time *v.* to go away or leave, especially to start a journey
32. chemical ad_____on *n.* the act or process of adding something to something else; the process of adding numbers
33. a comprehensive su___y *n.* an investigation of the opinions, behavior, etc. of a particular group of people, made by asking people questions
34. se___l number *adj.* consisting of or occurring in a series or sequence; relating to or involving a series or sequence of events, stories, or incidents
35. a binomial fo_____a *n.* a group of symbols, letters, or numbers that represent a rule, law, or mathematical statement
36. sh___k with fear *v.* to become smaller, or to make something smaller in size or amount
37. re___t against existing ways of thinking *n.* to take violent action against authority, especially government or ruler
38. cigar s___b *n.* a short piece of something, especially a cigarette, pencil, etc., that is left after the main part has been used
39. health po___y *n.* a set of rules, guidelines, principles, or procedures that govern decision-making or action, often used in the context of business or government; a course of action or plan of action adopted or followed by an organization or individual to achieve a goal or objective

ANSWERS: 31. depart, 32. addition, 33. survey, 34. serial, 35. formula, 36. shrink, 37. revolt, 38. stub, 39. policy

40. col_____ion between companies *n.* the act or situation of working together to create or produce something
41. dis_____ate against women employees *v.* to treat a person or particular group of people worse or better than another, especially in an unfair way; to recognize or perceive the difference between people or things
42. gov_____nt funding *n.* the group of people with authority to control a country or state
43. se____l killer *adj.* consisting of or occurring in a series or sequence; relating to or involving a series or sequence of events, stories, or incidents
44. foreign po____y *n.* a set of rules, guidelines, principles, or procedures that govern decision-making or action, often used in the context of business or government; a course of action or plan of action adopted or followed by an organization or individual to achieve a goal or objective
45. in a co_____ed relationship *adj.* willing to put in a lot of effort, time, and energy into something; firmly believing in something
46. em_____ee evaluation *n.* a person who is hired to work for a business or organization in exchange for wages or salary; a worker
47. im_____e the test score *v.* to make or become better
48. get a con_____nal loan *adj.* based on or following traditional rules, standards, customs, etc.

ANSWERS: 40. collaboration, 41. discriminate, 42. government, 43. serial, 44. policy, 45. committed, 46. employee, 47. improve, 48. conventional

49. maintain se_____y *n.* the state or quality of being kept hidden or private; the act of keeping something confidential or unknown to others
50. a con_____nal style *adj.* based on or following traditional rules, standards, customs, etc.
51. ov_____y the mechanic for the repairs *v.* to pay an excessive or higher amount for something than what is necessary or fair
52. pr_____e bad behavior *v.* to encourage or persuade people to like, buy, use, do, or support something; to raise someone to a higher position or rank
53. a m__o pad *n.* a short written message or communication intended for internal use within an organization or company
54. br_____st a radio ad *v.* to send out a program or some information on radio or television
55. un_____id position *adj.* paid less than a fair or reasonable wage
56. recent su____y *n.* an investigation of the opinions, behavior, etc. of a particular group of people, made by asking people questions
57. a s__b of a candle *n.* a short piece of something, especially a cigarette, pencil, etc., that is left after the main part has been used
58. a qu_____ed doctor *adj.* officially recognized as having completed a training course or passed the exams that are necessary to perform a particular job

ANSWERS: 49. secrecy, 50. conventional, 51. overpay, 52. promote, 53. memo, 54. broadcast, 55. underpaid, 56. survey, 57. stub, 58. qualified

59. ne_____te the price of the house *v.* to have formal discussions with someone to reach an agreement
60. h__e a guide *v.* to give somebody a job
61. eco_____al use of her time *adj.* providing a satisfactory return on the money, time, or effort; not using more money, fuel, etc. than necessary
62. co_____te environment *adj.* of or relating to a large company
63. p__r group *n.* a person who has the same age, status, or ability
64. h__e a car by the hour *v.* to give somebody a job
65. structural fo_____a *n.* a group of symbols, letters, or numbers that represent a rule, law, or mathematical statement
66. the in___t of a question *n.* a strong determination or attention to do or achieve something; (adjective) having a strong determination to do or achieve something
67. as___e a lousy attitude to his boss *v.* to think or accept something to be true without having proof of it; to take or begin to have power; to begin to exhibit a specific quality or appearance
68. col_____ion platform *n.* the act or situation of working together to create or produce something
69. use a bu___r to reduce noise *n.* a device, material, or person that reduces the impact or effect of an external force or provides protection against harm or damage
70. em_____ee benefits *n.* a person who is hired to work for a business or organization in exchange for wages or salary; a worker

ANSWERS: 59. negotiate, 60. hire, 61. economical, 62. corporate, 63. peer, 64. hire, 65. formula, 66. intent, 67. assume, 68. collaboration, 69. buffer, 70. employee

71. w__n a reckless driver *v.* to make someone aware of potential danger or difficulty, particularly one that may occur in the future
72. af__x a seal to a document *v.* to attach or add something to something else
73. pa_____l tax *n.* a list of a company's employees and their salaries or wages; the total amount of money paid by a company to its employees regularly
74. un___r employment practices *adj.* not giving equal treatment or opportunities to people involved; marked by injustice, partiality, or deception
75. en_____e the company to use the logo *v.* to give someone the right to have or do something; to give a title to someone or something
76. secure in_____et *n.* a private computer network within an organization that uses internet protocols, allowing employees or members to access and share information, resources, and services
77. have an un___r advantage *adj.* not giving equal treatment or opportunities to people involved; marked by injustice, partiality, or deception
78. br_____st a concert *v.* to send out a program or some information on radio or television
79. die su_____ly *adv.* quickly and unexpectedly
80. ar__e a case *v.* to express differing opinions or points of view, often in a heated or contentious manner; to present a case or reasoning to persuade or convince others

ANSWERS: 71. warn, 72. affix, 73. payroll, 74. unfair, 75. entitle, 76. intranet, 77. unfair, 78. broadcast, 79. suddenly, 80. argue

81. ge___r-blind policies *n.* the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology
82. the g_p between ideal and reality *n.* a conspicuous disparity or difference separates something such as a figure, people, their opinions, situation, etc.
83. a blazing ar_____nt *n.* a set of statements or reasons used to support or refute a proposition or theory; a verbal or physical fight or dispute
84. co_____te right *adj.* of or relating to a large company
85. ca_____te the distance *v.* to judge or find out the amount or number of something by using mathematics
86. distance g_p *n.* a conspicuous disparity or difference separates something such as a figure, people, their opinions, situation, etc.
87. out of va___y *n.* excessive pride in or admiration of one's appearance or achievements
88. ig___e a ban *v.* to intentionally not listen or pay attention to
89. wi___m literature *n.* the quality of being wise, or the ability to use your knowledge and experience to make sensible decisions
90. official sta_____cs *n.* the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data

ANSWERS: 81. gender, 82. gap, 83. argument, 84. corporate, 85. calculate, 86. gap, 87. vanity, 88. ignore, 89. wisdom, 90. statistics

91. run like h__l
n. the place thought to be where bad people go and are punished after death, often depicted as being located beneath the earth; an extraordinarily unpleasant or difficult place
92. a__y hair
adv. in a wrong or crooked position; out of order; amiss
93. dis_____ate between different things
v. to treat a person or particular group of people worse or better than another, especially in an unfair way; to recognize or perceive the difference between people or things
94. a fountain of wi___m
n. the quality of being wise, or the ability to use your knowledge and experience to make sensible decisions
95. ar__e passionately
v. to express differing opinions or points of view, often in a heated or contentious manner; to present a case or reasoning to persuade or convince others
96. an unc_____ble silence
adj. providing or feeling physical discomfort or slight pain
97. ci_____te a rumor
v. to move continuously or freely around a place or closed system
98. st_____up business
n. a newly established company or business
99. civil st___e
n. conflict or disagreement, especially between people or groups
100. m__o content
n. a short written message or communication intended for internal use within an organization or company

ANSWERS: 91. hell, 92. awry, 93. discriminate, 94. wisdom, 95. argue, 96. uncomfortable, 97. circulate, 98. start-up, 99. strife, 100. memo

101. pa____l system *n.* a list of a company's employees and their salaries or wages; the total amount of money paid by a company to its employees regularly
102. dual ge____r *n.* the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology
103. at st____e over the land *n.* conflict or disagreement, especially between people or groups
104. sh____k the tumor *v.* to become smaller, or to make something smaller in size or amount
105. sa____y after taxes *n.* a fixed amount of money that employees, especially those who work in an office, receive for doing their job, usually paid every month
106. de____t from the faith *v.* to go away or leave, especially to start a journey
107. unpaid w____es *n.* a particular amount of money that somebody earns, usually every week or every month, for work or services
108. di____s solutions *v.* to talk about or examine in detail through conversation or debate; to exchange ideas, opinions, or information on a particular topic
109. an eco____al meal *adj.* providing a satisfactory return on the money, time, or effort; not using more money, fuel, etc. than necessary

ANSWERS: 101. payroll, 102. gender, 103. strife, 104. shrink, 105. salary, 106. depart, 107. wage, 108. discuss, 109. economical

110. early-stage st____up *n.* a newly established company or business
111. the cabin pressure fell dra_____lly *adv.* in a very impressive manner
112. ad_____on of vectors *n.* the act or process of adding something to something else; the process of adding numbers
113. im_____e a process *v.* to make or become better
114. research in_____tes *n.* an organization that has a specific purpose, particularly one dealing with science, education, or a particular profession; (verb) to initiate, introduce, or establish something
115. in_____et portal *n.* a private computer network within an organization that uses internet protocols, allowing employees or members to access and share information, resources, and services
116. su_____ly attacked by an enemy *adv.* quickly and unexpectedly
117. fe_____l regulations *adj.* relating to a central government or national authority; refers to government policies, laws, or programs that are implemented at a national level rather than a state or local level
118. a handsome sa_____y *n.* a fixed amount of money that employees, especially those who work in an office, receive for doing their job, usually paid every month
119. with an unc_____ble face *adj.* providing or feeling physical discomfort or slight pain

ANSWERS: 110. start-up, 111. dramatically, 112. addition, 113. improve, 114. institute, 115. intranet, 116. suddenly, 117. federal, 118. salary, 119. uncomfortable

120. for_____ng mountain	<i>adj.</i> giving the impression that something is difficult or unpleasant; intimidating or uninviting
121. p__r review	<i>n.</i> a person who has the same age, status, or ability
122. en___e a new employee	<i>v.</i> to attract and keep someone's attention and interest; to participate in or obtain services of something
123. tra_____ncy during the trials	<i>n.</i> the condition or quality of being easy to see through
124. exp_____nt design	<i>n.</i> the scientific test conducted to observe what happens and gain new knowledge
125. neg_____on skills	<i>n.</i> the process of discussing and reaching an agreement with others
126. ne_____te a settlement	<i>v.</i> to have formal discussions with someone to reach an agreement
127. camping cu_____e	<i>n.</i> a small, partitioned area or booth intended for working or studying, often in an office or educational setting
128. in___t gaze	<i>n.</i> a strong determination or attention to do or achieve something; (adjective) having a strong determination to do or achieve something
129. pr_____e a better relationship	<i>v.</i> to encourage or persuade people to like, buy, use, do, or support something; to raise someone to a higher position or rank
130. ci_____te an agenda before the meeting	<i>v.</i> to move continuously or freely around a place or closed system

ANSWERS: 120. forbidding, 121. peer, 122. engage, 123. transparency, 124. experiment, 125. negotiation, 126. negotiate, 127. cubicle, 128. intent, 129. promote, 130. circulate

131. su____e beforehand *v.* to think that something is likely to be actual or possible
132. a bu____r between the quarreling parents *n.* a device, material, or person that reduces the impact or effect of an external force or provides protection against harm or damage
133. cu____e partition *n.* a small, partitioned area or booth intended for working or studying, often in an office or educational setting
134. qu____ed in medicine *adj.* officially recognized as having completed a training course or passed the exams that are necessary to perform a particular job
135. billionaire ent____eur *n.* an individual who creates or invests in one or more businesses, especially when this involves taking financial risks
136. def____ly become a problem *adv.* without any question and beyond doubt; clearly
137. dis____ge customers *v.* to make someone lose confidence, enthusiasm, or less willing to do something
138. a lo__e tongue *adj.* not securely fixed or fastened in place or able to be detached or separated from something
139. lack of tra____ncy *n.* the condition or quality of being easy to see through
140. em____er responsibility *n.* a person or organization that pays workers to work for them
141. sta____cs for cancer *n.* the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data

ANSWERS: 131. suppose, 132. buffer, 133. cubicle, 134. qualified, 135. entrepreneur, 136. definitely, 137. discourage, 138. loose, 139. transparency, 140. employer, 141. statistics

142. a successful ent_____eur *n.* an individual who creates or invests in one or more businesses, especially when this involves taking financial risks
143. wounded va____y *n.* excessive pride in or admiration of one's appearance or achievements
144. asy_____cal haircut *adj.* lacking symmetry or balance; unevenly or irregularly shaped; not corresponding in terms of quantity, size, or position
145. to_____te ambiguity *v.* to allow something to exist or happen, even if it is disliked or opposed
146. am_____g advances *adj.* extremely surprising, especially in a way that you like or admire
147. un_____id mail *adj.* paid less than a fair or reasonable wage
148. gov_____nt bureaucracy *n.* the group of people with authority to control a country or state
149. to_____te his disrespectful behavior *v.* to allow something to exist or happen, even if it is disliked or opposed
150. the most am_____g feeling *adj.* extremely surprising, especially in a way that you like or admire
151. say def_____ly *adv.* without any question and beyond doubt; clearly
152. serial qu_____r *n.* a person who gives up easily or does not have the determination to finish what they have started
153. ca_____te his credit score *v.* to judge or find out the amount or number of something by using mathematics
154. the ar_____nt against capital punishment *n.* a set of statements or reasons used to support or refute a proposition or theory; a verbal or physical fight or dispute

ANSWERS: 142. entrepreneur, 143. vanity, 144. asymmetrical, 145. tolerate, 146. amazing, 147. underpaid, 148. government, 149. tolerate, 150. amazing, 151. definitely, 152. quitter, 153. calculate, 154. argument

ANSWERS:

Session 3: Fill in the Blanks

1. The company is launching a new line of _____ products aimed at young adults.
adj. consisting of or occurring in a series or sequence; relating to or involving a series or sequence of events, stories, or incidents
2. We want to _____ ties between our two countries.
v. to make or become better
3. This region has many _____ offering higher education.
n. an organization that has a specific purpose, particularly one dealing with science, education, or a particular profession; (verb) to initiate, introduce, or establish something
4. She is very _____ in her thoughts.
adj. based on or following traditional rules, standards, customs, etc.
5. The community greatly respected and sought after the older adult's _____.
n. the quality of being wise, or the ability to use your knowledge and experience to make sensible decisions
6. It is more _____ to wash your plastic bottle and reuse it.
adj. providing a satisfactory return on the money, time, or effort; not using more money, fuel, etc. than necessary
7. His _____ continued to rise as his skills improved.
n. a particular amount of money that somebody earns, usually every week or every month, for work or services

ANSWERS: 1. serial, 2. improve, 3. institutes, 4. conventional, 5. wisdom, 6. economical, 7. wages

8. 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
9. The federal _____ is planning to increase taxes for the next fiscal year.
n. the group of people with authority to control a country or state
10. I worked in an office _____ surrounded by walls and fluorescent lights.
n. a small, partitioned area or booth intended for working or studying, often in an office or educational setting
11. Many multinational companies are _____ in the reconstruction of that country.
v. to attract and keep someone's attention and interest; to participate in or obtain services of something
12. He was labeled as a _____ after he abandoned the project halfway.
n. a person who gives up easily or does not have the determination to finish what they have started
13. The company's new _____ on remote work has made it a more inclusive workplace.
n. a set of rules, guidelines, principles, or procedures that govern decision-making or action, often used in the context of business or government; a course of action or plan of action adopted or followed by an organization or individual to achieve a goal or objective
14. In _____ private corporations provide healthcare services.
n. the act or process of adding something to something else; the process of adding numbers

ANSWERS: 8. survey, 9. government, 10. cubicle, 11. engaged, 12. quitter, 13. policy, 14. addition,

15. His _____ prevented him from seeing his flaws.
n. excessive pride in or admiration of one's appearance or achievements
16. This shirt will _____ in the wash.
v. to become smaller, or to make something smaller in size or amount
17. The _____ handbook outlines the rules and regulations that all employees must follow.
n. a person who is hired to work for a business or organization in exchange for wages or salary; a worker
18. We seek a person _____ for the post.
adj. officially recognized as having completed a training course or passed the exams that are necessary to perform a particular job
19. The inspector discovered _____ bolts under the fuel rods.
adj. not securely fixed or fastened in place or able to be detached or separated from something
20. Do your research before buying a car, or you may _____ for features that aren't worth the extra cost.
v. to pay an excessive or higher amount for something than what is necessary or fair
21. You should not _____ against minorities.
v. to treat a person or particular group of people worse or better than another, especially in an unfair way; to recognize or perceive the difference between people or things
22. The battlefield became _____ on earth.
n. the place thought to be where bad people go and are punished after death, often depicted as being located beneath the earth; an extraordinarily unpleasant or difficult place

ANSWERS: 15. vanity, 16. shrink, 17. employee, 18. qualified, 19. loose, 20. overpay, 21. discriminate, 22. hell

23. The plans for the surprise party went _____ when the cake was ruined.
adv. in a wrong or crooked position; out of order; amiss
24. We should always be prepared to _____ talented recruits.
v. to give somebody a job
25. The company's _____ provides a secure internal network for employees to communicate and share information.
n. a private computer network within an organization that uses internet protocols, allowing employees or members to access and share information, resources, and services
26. The _____ office has decided to lay off 10% of the workforce.
adj. of or relating to a large company
27. Using a password manager can act as a _____ against hackers who try to steal your personal information.
n. a device, material, or person that reduces the impact or effect of an external force or provides protection against harm or damage
28. The _____ shape of the vase made it unique and exciting.
adj. lacking symmetry or balance; unevenly or irregularly shaped; not corresponding in terms of quantity, size, or position
29. His abusive words made me _____.
adj. providing or feeling physical discomfort or slight pain
30. The main discussion topic is government _____.
n. the condition or quality of being easy to see through

ANSWERS: 23. awry, 24. hire, 25. intranet, 26. corporate, 27. buffer, 28. asymmetrical, 29. uncomfortable, 30. transparency

31. The fan _____ the air in the room quickly.
v. to move continuously or freely around a place or closed system
32. Our company is strongly _____ to meeting customers' needs.
adj. willing to put in a lot of effort, time, and energy into something; firmly believing in something
33. Many people are working together to close the gender _____.
n. a conspicuous disparity or difference separates something such as a figure, people, their opinions, situation, etc.
34. We are always happy to _____ a discount.
v. to have formal discussions with someone to reach an agreement
35. The _____ demonstrate that poverty and unemployment are genuine problems.
n. the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data
36. 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
37. The government should do more to _____ sustainable agribusiness.
v. to encourage or persuade people to like, buy, use, do, or support something; to raise someone to a higher position or rank
38. The country has been wracked by political _____ for many years.
n. conflict or disagreement, especially between people or groups

ANSWERS: 31. circulates, 32. committed, 33. gap, 34. negotiate, 35. statistics, 36. regardless, 37. promote, 38. strife

39. Since independence, the area has been completely _____.
- v.* to intentionally not listen or pay attention to
40. The receptionist detached a ticket from its _____.
- n.* a short piece of something, especially a cigarette, pencil, etc., that is left after the main part has been used
41. The _____ between the two sides over the proposed policy was heated.
- n.* a set of statements or reasons used to support or refute a proposition or theory; a verbal or physical fight or dispute
42. _____ willingly accept business risks to achieve success.
- n.* an individual who creates or invests in one or more businesses, especially when this involves taking financial risks
43. The teacher's stern expression and strict rules made her classroom feel _____ to the students.
- adj.* giving the impression that something is difficult or unpleasant; intimidating or uninviting
44. She couldn't _____ whether to order the pizza or the pasta for dinner.
- v.* to make up someone's mind about something; to come to a conclusion or judgment after considering options
45. The designer's _____ was to create a minimalist aesthetic for the interior of the building.
- n.* a strong determination or attention to do or achieve something; (adjective) having a strong determination to do or achieve something
46. The golfer recorded an _____ distance.
- adj.* extremely surprising, especially in a way that you like or admire

ANSWERS: 39. ignored, 40. stub, 41. argument, 42. Entrepreneurs, 43. forbidding, 44. decide, 45. intent, 46. amazing

47. The company's _____ department processed the paychecks every two weeks.
n. a list of a company's employees and their salaries or wages; the total amount of money paid by a company to its employees regularly
48. The company's _____ surrounding its new product launch has created consumer excitement and anticipation.
n. the state or quality of being kept hidden or private; the act of keeping something confidential or unknown to others
49. The partnership program requires a mutual _____ between both agencies.
n. the act or situation of working together to create or produce something
50. The _____ between the two countries was a delicate and complex process.
n. the process of discussing and reaching an agreement with others
51. The paper is _____ worth reading thoroughly.
adv. without any question and beyond doubt; clearly
52. What do you _____ the culprit's motive was?
v. to think that something is likely to be actual or possible
53. His _____ showed highly positive results.
n. the scientific test conducted to observe what happens and gain new knowledge
54. I received a _____ from the CEO outlining the new company policies.
n. a short written message or communication intended for internal use within an organization or company

ANSWERS: 47. payroll, 48. secrecy, 49. collaboration, 50. negotiation, 51. definitely, 52. suppose, 53. experiments, 54. memo

55. We need to _____ the next steps for the project during our meeting tomorrow.
- v. to talk about or examine in detail through conversation or debate; to exchange ideas, opinions, or information on a particular topic
56. He couldn't _____ the actual value of the artwork.
- v. to judge or find out the amount or number of something by using mathematics
57. The teacher told the students to memorize the math _____.
- n. a group of symbols, letters, or numbers that represent a rule, law, or mathematical statement
58. Life expectancy has grown _____ this century.
- adv. in a very impressive manner
59. Among young people, _____ pressure can be pretty influential.
- n. a person who has the same age, status, or ability
60. An _____ attitude toward its employees significantly impacts their productivity.
- n. a person or organization that pays workers to work for them
61. Most of the programs are _____ in this area.
- v. to send out a program or some information on radio or television
62. The couple began to _____ over which restaurant to go to for dinner.
- v. to express differing opinions or points of view, often in a heated or contentious manner; to present a case or reasoning to persuade or convince others
63. Who answers _____ knows little.
- adv. quickly and unexpectedly

ANSWERS: 55. discuss, 56. calculate, 57. formula, 58. dramatically, 59. peer, 60. employer's, 61. broadcast, 62. argue, 63. suddenly

64. Many people believe that they are _____ for the work that they do.
adj. paid less than a fair or reasonable wage
65. The following example _____ that the capacity of each battery is the same.
v. to think or accept something to be true without having proof of it; to take or begin to have power; to begin to exhibit a specific quality or appearance
66. His parents tried to _____ him from becoming an artist.
v. to make someone lose confidence, enthusiasm, or less willing to do something
67. I attempted to _____ him, but he ignored me.
v. to make someone aware of potential danger or difficulty, particularly one that may occur in the future
68. I can't _____ spicy food, and it always gives me heartburn
v. to allow something to exist or happen, even if it is disliked or opposed
69. The people tried to _____ to oust the tyrant.
n. to take violent action against authority, especially government or ruler
70. The employee was _____ to a week of vacation time.
v. to give someone the right to have or do something; to give a title to someone or something
71. We _____ before the temperature fell below zero.
v. to go away or leave, especially to start a journey
72. Cultural norms strongly influence _____ expectations.
n. the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology

ANSWERS: 64. underpaid, 65. assumes, 66. discourage, 67. warn, 68. tolerate, 69. revolt, 70. entitled, 71. departed, 72. gender

73. She _____ a stamp to the letter before mailing it.

v. to attach or add something to something else

74. The _____ government announced new regulations to protect the environment.

adj. relating to a central government or national authority; refers to government policies, laws, or programs that are implemented at a national level rather than a state or local level

75. What are your annual _____ expectations?

n. a fixed amount of money that employees, especially those who work in an office, receive for doing their job, usually paid every month

76. 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

77. Our company's services are targeted at _____ executives.

n. a newly established company or business

ANSWERS: 73. affixed, 74. federal, 75. salary, 76. unfair, 77. start-up