

Read the following advertisement and mark the letter A, B, C, or D on your answer sheet to indicate the option that best fits each of the numbered blanks from 1 to 6.

ANNOUNCING OUR NEW INITIATIVE: 'FUTURE FORWARD'

In today's fast-evolving business landscape, our company is thrilled (1) _____ its pioneering 'Future Forward' program. This is a reverse mentoring initiative (2) _____ junior employees with senior executives to foster mutual growth and understanding.

The primary objective is to (3) _____ between generational perspectives within our organization. Younger staff will offer fresh insights (4) _____ digital transformation and social media trends, while senior leaders will share their accumulated wisdom and experience. We believe this dynamic exchange will lead to a more (5) _____ and agile work environment.

This program is more than just knowledge transfer; we are confident it will help build a (6) _____ for the future.

Question 1. A. launching B. having launched C. to launch D. being launched

Question 2. A. paired B. pairing C. is paired D. which pairs

Question 3. A. fill the void B. bridge the gap C. close the book D. pave the way

Question 4. A. on B. for C. with D. about

Question 5. A. collaboration B. collaborated C. collaborative D. collaboratively

Question 6.

A. modern workplace culture

B. workplace modern culture

C. culture modern workplace

D. modern culture workplace

Read the following leaflet and mark the letter A, B, C or D on your answer sheet to indicate the option that best fits each of the numbered blanks from 7 to 12.

A GUIDE TO CROSS-GENERATIONAL TEXTING

Ever sent a text and got a confusing reply? The generation gap is now digital! Here's how to navigate the new rules of online communication.

The Full Stop is... Aggressive?

(7) _____ younger generations like Gen Z, ending a short message with a full stop (.) can imply anger or passive-*** (8) _____. They often prefer to use line breaks instead.

Emojis & Slang

It can be hard to (9) _____ the ever-changing world of internet slang and the subtle meanings of emojis (is the emoji sincere or sarcastic?). When in doubt, it's safer to be clear and direct.

General Tips

- Context is King: (10) _____ misunderstandings are due to a lack of context. Be explicit.
- Assume Good Intent: Avoid making negative (11) _____ about someone based on their texting style. They probably just communicate differently.
- Be Patient: (12) _____ needs a little patience and empathy to avoid digital miscommunication.

(Adapted from BBC Worklife - "The most misunderstood punctuation mark")

Question 7. A. In the opinion of B. With a view to C. In accordance with D. According to

Question 8. A. aggression B. aggressive C. aggressively D. aggressor

Question 9. A. catch on to B. face up to C. keep up with D. get away with

Question 10. A. A great many B. A large amount of C. Every D. A great deal

Question 11. A. decisions B. judgments C. assumptions D. conclusions

Question 12. A. Everybody B. All C. Each D. Some people

Mark the letter A, B, C or D to indicate the best arrangement of utterances or sentences to make a cohesive and coherent exchange or text in each of the following questions from 13 to 17.

Question 13.

- a. Son: Haha, no, Dad. In our slang, that just means something is incredibly funny or ridiculous.
 b. Father: I see. It's like learning a whole new language to understand your generation's texts.
 c. Father: Your aunt just texted me 'I can't even' with a skull emoji . Is she in trouble?
 A. c - b - a B. b - a - c C. c - a - b D. a - c - b

Question 14.

- a. I understand that, Grandpa. But for my generation, flexibility and working on projects we're passionate about are often more important than long-term stability.
 b. A changing market... I suppose that makes sense. It's a different world with different rules.
 c. It allows me to continuously learn new skills and adapt to a rapidly changing job market.
 d. I don't quite understand your plan to be a 'freelance digital marketer.' In my day, the goal was to find a stable job at a good company and stay there for life.
 A. d - a - c - b B. d - c - a - b C. a - c - d - b D. d - b - a - c

Question 15.

Dear Team,

- a. This program will pair younger employees with senior staff members.
 b. The goal is not only to upskill our senior members but also to bridge the communication gap and build mutual respect.
 c. An email with details on how to sign up will follow shortly. We encourage everyone to participate.
 d. To foster better collaboration across all age groups in our office, we are excited to launch a new 'Reverse Mentoring' initiative.
 e. Unlike traditional mentoring, the junior employee will be the one sharing their expertise, particularly in areas like social media and new software.

Best regards,

The Management Board

- A. d - a - e - b - c B. d - e - a - b - c C. a - e - b - c - d D. d - b - a - e - c

Question 16.

- a. Older generations, who grew up with a clearer distinction between public and private life, often view the voluntary sharing of personal information on social media with skepticism.
 b. This fundamental difference can lead to misunderstandings, with one generation perceiving carelessness while the other perceives a new form of community.
 c. One of the most profound aspects of the modern generation gap is the differing perception of online privacy.
 d. In contrast, digital natives have grown up curating an online identity, often seeing this sharing as a fundamental part of social connection.
 e. Therefore, bridging this gap requires not a judgment of right or wrong, but an understanding that the very definition of 'privacy' has evolved.
 A. c - a - d - b - e B. c - d - a - b - e C. a - d - b - e - c D. c - b - a - d - e

Question 17.

- a. These deeply ingrained, experience-based values can result in different approaches to everything from financial planning to social activism.
 b. For instance, Baby Boomers, who came of age during a period of post-war economic expansion, tend to value hard work and material security.
 c. Understanding these formative contexts is therefore essential to appreciating that the generation gap is often a reflection of different histories.
 d. The values that define a generation are often forged in the crucible of the major historical events they experienced during their youth.
 e. Conversely, Millennials and Gen Z, shaped by the rise of the internet and global uncertainty, often prioritize experiences over possessions and social consciousness.
 A. d - a - b - e - c B. b - e - a - c - d C. d - b - e - a - c D. d - e - b - a - c

Read the following passage and mark the letter A, B, C or D to indicate the option that best fits each of the numbered blanks from 18 to 22.

The generation gap is often framed as a source of conflict in the workplace and at home. However, an innovative strategy known as 'reverse mentoring' is changing this narrative. It is a unique development partnership (18) _____, rather than the other way around. This simple switch has profound implications.

Through these pairings, a powerful two-way exchange of knowledge (19) _____, helping to break down stereotypes. (20) _____, senior leaders gain firsthand insights into digital trends and the perspectives of a younger demographic. The benefits are not one-sided. (21) _____, the junior employee gains confidence and a deeper understanding of business strategy from an experienced leader's viewpoint. Ultimately, reverse mentoring is more than just a professional development tool; it is a cultural shift, (22) _____.

Question 18.

- A. whose main purpose is for younger employees to share their knowledge with senior executives
- B. which it involves a junior employee who regularly meets and mentors a senior colleague
- C. that has been designed so a less experienced staff member can formally guide a more experienced one
- D. in which a junior employee is intentionally paired with a senior leader to act as their mentor

Question 19.

- A. has been actively facilitated by both participants to ensure mutual understanding
- B. is actively facilitated between the two participants, fostering mutual respect
- C. actively facilitates the open sharing of ideas between different generations
- D. having been actively facilitated in order to create a more inclusive workplace

Question 20.

- A. Because they are often resistant to new ideas from less experienced colleagues
- B. By stepping out of the traditional expert role and becoming an active listener
- C. Although they already possess all the necessary skills to lead in the modern age
- D. As if they were teaching the junior employee about new technologies instead

Question 21.

- A. In addition to being exposed to high-level business conversations and decision-making
- B. Unless they are willing to challenge the senior leader's long-held beliefs and practices
- C. Despite the fact that they often have little to learn from older generations
- D. Because their main responsibility is to perform their assigned tasks, not to learn

Question 22.

- A. although its effectiveness is still highly debated among business experts
- B. which can lead to a more inclusive, collaborative, and innovative environment
- C. unless companies are willing to invest a significant amount of money into it
- D. because it primarily benefits the younger generation at the expense of the older one

Read the following passages and mark the letter A, B, C or D on your answer sheet to indicate the best answer to each of the following questions from 23 to 30.

For the first time in history, up to five distinct generations are coexisting in the modern workplace, each shaped by the unique technological and societal events of their time. This multigenerational environment, while rich in diverse perspectives, has intensified the classic "generation gap." The divide is no longer just about musical tastes or fashion choices; it manifests in fundamental differences in communication styles, work ethics, and attitudes toward technology, creating a complex challenge for managers and colleagues alike.

Nowhere is this gap more apparent than in communication. Baby Boomers (born 1946-1964), having built their careers in a pre-digital world, may favor formal emails and face-to-face meetings. Millennials (born 1981-1996), who witnessed the rise of the internet, are often comfortable with collaborative platforms and less formal communication. Gen Z (born 1997-2012), as true "digital natives," are **adept** at instant messaging, using emojis and GIFs to convey tone, and often prefer quick, video-based interactions. These differing norms can lead to misunderstandings, with one generation perceiving another's style as either too stiff or overly casual.

The divergence extends to core work values and expectations. Many older workers were conditioned in an environment that prized loyalty, long hours, and a **rigid** separation between work and life. **Whereas older generations might measure commitment by hours spent in the office, younger employees often assess productivity by results and outcomes.** For Millennials and Gen Z, factors like work-life balance, mental well-

being support, and a sense of purpose are not just perks but prerequisites. **This** shift in priorities is reshaping corporate culture, pushing companies to evolve beyond traditional models.

However, viewing this generational gap solely as a source of conflict is a missed opportunity. Progressive organizations are now harnessing it as a source of competitive advantage. By implementing "reverse mentoring" programs, where younger employees train senior colleagues on new technologies, and fostering a culture of mutual respect, companies can bridge the divide. When the experience and wisdom of older generations are combined with the digital fluency and fresh perspectives of the younger ones, the result is a more innovative, dynamic, and resilient workforce.

Question 23. According to paragraph 2, which of the following is NOT mentioned as a communication preference?

- A. Gen Z's preference for quick, video-based interactions.
- B. Millennials' comfort with collaborative online platforms.
- C. Baby Boomers' preference for formal, face-to-face meetings.
- D. All generations' preference for using social media for work tasks.

Question 24. The word "adept" in paragraph 2 is closest in meaning to _____.

- A. interested
- B. skilled
- C. careful
- D. aware

Question 25. The word "rigid" in paragraph 3 is opposite in meaning to _____.

- A. formal
- B. clear
- C. flexible
- D. strict

Question 26. The word "This" in paragraph 3 refers to _____.

- A. corporate culture
- B. the traditional model
- C. a sense of purpose
- D. the focus on new work values

Question 27. Which of the following best paraphrases the underlined sentence in paragraph 3?

- A. Both older and younger generations believe that the number of hours spent in the office equals productivity.
- B. Older and younger employees have contrasting views on how to measure work dedication, one focusing on time and the other on results.
- C. Younger employees' productivity and results are often better than those of older generations who spend more hours in the office.
- D. To achieve better outcomes, younger employees should commit to spending more hours in the office, like older generations.

Question 28. Which of the following is TRUE according to the passage?

- A. The modern workplace typically consists of only two or three generations working together.
- B. Generational differences in the workplace are now mainly about musical tastes.
- C. "Reverse mentoring" involves senior employees training younger colleagues on company history.
- D. A multigenerational workforce can be a source of strength if managed well.

Question 29. In which paragraph does the author focus on the different attitudes towards work-life balance and how productivity is measured?

- A. Paragraph 1
- B. Paragraph 2
- C. Paragraph 3
- D. Paragraph 4

Question 30. In which paragraph are the differing communication habits of various generations explained as a primary point of conflict?

- A. Paragraph 1
- B. Paragraph 2
- C. Paragraph 3
- D. Paragraph 4

Complete the following sentences with the correct form of the word in parentheses.

Question 31. The _____ of many young people to pursue non-traditional career paths often puzzles their more conventional parents. (DECIDE)

Question 32. A major source of conflict is the different _____ of work-life balance between older and younger employees. (PERCEIVE)

Question 33. Sometimes, the values held by two different generations seem so different that they appear almost _____. (RECONCILE)

----- THE END -----