试题原文

Passage One

The hiring process maybe different from one company to another. Nevertheless, the goal is the same—get the candidate who is the best fit for the position. Even so, how to choose that person? Here are some best practices used by industry leaders to attract the best talent for the job. In particular, these are the new trends in the hiring process to be prepared for when you have a job Interview.

Typically, an interview is held in a conference room or office. However, this makes it easy for the employers and the candidate to act predictably. The problem with this approval is that at the end of a typical interview, the employers often don't have a much better feel for the candidate than they do after reading the candidate's resume. Alternatively, some employers walk around the office for part of the interview. This allows the employer to get a sense of how the candidate interacts with other people and whether the candidate is truly curious and interested in how the company runs.

Another change is that some employers create teams to hire new employees in comparison to having just one administrator conduct the interview. Employers then get opinions from the team members. More importantly, this helps employers hire someone with whom current employees could get along.

Also, employers want to make sure that candidates provide new viewpoints for the company. Before they hire someone, they think about the diversity of viewpoints that the candidate can bring to the company. Be prepared to share how you can add value to the company through your own unique perspective and how you will help the company solve problems creatively.

Furthermore, many companies try to get a sense of the kind of work the candidates will do for the company before hiring them as fulltime employees. For example, they may offer you a temporary contract first as a consultant. Likewise, they may assign you a small task as part of the interviews process.

11.What is a goal of a job interview for a company?

A.To change the hiring process B.To discuss some best practices

C.To find the right person for a job D.To attract more industry leaders

12.What is the problem with a typical interview?

A.A typical interview is held in the company.

B.Employers may fail to know candidates well.

C.Employers may ask candidates to read resumes.

D.A typical interview is held in a conference room.

13.Why do some employers create teams to hire new employees?

A.Because they have no time to participate in job interviews.

B.Because they have to compare candidates with current employees.

C.Because they want the current employees to form a few research teams.

D.Because they want to ensure candidates can get on with other employees.

14.What is the meaning of the underlined word "diversity" in Paragraph 4?

A.variety B.value C.division D.necessity

15.In this passage, the author mainly discusses_____.

A.new viewpoints on a company B.new trends in the hiring process

C.the importance of a job interview D.methods to get along with employers

视频讲解

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