

Questions 1 to 4 are related to the text below.

4 Strong Personality Traits That CEOs Share

By Chad Brooks, Business News Daily Senior Writer March 25, 2016
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Credit: Jirsak/Shutterstock

01 There are four main traits most CEOs have in common, new research
02 finds.

03 Specifically, CEOs are charismatic, have strong execution and strategic
04 skills and are overall generally talented, according to a study from
05 researchers at the University of Chicago Booth School of Business and the
06 Copenhagen Business School in Denmark.

07 Researchers said businesses can look at these four characteristics to help
08 determine if a job candidate is fit for a CEO role, or other top executive
09 level position.

10 For the study, researchers examined a data set of more than 2,600
11 assessments to study 30 individual characteristics of candidates for top
12 executive positions, including CEO, chief financial officer (CFO), chief
13 operating officer and others.

14 The researchers used factor analysis, a traditional empirical approach in
15 studies of personality traits, to group those individual traits into four main
16 managerial characteristics.

17 "The factor analysis lets the data speak," Steven Kaplan, one of the study's
18 authors and a professor at the University of Chicago's Booth School of
19 Business, told Business News Daily. "The data more or less say that most
20 of the information in the 30 characteristics can be compressed into the four
21 final characteristics or factors."

22 The researchers found that speed, efficiency, aggressiveness, persistence
23 and proactivity were related to execution skills, while enthusiasm,
24 persuasion, aggressiveness, proactivity, analytical skills, organization and
25 attention to detail were related to charisma.

26 The traits connected to strategic ability were strategic vision, brainpower,
27 creativity, attention to detail, holding people accountable and organization.
28 The authors said all 30 of the characteristics went into determining general
29 talent.

30 After looking at the assessments of job candidates who were hired as
31 CEOs and CFOs, the study's authors discovered that the CEOs and CFOs
32 had completely opposite scores in the areas of general talent, execution
33 skills, charisma and strategic ability. The CEOs had high scores, and the
34 CFOs had lower scores.

35 36	"This suggests that CEOs are, indeed, stronger on all of these factors," the study's authors wrote.
37 38 39 40	Even though the CFOs scored lower in these areas, it does not mean they aren't skilled workers, Kaplan noted. "Remember, this is a sample of C-level people, so it is relative," Kaplan said. "In general, these are talented people."
41 42 43	The research also revealed that people who were candidates for positions other than CEO who scored high on the four factors were subsequently more likely to become CEOs.
44 45 46 47	"The results strongly suggest that different characteristics and factors are relevant for different positions," the study's authors wrote. "These results also suggest that it is possible to predict which executives are more likely to succeed in the future."
48 49 50 51 52	The study found no significant differences in the four factors among men and women. However, women were 28 percent less likely to get hired as a CEO. Overall, the data showed that CEO candidates who were ultimately hired scored lower on execution skills, and higher on interpersonal skills, than interviewed candidates.
53 54 55 56	This finding suggests that "boards and shareholders overweigh interpersonal skills in making hiring decisions," the researchers said. Kaplan believes the data have implications for boards choosing CEOs and for managers aspiring to become CEOs.
57 58 59 60 61	"If you are trying to be a CEO, you can try to improve on [these characteristics], particularly execution-related skills and, possibly, charisma-related skills like enthusiasm and persuasiveness," Kaplan said. "If you are choosing or grooming a CEO, make sure the person you choose has those characteristics, particularly execution-related ones."
62 63	The study was co-authored by Morten Sorensen, a professor at the Copenhagen Business School.

ADAPTED FROM: <http://www.businessnewsdaily.com/8922-traits-predict-ceos.html>

1. According to the text, what is/are the false (F) sentence(s)? Choose the correct option.

- I – The study assures that different positions demand different characteristics.
- II – The study showed there are no important differences of genre.
- III – It is a very interesting study but it does not help in choosing people for top executive level positions.

- a- I and III are false.
- b- II and III are false.
- c- I and II are false.
- d- Only II is false.

2. Mark the correct alternative. According to the text,

- a- employers do not give much importance to interpersonal skills when hiring.
- b- the authors of the text were from the same country.
- c- CEOs and CFOs had the same score relating to execution abilities.
- d- many characteristics were given as answers and they were put together in four groups.

3. The expression 'were more likely to' (line 42-43) can be replaced without changing the meaning by

- a- would like to.
- b- would love to.
- c- would have to.
- d- would tend to.

4. The words 'Even though' (line 37) can be replaced without changing the meaning by

- a- meanwhile.
- b- despite the fact that.
- c- undoubtedly.
- d- besides the fact that.

The questions 5 to 8 are about the following text. Read it and choose the correct answer to fill each gap.

I work (5.) ___ a French supermarket company. I work on the development of new supermarkets.

In fact, I run the development department and I manage a team looking (6.) ___ the possibilities in different countries. It's very interesting. One of my main responsibilities is to make sure that new supermarkets open on time. I'm also (7.) ___ charge of financial reporting.

I deal with a lot of different organizations in my work. I'm responsible (8.) ___ planning projects from start to finish. I work closely with our foreign partners, so I travel a lot.

5. a- about
b- for
c- on
d- by

6. a- for
b- over
c- in
d- at

7. a- in
b- at
c- on
d- with

8. a- in
b- at
c- by
d- for

Read the text below. Questions 9 to 12 are related to the text. Choose the correct answer.

I don't know how to chair a meeting!	
	<i>I've been asked to chair a meeting about the Christmas office party, but I'm incredibly nervous as I've never chaired one before. Is there a secret for success?</i>
01	You may never have chaired a meeting but as you've probably been to lots you'll have seen it done well and badly. Think about the things that please and annoy you and build on them. Make sure everyone has the agenda well in advance, and check that you know enough about the participants and issues to be discussed. Arrange for the room to be cool rather than warm; people will be less likely to go to sleep.
02	
03	
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07	See yourself as a referee whose job it is to ensure fair play through careful watching and listening. You must ensure that the timid have a chance to say what they want; deal in a diplomatic way with the argumentative and to be kind to the person you have asked to take notes. Getting that individual on your side is essential if you want the record to reflect your desired outcomes. It's normal to suggest what should be left out of the minutes and how any difficult bits should be phrased.
08	
09	
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13	Make sure you stick to the time you have allowed for each point and keep things moving by not letting people wander off the subject. Get decisions made and recorded, even if it's only to postpone matters until the next meeting. If someone is being difficult, defuse things by offering to continue the discussion personally at a more appropriate time.
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19	If the meeting is likely to be more than a couple of hours long, try to include a break at the mid-point; it acts as a marker and stops people getting restless.
20	
21	
22	Aim is to leave everyone feeling they have had a chance to say what they wanted to say and gain lasting and well-deserved popularity by finishing when you said the meeting would finish.
23	
24	

Source: <http://lingualeo.com/pt/jungle/i-dont-know-how-to-chair-a-meeting-382646#/page/1>

9. The word "minutes" (line 12) means

- a- time.
- b- summary.
- c- draft.
- d- paragraph.

10. According to the text, all statements below are correct, **except** for.
- a- People participating in a meeting admire who sticks to the time.
 - b- Room temperature influences participant's feelings.
 - c- Create opportunities for shy people to speak is a good idea.
 - d- It's good to finish the meeting with all subjects covered, even the controversial ones.

11. The pronoun "them" (line 03) refers to
- a- meetings.
 - b- issues.
 - c- things.
 - d- participants.

12. Without changing the meaning, the word "postpone" (line 16) **cannot** be substituted by
- a- delay.
 - b- deal with.
 - c- put off.
 - d- put on hold.

13. The sentence below is in the passive voice:

'The report will be reviewed by the supervisor before it is sent to the manager.'

Choose the sentence in the correct active voice:

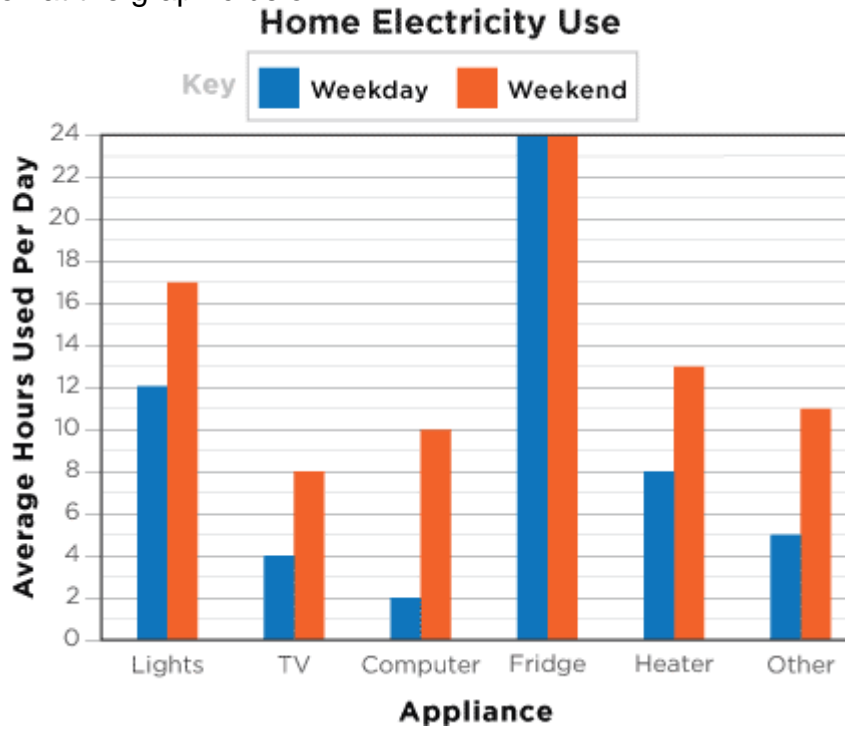
- a- The supervisor would review the report before he sends it to the manager.
- b- The supervisor will review the report before he send it to the manager.
- c- The supervisor will review the report before he sends it to the manager.
- d- The supervisor would review the report before he sent it to the manager.

14. Choose the correct word to complete the sentence below.

'The Bank of England has again _____ interest rates; this time from 5% to 4.5%.'

- a- raised
- b- rose
- c- lowered
- d- grown

15. Look at the graphic below.



Which appliances are used for an average of 5 hours a day more on weekends than on weekdays?

- a- Lights and television.
- b- Television and other.
- c- Lights and heater.
- d- Heater and computer.

GRADE DE RESPOSTAS QUESTÕES OBJETIVAS

Questão	1	2	3	4	5	6	7	8
Resposta	A	D	D	B	B	D	A	D

Questão	9	10	11	12	13	14	15
Resposta	B	D	C	B	C	C	C

ATENÇÃO !

Respostas rasuradas serão desconsideradas.

