

讲义

Bartleby

巴托比

Hire, liar

招人，骗人

Job candidates are not the only ones **prone** to exaggeration and a lack of realism

吹牛和虚假的并非只有求职者

选自：The Economist November 4<sup>th</sup> 2023 edition Business

Hiring processes can be thought of as a battle between **candour** and dishonesty. You might imagine this is a simple fight between truth-seeking firms and self-promoting candidates, and to a certain extent it is. But companies themselves are prone to **bend** reality out of shape in ways that are **self-defeating**.

招聘过程可以被看作是坦诚与不坦诚之间的较量。你可能会认为这是力求真实的公司与自我推销的应聘者之间的一场简单较量——在某种程度上确实如此。但公司本身也很容易歪曲现实，结果弄巧成拙。

### 【词汇】

1. **prone** /prəʊn/ adj. 雅思/GRE/考研/专八 likely to suffer from something or to do something bad 易于遭受；有做（坏事）的倾向

例：Working without a break makes you more prone to error.

连续工作不停歇使人更容易出错。

2. **candour** /'kændər/ n. the quality of saying what you think openly and honestly 真诚；诚恳；坦率

例：She spoke with candour about her life.

她很坦率地谈到自己的生活。

<同义替换> honesty

3. **bend** /bend/ v. 四级/六级/雅思/考研 If you bend the truth or bend the facts, you say something that is not exactly true. 歪曲（事实）

例：Sometimes we bend the truth a little in order to spare them the pain of the real facts.

有时我们会稍微变动一下事实，以免他们知道实情会太痛苦。

4. **self-defeating** /,self dɪ'fi:tɪŋ/ adj. causing more problems and difficulties instead of solving them; not achieving what you wanted to achieve but having an opposite effect 事与愿违的；适得其反的；弄巧成拙的

例：Paying children too much attention when they misbehave can be self-defeating.

孩子有不良行为时，过分关注可能适得其反。

Start with the obvious **culprits**: job applicants. The point of a cv or a LinkedIn profile is to massage reality into the most appealing shape possible. Everyone beyond a certain level of experience is a **transformational** leader personally responsible for generating millions in revenue; the world economy would be about 15 times bigger than it actually is if all such claims were true. The average Briton spends four and a half hours a day watching TV and online videos. But the average job candidate uses their spare time only for worthy purposes, like volunteering in soup kitchens or teaching **orphans** to code.

首先是显而易见的罪魁祸首：求职者。简历或领英上个人简历的目的就是把现实情况包装成最吸引人的样子。每一个超过一定经验水平的人都是变革型领导人物，能创造数百万美元的价值；如果所有这些都是真的，那么世界经济将比实际规模大 15 倍左右。英国人平均每天花四个半小时看电视和网络视频。但一般来说，求职者只会把业余时间用在有意义的事情上，比如去救济站做义工或教孤儿学习编程。

### 【词汇】

1. **culprit** /'kʌlprɪt/ n. 专八 a person or thing responsible for causing a problem 肇事者；引起问题的事物

例：The main culprit in the current crisis seems to be modern farming techniques.

当前这场危机的罪魁祸首好像是现代农业技术。

2. **transformational** /,trænsfər'meɪʃənl/ adj. connected with a complete change in somebody/something, especially a positive change 变革性的：与某人/某物的完全改变有关，尤其是积极的改变

例：Transformational leadership is about inspiring others to achieve greater things themselves.

变革型领导力是鼓励他人自己取得更大成就。

3. **orphan** /'ɔ:rfn/ n. a child whose parents are dead 孤儿

例：He was an orphan and lived with his uncle.

他是个孤儿，和他叔叔一起生活。

The cover letter is so open in its **insincerity** (“When I saw the advertisement for this job, I almost **fainted** with excitement”) that people are starting not to bother with it. At the interview stage one task facing the firm’s recruiters is to **winkle out** the truth of what a person actually contributed to a project. Those **hoary** questions about a candidate’s weaknesses and failures are there for a reason; no one will bring them up **unprompted**. **Cognitive** and behavioural tests are useful in part because they are harder for applicants to game.

In our new seven-part podcast series, Boss Class, our Bartleby **columnist** searches for the secrets to being a better manager. Episode two looks at **hybrid** working and episode three explores how to get hiring right.

求职信的虚假程度太高了以至于(“当我看到这份工作的招聘简章时,我兴奋得差点昏过去”)开始让人觉得不屑一顾。在面试阶段,公司招聘人员面临的一项任务是弄清应聘者对项目的实际贡献。那些关于应聘者弱点和失败的那些老生常谈的问题是有原因的,没有人会不经提示就提出来。认知和行为测试之所以有用,部分原因在于应聘者较难应对这些测试。

在我们新推出的七期播客节目“老板课堂”中,我们的巴托比专栏作家将探寻成为一名优秀管理者的秘诀。第二期探讨了混合工作模式,第三期探讨了如何正确招聘。

### 【词汇】

1. **insincerity** /ˌɪnsɪnˈserəti/ n. the act or practice of saying or doing something that you do not really mean or believe  
不诚恳的; 不真心的  
例: She accused him of insincerity.  
她指责他缺乏诚意。
2. **faint** /feɪnt/ v. to become unconscious when not enough blood is going to your brain, usually because of the heat, a shock, etc. 昏厥  
例: to faint from hunger  
饿昏过去
3. **hoary** /ˈhɔːri/ adj. GRE/专八 very old and well known and therefore no longer interesting 陈腐的; 老掉牙的; 陈旧的  
例: a hoary old joke  
老掉牙的笑话
4. **unprompted** /ʌnˈprɒmptɪd/ adj. said or done without somebody asking you to say or do it 主动的; 自发的  
例: Quite unprompted, he offered to help.  
他主动提出帮忙。

5. **cognitive** /'kɔ:gnətɪv/ adj. connected with mental processes of understanding 认知的；感知的；认识的

例：a child's cognitive development

儿童的认知发展

6. **columnist** /'kɔ:ləmɪst/ n. a journalist who writes regular articles for a newspaper or magazine 专栏作家

例：a newspaper columnist

报纸专栏作家

7. **hybrid** /'haɪbrɪd/ adj. that is the product of mixing two or more different things (不同事物的) 混合物，合成物

例：a hybrid language 混合语言

### 【短语】

1. **winkle out** : to get something/somebody out of a place or position, especially when this is not easy to do (从...处)

挖出，掏出；迫使...离开 (某地方或位置)

例：The detective was trying to wrinkle information out of her.

侦探试图从她那儿套取信息。

But a tendency to **stretch** the truth **infects** companies as well as applicants. The typical firm will write a job description that **invariably** describes the work environment as **fast-paced** and innovative, and then lays out a set of **improbable** requirements for the “ideal candidate”, someone who almost by definition does not exist. Sometimes—as when ads demand more years of experience in a programming language than that language has existed for—these requirements include an ability to go back and **alter** the course of history.

但是，但夸大事实的倾向不仅影响了公司，也影响了求职者。典型的公司在撰写职位描述时，总会将工作环境描述为快节奏的和创新的，然后列出一长串对“理想职位候选人”的不切实际的要求。有时，就像招聘广告中要求的编程语言经验年限超过该语言的存在年限一样，这些要求甚至包括能够回到过去并改变历史进程。

### 【词汇】

1. **stretch** /stretʃ/ v. 四级/雅思/考研 to use something in a way that would not normally be considered fair, acceptable, etc. 滥用；随意歪曲

例：The play's plot stretches credulity to the limit.

这出戏的剧情简直就是胡编滥造。

2. **infect** /ɪn'fekt/ v. to make somebody share a particular feeling 使感染 (某种感情)；影响

例：She infected the children with her enthusiasm for music.

她对音乐的热爱感染了孩子们。

<同义替换> influence

3. **invariably** /ɪn'veəriəbli/ adv. always 始终如一地；一贯地

例：This acute infection of the brain is almost invariably fatal.

这种急性大脑传染病几乎总是导致死亡。

<同义替换> consistently

4. **fast-paced** /ˌfæst 'peɪst/ adj. moving, changing or happening very quickly 快节奏：快速移动，变化或发生

例：a fast-paced thriller

快节奏的惊悚片

5. **improbable** /ɪm'prɔ:bəbl/ adj. 专八 not likely to be true or to happen 不大可能真实的（或发生的）；不大可能的

例：an improbable story

大概不是真实的故事

<同义替换> unlikely

6. **alter** /'ɔ:lɪtər/ v. to become different; to make somebody/something different (使) 改变，更改，改动

例：He had altered so much I scarcely recognized him.

他变化大得我几乎认不出来了。

Industrialised hiring processes can often reward **mindless** exaggeration. Services that scan your résumé when you are making an application **mark** you **down** if your CV does not match the keywords that appear in the original job advertisement. The message is clear: to get through to the next stage, you have to **contort** yourself to meet corporate expectations.

流程化的招聘流程往往会助长盲目的夸张。如果你的简历与原本在招聘广告中出现的关键词不匹配，那么申请时扫描简历的服务平台就会将你的简历标记为不合格。信息很明确：要想进入招聘下一阶段，你必须包装自己，以达到企业的期望。

### 【词汇】

1. **mindless** /'maɪndləs/ adj. done or acting without thought and for no particular reason or purpose 没头脑的；无谓的；盲目的

例：mindless vandals

盲目破坏公物者

2. **contort** /kən'tɔ:rt/ v. GRE/专八 to become twisted or make something twisted out of its natural or normal shape  
(使) 扭曲, 走样

例: His face contorted with anger.

他脸都气歪了。

<同义替换> distort

### 【短语】

1. **mark down**: to reduce the mark given to somebody in an exam, etc. 给低分; 压低成绩

例: She was marked down because of poor grammar.

她因语法不好被扣了分。

### 【长难句】

Services that scan your résumé when you are making an application mark you down if your CV does not match the keywords that appear in the original job advertisement.

句子的主干部分是: Services mark you down. 意思是: 服务平台将你判为不合格。

that scan your résumé 为 **定语从句**, 修饰 services, 意思是: 扫描你简历的 (服务平台)

when you are making an application 为 **状语从句**, 意思是: 当你在申请岗位时

if your CV does not match the keywords that appear in the original job advertisement. 为 **条件状语从句**, 其中 appear in the original job advertisement 为 **定语从句**, 修饰 keywords, 整句话的意思是: 如果你的简历与原始招聘广告中出现的关键词不匹配

Substance can matter less to recruiters than form. One software engineer says she got a 90%-plus response rate with a **spoof** CV showing apparent **spells** at Microsoft and Instagram but also **boasting**, among other things, that she had increased team-bonding by organising the company potato-**sack** race and “spread **Herpes std** to 60% of **intern** team”. References are so prone to inaccuracy that many firms have a policy of not giving them, fearing **legal action** from **defamed** candidates or **deceived** employers.

对求职者来说, 实质可能不如形式重要。一位软件工程师说, 她用一份伪造的简历获得了 90% 以上的回复率。她在简历上表示自己曾在微软和 Instagram 工作过, 还吹嘘自己组织了公司的马铃薯袋比赛, “把疱疹病毒传染给了 60% 的实习团队成员”, 增强了团队凝聚力。推荐信很容易失实, 以至于许多公司都规定不提供推荐信, 因为担心被诽谤的应聘者或被欺骗的雇主提起法律诉讼。

### 【词汇】

1. **spoof** /spu:f/ n. a humorous copy of a film, TV programme, etc. that exaggerates its main features (对电影、电视节目等的) 滑稽模仿

例: They did a very clever game show spoof.

他们巧妙地滑稽模仿了竞赛节目。

2. **spell** /spel/ n. a period of time doing something or working somewhere (干某事或在某处工作的) 一段时间

例: She had a spell as a singer before becoming an actress.

在当演员以前她唱过一阵子歌。

3. **boast** /bəʊst/ v. 四级/雅思/托福/考研 to talk in a way that shows you are too proud of something that you have or can do 自夸; 自吹自擂

例: I don't want to boast, but I can actually speak six languages.

不是我吹嘘, 我确实能讲六种语言。

<同义替换> brag

4. **sack** /sæk/ n. a large bag with no handles, made of strong rough material or strong paper or plastic, used for storing and carrying, for example flour, coal, etc. 麻布 (或厚纸、塑料等) 大袋

例: bulging sacks of toys

满满几袋子玩具

5. **Herpes** /'hɜ:pi:z/ n. one of a group of diseases, caused by a virus, that cause painful spots on the skin, especially on the face and sexual organs 疱疹

6. **intern** /ɪn'tɜ:n/ n. a student or new graduate who is getting practical experience in a job, sometimes without pay, for example during the summer holiday 实习学生; 毕业实习生

例: a summer intern at a law firm

暑假在法律事务所实习的学生

7. **defame** /di'feɪm/ v. to harm somebody by saying or writing bad or false things about them 诬蔑; 诽谤; 中伤

例: The newspaper denies any intention to defame the senator's reputation.

该报社否认故意诋毁那名参议员的声誉。

8. **deceive** /di'si:v/ v. to make somebody believe something that is not true 欺骗; 蒙骗; 诓骗

例: She deceived him into handing over all his savings.

她把他所有的积蓄都骗了出来。

<同义替换> defraud

### 【其他】

1. **STD** : a disease that is passed from one person to another during sexual activity (the abbreviation for 'sexually



transmitted disease') 性传播疾病 (全写为 sexually transmitted disease)

2. **legal action** : the act of using the legal system to settle an argument, etc. 法律诉讼

例: to take/begin legal action against somebody

起诉某人

Too few firms offer an accurate account of what a position actually involves. Tracey Franklin, the chief HR officer for Moderna, a fast-growing drugmaker—and an interviewee in this week's episode of Boss Class, our new podcast—is a fan of “realistic job previews” (RJPs). These are meant to give **prospective** recruits a **genuine** sense of the negatives and positives of the job, as well as a clear idea of the company's corporate culture. One effective **tactic** is to **lay out**, in text or video, what a typical day in the role would look like.

很少有公司能准确描述职位的实际内容。特蕾西·富兰克林 (Tracey Franklin) 在一家发展迅猛的制药公司 Moderna 担任首席人力资源官，也是本周新播出的《老板课堂》的受访者，她支持“现实工作预览” (RJPs)。RJPs 的目的是让潜在应聘者真正了解工作岗位的好坏方面，并清楚知道公司的企业文化。一种有效的策略是通过文字或视频介绍该岗位一天的基本工作内容。

### 【词汇】

1. **prospective** /prə'spektɪv/ adj. 雅思/托福/GRE/考研/专八 expected to do something or to become something 有望的；可能的；预期的；潜在的

例: a prospective buyer

可能的买主

<同义替换> potential

2. **genuine** /'dʒenjuɪn/ adj. 四级/雅思/托福/考研 real; exactly what it appears to be; not artificial 真的；名副其实的

例: Is the painting a genuine Picasso?

这幅画是毕加索的真迹吗？

3. **tactic** /'tæktɪk/ n. the particular method you use to achieve something 策略；手段；招数

例: They tried all kinds of tactics to get us to go.

他们施尽所有的招数想让我们离开。

<同义替换> strategy



The **incentives** on both sides of the hiring process **lean** naturally **towards** **glossing** reality. If candidates were to give genuinely truthful answers ("I have a habit of making basic but **calamitous** errors"), many would **rule** themselves **out of** jobs. And if firms were to give a **warts-and-all** description of themselves, many would end up **detering** good applicants. But a process designed to uncover the truth about job applicants would run a lot more smoothly if firms were also honest about themselves.

在招聘过程中，双方都会自然而然地倾向于对不足之处一笔带过。如果应聘者给出真实答案("我习惯于犯一些细小但灾难性的错误"),那么他们中的很多人就会与这个岗位失之交臂了。而如果公司对招聘岗位的描述是全面且真实的,那么许多优秀的求职者也不会靠近。但是,如果企业对自身坦诚相待,那么旨在揭示求职者真实情况的招聘流程就会顺利多了。

### 【词汇】

1. **incentive** /ɪn'sentɪv/ n. 雅思/GRE/考研/专八 something that encourages you to do something 激励; 刺激; 鼓励  
例: There is no incentive for people to save fuel.  
没有鼓励人们节约燃料的措施。
2. **gloss** /li:n/ v. 雅思/GRE/专八 to avoid talking about something unpleasant, or to say as little as possible about it 避免谈论〔不愉快的事情〕; 对...轻描淡写  
例: She glossed over the details of her divorce.  
她对离婚的细节含糊其词。
3. **calamitous** /kə'ləmɪtəs/ adj. GRE causing great damage to people's lives, property, etc. (对人命、财产等)引起灾难的, 灾难性的  
例: The bridge collapsed in the storm, with calamitous results.  
这座桥在暴风雨中倒塌了, 结果是灾难性的。  
<同义替换> disastrous
4. **warts-and-all** adj. : including all the faults or unpleasant things 包括一切缺点  
例: Well, you married him – warts and all.  
哎呀, 再不好, 你都已经嫁给他了。
5. **deter** /dɪ'tɜ:r/ v. 雅思/GRE/专八 to make somebody decide not to do something or continue doing something, especially by making them understand the difficulties and unpleasant results of their actions 制止; 阻止; 威慑; 使不敢  
例: The high price of the service could deter people from seeking advice.

这么高的服务费可能使咨询者望而却步。

### 【短语】

1. **lean towards** : to tend to prefer something, especially a particular opinion or interest 倾向, 偏向 (尤指某意见或利益)

例: Canada, the UK and Japan leant towards the US view.

加拿大、英国和日本都倾向于支持美国的看法。

2. **rule somebody out of something** : (in sport 体育运动) to state that a player, runner, etc. will not be able to take part in a sporting event; to prevent a player from taking part 声明某人不能参赛; 阻止某人参赛

例: He has been ruled out of the match with a knee injury.

他因膝伤已经无缘参加这场比赛。

### 【长难句】

But a process designed to uncover the truth about job applicants would run a lot more smoothly if firms were also honest about themselves.

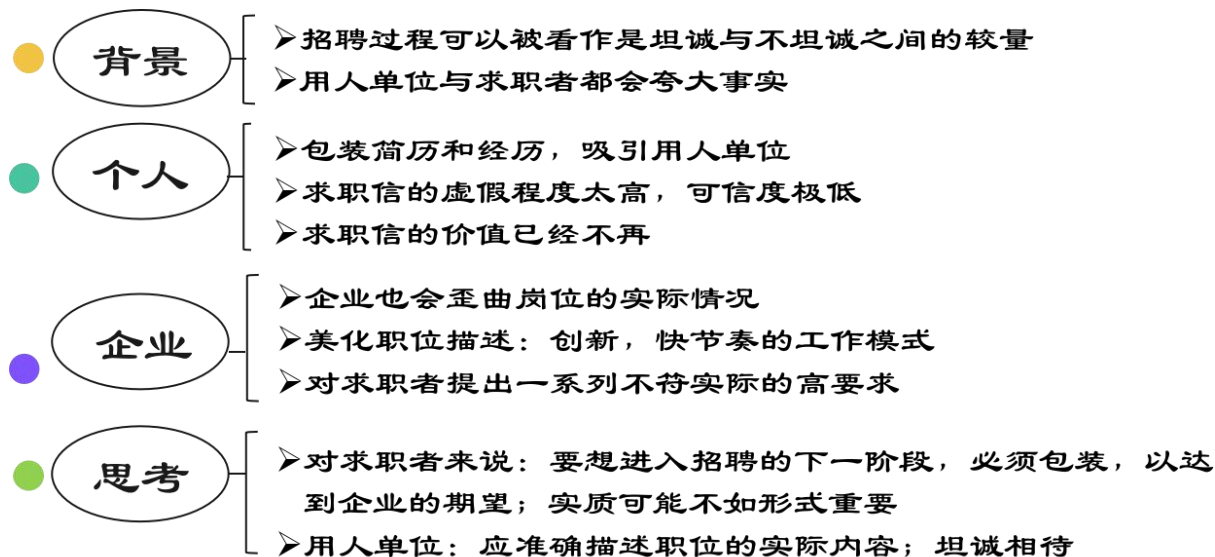
句子的主干部分为: But a process would run a lot more smoothly, 意思是: 招聘流程会顺畅得多

designed to uncover the truth about job applicants 为后置定语, 修饰 process, 意思是: 旨在揭示求职者真实情况的

if firms were also honest about themselves 为条件状语从句, 意思是: 如果企业对自身坦诚相待

## 总结

## 1) 文章架构



## 2) 同义替换

## ✓ 歪曲；扭曲

**bend**

But companies themselves are prone to bend reality out of shape in ways that are self-defeating.

但公司本身也很容易歪曲事实，结果弄巧成拙。

**contort**

...to get through to the next stage, you have to contort yourself to meet corporate expectations.

...要想进入招聘下一阶段，你必须包装自己，以达到企业的期望。

**其他：distort**

例：Newspapers are often guilty of distorting the truth.

报章常犯歪曲事实的错误。

## ✓ 不坦诚

**dishonesty**

Hiring processes can be thought of as a battle between candour and dishonesty.

招聘过程可以被看作是坦诚与不坦诚之间的较量。

### insincerity

The cover letter is so open in its insincerity that people are starting not to bother with it.

求职信太虚假了以至于开始让人觉得不屑一顾。

### 其他: fraudulence

例: And even when they receive positive feedback, it often fails to ease feelings of fraudulence.

即使他们收到积极的反馈，也常常无法减轻欺诈的感觉。

## 3) 一词多义

### ✓ stretch

✓ 文章原句: But a tendency to stretch the truth infects companies as well as applicants. 但是，公司和求职者都会歪曲事实。

### ✓ 释义:

① **to use something in a way that would not normally be considered fair, acceptable, etc.** 滥用; 随意歪曲

The play's plot ~ credulity to the limit.

这出戏的剧情简直就是胡编滥造。

② **to make use of a lot of your money, supplies, time, etc.** (大量地) 使用, 消耗

The influx of refugees has ~ the country's resources to the limit.

难民的大量涌入把这个国家的资源消耗殆尽。

③ **to make use of all somebody's skill, intelligence, etc.** 使竭尽所能; 使全力以赴; 使发挥出全部本领

I need a job that will ~ me.

我需要一份能让我充分发挥才智的工作。

### ✓ sack

✓ 文章原句: ...she had increased team-bonding by organising the company

potato-sack race... 组织了公司的马铃薯袋比赛，增强了团队凝聚力...

✓ 释义：

① a large bag with no handles, made of strong rough material or strong paper or plastic, used for storing and carrying, for example flour, coal, etc. 麻布（或厚纸、塑料等）大袋

bulging ~ of toys

满满几袋子玩具

② being told by your employer that you can no longer continue working for a company, etc., usually because of something that you have done wrong 开除；解雇；炒鱿鱼

He got the ~ for swearing.

他因说脏话而被开除。

③ the act of stealing or destroying property in a captured town (在攻陷的城镇中的) 抢劫，劫掠

the ~ of Rome

对罗马城的洗劫

#### 4) 仿写训练

✓ 描述虚假包装

✓ 文章原句：

Industrialised hiring processes can often reward mindless exaggeration. Services that scan your résumé when you are making an application mark you down if your CV does not match the keywords that appear in the original job advertisement. The message is clear: to get through to the next stage, you have to contort yourself to meet corporate expectations.

✓ 句型及表达：

Industrialised...can often reward mindless exaggeration... 流程化的...往往会助长盲目的夸张

The message is clear: to..., you have to contort...to meet...expectations... 信息很明确：要...，你就必须扭曲/包装...来满足...的期望。

✓ 仿写示例：

Industrialised entertainment circle can often reward mindless exaggeration. Audience may be

confused and seduced by the seemingly shiny and bright business. The message is clear: to make the star a hit, you have to contort his or her profile to meet fans' expectations.

### ✓ 仿写作业——描述虚假包装

流程化的生产过程往往会助长盲目的夸大。消费者可能会被吹嘘的产品广告迷惑和诱惑。其中传达的信息很明确：要想制造出最畅销的产品，你必须对其进行包装，以满足买家的期望。

## 5) 主题词总结

今日主题——招聘	
1. hire	招聘
2. cover letter	求职信
3. resume	简历
4. job candidate	职位候选人
5. corporate expectations	企业期望