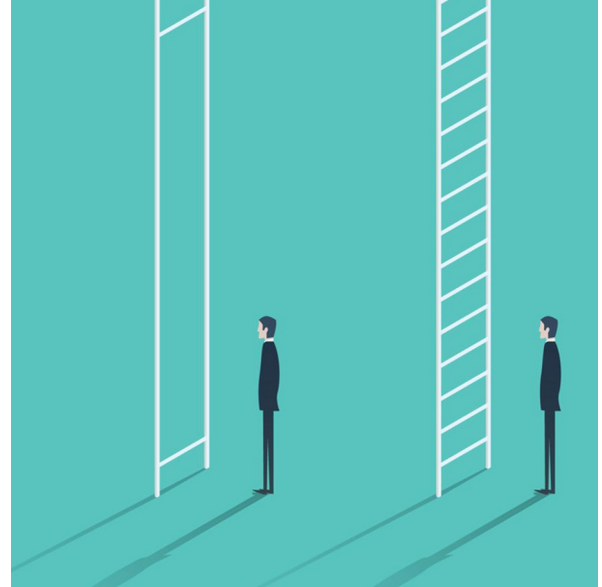




NEPOTISM



Scan to review worksheet

Expemo code:
143M-L6A8-X283

1

Warm up

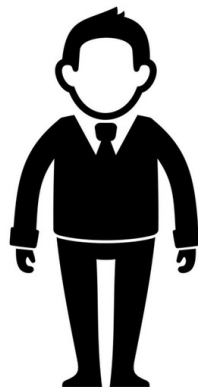
Read about this situation and choose what you think Charlie will say:

Charlie is 30 years old and he works at a publishing company. He has two degrees and five years' experience with the company. One day, he arrives at work and there is a new manager in his department. The new manager is the 23-year-old son of the company's owner.

It's great that the new manager has a family connection to the company.

I am going to wait and see how the new manager works out. He might be very good.

The new manager is very young and has no experience. I don't think this is fair.





2 Vocabulary

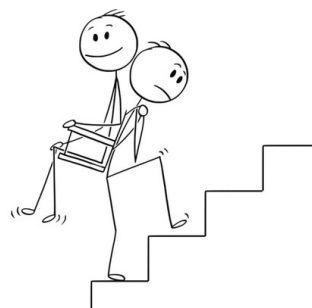
Match these words/phrases in bold with their meanings.

Group 1 – adjectives

1. There was an interesting report about a **controversial** political issue on the news last night.
 2. I would rate the service at this restaurant as **poor**, as it took an hour for our food to arrive.
 3. She gave a really **professional** presentation - it was clear and informative.
 4. When parents divorce, it often creates a **toxic** environment for children.
 5. It's important to have a **transparent** government.
- a. causing unhappiness and harm over a long time
 - b. having positive qualities related to how someone does their job serious, skilled, well-organised, etc.
 - c. honest and open, with no secrets
 - d. leading to discussion and argument
 - e. not good, of low quality

Group 2 – verbs and nouns

1. Universities must be able to **demonstrate** how they choose which students to admit.
 2. The police asked him to **document** the dates of the crimes.
 3. At an appraisal, your manager will discuss with you how you **perform** at work.
 4. I'll just check our **policies** on late payments for orders.
 5. She's doing really well in her new **role** and is learning a lot of new skills.
- a. a particular work position with a title, for example salesman or office manager
 - b. make a record of information to use later to explain a point
 - c. plans that a company makes about how to do something or how to react when something happens
 - d. show and explain how a decision has been made
 - e. to do a job in a work context





3 Read for main idea

The situation with the new manager at Charlie's company may be an example of nepotism. Skim the article, "Nepotism" at work to identify the main content points and how they are organised.

Number these points in the order that you read about them in the article.

- a. Possible benefits of nepotism
- b. Definition of nepotism
- c. Negative effects of nepotism
- d. Advice for employees
- e. The most important thing
- f. What employers should do

4 Read for detail

Read the article again and choose the best answer to these questions. Underline or highlight the relevant information in the article.

1. Which of these does NOT explain why nepotism may have positive effects?
 - a. It's very common.
 - b. Family members often have the same ideas about how to do things.
 - c. Family members may perform in the same way as sports teams.
2. Why could nepotism prevent the development of new ideas?
 - a. Because other workers will want to quit their jobs.
 - b. Because managers are being lazy when they give family members a job or promotion.
 - c. Because family members may share the same way of thinking.
3. How do other workers sometimes react to nepotism?
 - a. They argue with their managers.
 - b. They don't see any reason to work hard.
 - c. They complain a lot to each other.
4. What is the advice for employees who are unhappy about nepotism in their workplace?
 - a. They should tell their manager why the family member is not good at their job.
 - b. They should start a relationship with the family member so that they can receive promotion too.
 - c. They should prepare to explain why they are valuable to the company and deserve promotion.
5. What do employers need to do?
 - a. Use company policies to explain their hiring and promotion decisions for all employees.
 - b. Try to make nepotism disappear completely from the workplace.
 - c. Ask employees to make a formal complaint.



Nepotism at work

People often say, "It's not what you know, it's who you know."

1. Nepotism, when someone receives special treatment in a work situation because of family or other relationships, is a controversial subject.
2. Many people believe nepotism is a natural human behaviour. In fact, it is a normal way of doing business in cultures where the family is the most important social unit. Family members usually share the same values, and this can benefit the business. Considering that sports teams with a high number of related members perform better and win more often, nepotism may have positive effects.
3. On the other hand, researchers report that nepotism may prevent creativity and innovation and lead to poor financial performance for the company. In addition, when family members are promoted to important roles, there can be negative effects on other employees. They may feel angry at an unfair situation, and this may lead to poor performance.
4. Nepotism can lead to a toxic culture at work. Employees who feel they have missed out on a promotion due to nepotism are advised to watch and wait, as it is possible that the family member may perform extremely well in their role. However, if they don't, the best advice is for employees to concentrate on their own performance, documenting their value to the company and presenting this information to their managers in a professional way.
5. Meanwhile, employers can also make sure that they have clear policies in place for hiring and promoting all employees. These should be transparent so that managers can demonstrate that the right person was selected for the role.
6. While no one can expect nepotism to disappear completely from the workplace, it's extremely important to keep communication channels open between managers and employees to ensure that everyone can work together to benefit the company. The success of the company is the main goal.

5

Talking point

Discuss these questions in pairs or small groups.

1. This quote from the article is also a common saying in English: "It's not what you know, it's who you know." Can you explain what it means? Do you have a similar expression in your language?
2. The article says that in some cultures, the family is the most important social unit. Do you think this is true in your country? Might this sometimes lead to nepotism?
3. Do you agree with the advice for employees who are worried about nepotism in their workplace? What other advice could you add?