



**UNIVERSIDADES PÚBLICAS DE LA COMUNIDAD DE MADRID**  
**EVALUACIÓN PARA EL ACCESO A LAS ENSEÑANZAS**  
**UNIVERSITARIAS OFICIALES DE GRADO**

Curso **2021-2022**

**MATERIA: INGLÉS**

**INSTRUCCIONES GENERALES Y CALIFICACIÓN**

Después de leer atentamente el examen, responda de la siguiente forma:

- elija un texto A o B y conteste EN INGLÉS a las preguntas 1, 2, 3 y 4 asociadas al texto elegido.
- responda EN INGLÉS una pregunta a elegir entre las preguntas A.5 o B.5.

**TIEMPO Y CALIFICACIÓN:** 90 minutos. Las preguntas 1, 2 y 4 asociadas al texto elegido se calificarán sobre 2 puntos cada una, la pregunta 3 asociada al texto elegido sobre 1 punto y la pregunta elegida entre A.5 o B.5 sobre 3 puntos.

**TEXTO A**

**Firms Hire for “Cultural Fit”**

Job rejections are like break ups – they are never fun, but some are worse than others. *‘We were impressed by your resume, but you’re not a cultural fit’* is the *‘it’s not you, it’s me’* of job rejections. It is vague, confusing and almost always means there was something about you personally they didn’t like, but didn’t want to say out loud. Sandra Okerulu experienced this first-hand earlier this year. She applied for a role at a New York-based company and had an interview which went “perfectly”, she says. The company told her that her experience was what they were looking for, and she’d get an email about a second interview shortly. But she heard nothing for days. “Then I got an email saying I wasn’t a good fit, so they went with somebody else,” she says.

Of course, candidates understand job interviews are about more than checking qualifications. They’re also compatibility assessments – if your working style and behaviours mean you’ll function well within an organisation. The problem is that, too often, these assessments are subjective. That can mean candidates who look, act or sound different to recruiters are at an immediate disadvantage. Being dismissed for ‘cultural fit’ can leave demoralised candidates struggling to decipher what they did wrong. It can also leave certain workers unable to access particular roles or sectors.

Although many recruiters only hire candidates they think will fit with the company culture, research shows it’s actually in companies’ interests to stop doing this if they want to build better teams. In fact, there’s a significant disadvantage for companies who rely on cultural fit: they can end up very homogenous, so diversity is actually better for business.

Adapted from “What Does Being a ‘Cultural Fit’ Actually Mean?” *BBC Worklife*, October 20, 2021.  
<<https://www.bbc.com/worklife/article/20211015-what-does-being-a-cultural-fit-actually-mean>>

## TEXT A

### QUESTIONS

**A.1.- Are the following statements TRUE or FALSE? Copy the evidence from the text. Use a complete sentence. No marks are given for only TRUE or FALSE.**

- a) Not being 'cultural fit' is never used as an excuse to turn down candidates because of their personality.
- b) Sandra Okerulu's position was taken by another candidate.

(Puntuación máxima: **2 puntos**)

**A.2.- In your own words and based on the ideas in the text, answer the following questions. Do not copy from the text.**

- a) Which two consequences can potential workers suffer if rejected for not being 'cultural fit'?
- b) How can companies benefit from not applying the 'cultural fit' policy when hiring workers?

(Puntuación máxima: **2 puntos**)

**A.3.- Find the words in the text that mean:**

- a) seeking (paragraph 1)
- b) soon (paragraph 1)
- c) tests (paragraph 2)
- d) make up (paragraph 3)

(Puntuación máxima: **1 punto**)

**A.4.- Complete the following sentences. Use the appropriate form of the word in brackets when given.**

- a) Hiring is often subjective, \_\_\_\_\_ means some applicants may not be selected even \_\_\_\_\_ they have excellent qualifications.
- b) When writing an \_\_\_\_\_ (apply) for a job, recruiters suggest \_\_\_\_\_ (include) skills and work experience in the resume.
- c) Some jobs require being good \_\_\_\_\_ digital marketing, such \_\_\_\_\_ social media.
- d) Candidates who are culturally fit \_\_\_\_\_ (think) to be \_\_\_\_\_ (bad) for a firm than others.

(Puntuación máxima: **2 puntos**)

**A.5.- Write about 150 to 200 words on the following topic.**

Is cultural diversity good for society? (Think about school, social relationships, work, etc.). Discuss.

(Puntuación máxima: **3 puntos**)