



IELTS Practice Test Volume 1

Reading Practice Test 2

HOW TO USE

You have 2 ways to access the test

1. Open this URL <http://link.intergreat.com/K8wLH> on your computer
2. Use your mobile device to scan the QR code attached



Reading Passage 1

You should spend about 20 minutes on Questions 1-13, which are based on Reading Passage One.



The Spice of Life!

A

When thinking of the most popular restaurant dish in the UK, the answer 'chicken tikka masala' does not spring readily to mind. But it is indeed the answer, often now referred to as a true 'British national dish'. It may even have been invented by Indian immigrants in Scotland, who roasted chicken chunks (tikka), mixed them with spices and yoghurt, and served this in a bowl of masala sauce. The exact ingredients of the sauce vary from restaurant to restaurant, but the dish usually includes purced tomatoes and cream, coloured orange by turmeric and paprika. British cuisine? Yes, spices have come a long way.

B

Spices are dried seeds, fruit, roots, bark, or vegetative parts of plants, added to food in small amounts to enhance flavour or colour. Herbs, in contrast, are only from the leaves, and only used for flavouring. Looking at the sources of some common spices, mustard and black pepper arc from seeds, cinnamon from bark, cloves from dried flower buds, ginger and turmeric from roots, while mace and saffron are from seed covers and stigma tips, respectively. In the face of such variety, it is becoming increasingly common for spices to be offered in pre-made combinations. Chili powder is a blend of chili peppers with other spices, often cumin, oregano, garlic powder, and salt. Mixed spice, which is often used in baking, is a British blend of sweet spices, with cinnamon being the dominant flavour. The ever-popular masala, as noted, could be anything, depending on the chef.

C

Although human communities were using spices tens of thousands of years ago, the trade of this commodity only began about 2000 BC, around the Middle Last. Early uses were less connected with cooking, and more with such diverse functions as embalming,

medicine, religion, and food preservation. Eventually, extensive overland trade routes, such as the Silk Road, were established, yet it was maritime advances into India and East Asia which led to the most dramatic growth in commercial activities. From then on, spices were the driving force of the world economy, commanding such high prices that it pitted nation against nation, and became the major impetus to exploration and conquest. It would be hard to underestimate the role spices have played in human history.

D

Originally, Muslim traders dominated these routes, seeing spice-laden ships from the Orient crossing the Indian Ocean to Red Sea and Persian Gulf ports, from where camel caravans transported the goods overland. However, although slow to develop, European nations, using aggressive exploration and colonisation strategies, eventually came to rule the Far East and, consequently, control of the spice trade. At first, Portugal was the dominant power, but the British and Dutch eventually gained the upper hand, so that by the 19th century, the British controlled India, while the Dutch had the greater portion of the East Indies (Indonesia). Cloves, nutmeg, and pepper were some of the most valuable spices of the time.

E

But why were spices always in such demand? There are many answers. In the early days, they were thought to have strong medicinal properties by balancing 'humours', or excesses of emotions in the blood. Other times they were thought to prevent maladies such as the plague, which often saw prices of recommended spices soar. But most obviously, spices flavoured the bland meat-based European cuisines. Pepper, historically, has always been in highest demand for this reason, and even today, peppercorns (dried black pepper kernels) remain, by monetary value, the most widely traded spice in the world. However, saffron, by being produced within the small saffron flower, has always been among the world's most costly spice by weight, valued mostly for its vivid colour.

F

Predictably, the majority of the world's spices are produced in India, although specific spices are often produced in greater amounts in other countries. Vietnam is the largest producer and exporter of pepper, meeting nearly one third of the world's demand. Indonesia holds a clear lead in nutmeg production, Iran in saffron, and Sri Lanka in cinnamon. However, exportation of such spices is not always simple. Most are dried as a whole product, or dried and ground into powder, both forms allowing bulk purchase, easier storage and shipping, and a longer shelf life. For example, the rhizomes (underground stems) of turmeric are boiled for several hours, then dried in ovens, after which they are ground into the yellow powder popular in South-Asian and Middle-Eastern cuisines.

G

However, there are disadvantages in grinding spices. It increases their surface area many fold, accelerating the rate of evaporation and oxidation of their flavour-bearing and aromatic compounds. In contrast, whole dried spices retain these for much longer. Thus, seed-based varieties (which can be packaged and stored well) are often purchased in this form. This allows grinding to be done at the moment of cooking or eating, maximising the flavour and effect, a fact which often results in pepper 'grinders', instead of 'shakers', gracing the tables of the better restaurants around the world.

Questions 1-6





Reading Passage One has seven paragraphs, A-G.

Choose the correct heading for Paragraphs B-G from the list of headings.

List of Headings	
i	Uses of spice
ii	Spices for cooking
iii	Changing leaders
iv	A strange choice
v	Preserving flavours
vi	Famous spice routes
vii	The power of spice
viii	Some spices
ix	Medicinal spices
x	Spice providers

Write the correct number, i-x, for each answer.

Example	Answer
Paragraph A	-----iv-----

- 1  Paragraph B
- 2  Paragraph C
- 3  Paragraph D
- 4  Paragraph E

- 5 Paragraph F
- 6 Paragraph G

Questions 7-9

Complete the sentence.

Choose **NO MORE THAN TWO WORDS** from the passage for each answer.

Saffron, from the small 7 of flowers, has a 8 , and is mostly grown in 9 .

Questions 10-13

Do the following statements agree with the information given in Reading Passage One?

Write

TRUE	if the statement agrees with the information
FALSE	if the statement contradicts the information
NOT GIVEN	If there is no information on this

- 10 The ingredients of masala are fairly standardised.
- 11 The demand for spices led to greater exploration.
- 12 Vietnam consumes a lot of pepper.
- 13 Seed-based spices can be easily stored.

Reading Passage 2

You should spend about 20 minutes on Questions 14-26, which are based on Reading Passage Two.



Unsung and Lowly Creatures

Earthworms are not creatures likely to attract much attention. Secretive, silent, slow-moving, and featureless, almost no one would ever think. Let's quote Charles Darwin, who wrote: 'It may be doubted whether there are many other animals which have played so important a part in the history of the world as have these lowly-organised creatures'.

That is high praise indeed for what is basically a slimy, muscular, moist, segmented tube. This tube is also hermaphroditic, meaning that there are both male and female segments in the one creature. Some segment contain testes, others eggs, released ooze, exchange, and store fluids, and then a long complicated process eventually leads to the secretion of an egg case. From this, small but fully-formed worms will emerge, reaching full size in about one year, and living for one or two years after that.

Yet earthworms are rarely seen, spending as they do their whole lives underground. Only after heavy rains can they sometimes be found on the surface, apparently stranded. Three hypotheses are put forward to explain this. The stormwater may flood their burrows, forcing them upwards. Alternatively, the worms may be taking advantage of the wet conditions to either travel more quickly through the open air (compared to burrowing beneath the ground), or otherwise to meet and mate. Whatever the case, if they find themselves on concreted, rocky, or hardened earth, they are effectively trapped. If this is during dawn, in high summer, or in the daytime, these earthworms quickly die due to bird predation or dehydration.

Normally, however, worms quietly go about their hidden business, and this often leads to an underestimation of their actual numbers. Darwin himself thought that arable land contained about 50,000 worms per acre, yet modern research has suggested that the figure could reach as high as almost two million. Putting this another way, the weight of earthworms beneath the soil is often greater than that of the cows and horses, and sheep grazing upon its surface. And those worms are just as hungry. Worms do, in fact, have a small mouth and a simple but effective digestive system, similar to the animals above. Food is sucked into the body, then pushed along the length of the worm through muscular action, passing through the crop, gizzard, intestine, and finally the anus.

Perhaps surprisingly, it is this constant eating which so benefits the chemistry of the soil. Earthworms feed on undecayed leaf litter and organic matter. They pull pieces down into their burrows, shred them into smaller parts, and then consume each of these, along with small soil particles. In the worms' gut, everything is ground into a fine paste, to be eventually excreted, releasing essential minerals in an easily accessible form. One single worm may produce over four kilograms of this diested paste per year. Multiply that by a million worms, and one can understand Darwin's comment about 'unsung creatures which, in their untold millions, transformed the land'.

The other great benefit relates to earthworms' search for food. It might surprise many to know that these creatures are very mobile, moving to the surface then down into the safer depths on a daily basis. Aided by the secretion of lubricating mucus, they push themselves through the soil using waves of bodily contractions, which alternately shorten and lengthen their form. The point is, water can also move through their tunnels. More importantly, as the worms travel, they push air in and out of the soil on a continuous basis. In the same way that animals need oxygen, so too do the myriad micro-organisms in the soil. Thus, without worms, the ground would become waterlogged, airless, and less productive for farming purposes.

Naturally, with so many worms in the soil, they form the base of many food chains. Not only birds, but also some mammals, such as hedgehogs, moles, and even larger ones, such as foxes and bears, will actively dig into the ground of worms. Such predation is natural, and has little effect on worm populations. However, the use of certain fertilisers is a different case. Earthworms depend on the temperature, texture, and moisture content of the soil, but it is its acidity to which they are most sensitive. Nitrogenous fertilisers can raise this to levels fatal to these creatures, often causing disastrous drops in numbers. The more ecologically-aware farmer avoids such chemicals, and regularly adds a surface mulch of organic matter raising worm numbers for the natural benefit of both soil and man.

Questions 14-17

Choose the correct letter, A, B, C, or D.

14 Charles Darwin thought that worms

- ☐ A were only moderately important.
- ☐ B were organised.
- ☐ C liked arable land.
- ☐ D numbered in the many millions.

15 A single worm

- ☐ A is either male or female.
- ☐ B has many segments.
- ☐ C is a complicated organism.
- ☐ D lives for about a year.

16 Stormwater may possibly

- ☐ A clean out worm burrows.
- ☐ B slow down worms.
- ☐ C help worms encounter others.
- ☐ D harden the earth.

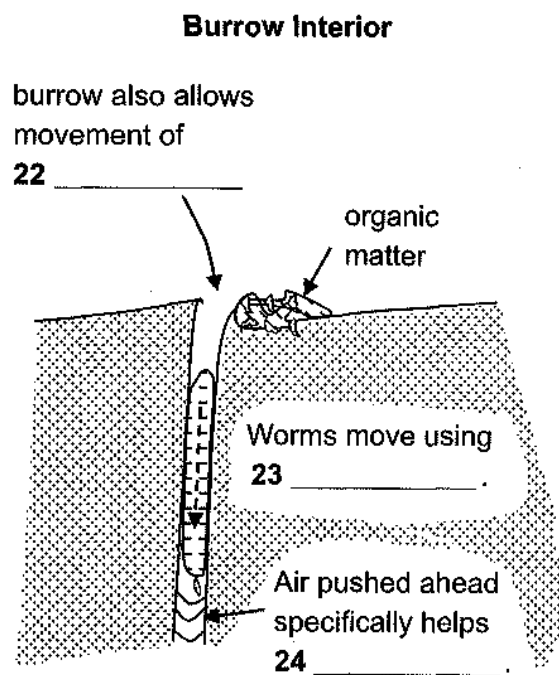
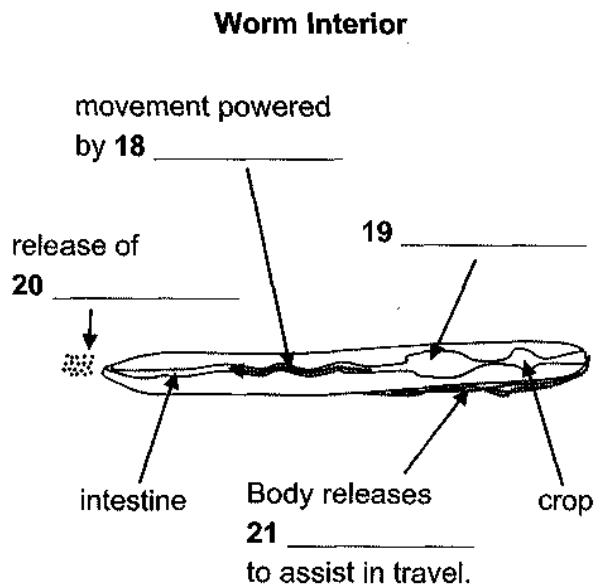
17 Grazing animals

- ☐ A often weigh less than the worms below.
- ☐ B are hungrier than the worms below.
- ☐ C have very different digestive systems from worms.
- ☐ D have simpler digestive systems than worms.

Questions 18-24

Complete the diagram.

Choose **NO MORE THAN TWO WORDS** from the passage for each answer.



- 18 _____
- 19 _____
- 20 _____
- 21 _____
- 22 _____
- 23 _____
- 24 _____

Questions 25-26

Complete the sentences.

Choose **NO MORE THAN TWO WORDS** from the passage for each answer.

Worm numbers will especially fall when the soil has high 25 _____

Adding mulch to the soil shows 26 _____

Reading Passage 3

You should spend about 20 minutes on Questions 27-40, which are based on Reading Passage Three.



Organisational Conflict and Change

Change is a natural process. As humans, we are born, we grow, we mature, we decline, and we eventually die. On a bigger scale, modern existence is similarly in a constant state of flux, with global change, life strategic change, and personal change constantly upon us. With the current rate of technological advance, this is only happening at a faster pace. Putting it simply, life is change, and in a manner never before experienced.

Organisations, also, are analogous to organisms. They similarly grow, mature, suffer injury and crises, and may well die (for example, become bankrupt). The implications of this new 'change paradigm' are that the stable structures and static systems which in the past made organisations strong, now only contribute to their decline. Textbooks cite many examples of this: large monolithic institutions that failed to respond to external circumstances. Many were former government monopolies, and their break-up into smaller divisions was one attempt to deal with this issue. The message was clear: respond to change, or fail to thrive.

However, the big problem is that change promotes resistance among people. It brings a degree of discomfort, which in turns results in conflict. Thus, since change is constant, so too must be this conflict, and it is this which must be considered. The word 'conflict' has negative connotations, and deservedly so. It is often the result of negative forces, producing negative results. Resources are diverted, judgements distorted, co-ordination reduced, and ill-feeling generated. It thus seems strange to argue that conflict is not necessarily unwelcome, and can, in fact, be necessary, yet that is exactly what I propose.

To understand this, we must first accept one crucial fact: in this new era of increasing change and complexity, accurate and considered decision-making is critical, and can no longer be considered the province of just one person. There is simply too much information to be processed, and too much knowledge needed, to be within the capability of single individuals. As a result, decisionmaking in modern organisations is now based on group discussions, meetings, and presentations, all to allow the exchange of a variety of perspectives from appropriately qualified people.

The next fact that we must accept is that such gatherings are often affected by 'groupthink'. This is when tightly-knit cohorts of workers uncritically accept the feelings of the group (rather than 'lighting it out'). Individual dissent is squashed, leaving decision-making not as a product of a pool of thinking individuals, all with valuable insights, but merely a collective desire to promote harmony. Clearly, this is not a method likely to optimise the chances of making the best decision.

So, two facts, which when brought together lead to the interesting conclusion: that some degree of conflict is necessary in order to produce better decision-making and, ultimately, higher organisational performance. Extending this further, somewhat paradoxically, very low levels or an absence of conflict may actually be worrying, indicating a lack of staff involvement or interest, or that problems are being hidden, new ideas stifled, and morale low. The focus thus shifts to conflict management (reducing conflict or creating it, as deemed optimum for the organisation), not conflict removal.

So, this is the contradiction. Change must happen, causing significant resistance and conflict, some of which is constructive and necessary, but some of which impedes progress. These feelings can originate from even the most level-headed, open-minded, and rational of people; thus, the next issue is how change agents can deal with it. One essential strategy is to listen to all those involved, even the angriest, most strident and difficult (since, after all, they may be right). Another strategy is to concur with what is factually accurate. People find it difficult to argue with those who agree with them, and this means resistance is reduced, communication enhanced, and insights into the situation will certainly come.

The third strategy for change agents is to always remind themselves of two basic facts. The first is not to expect complete rationality from those around them at all times. Expecting such ideal behaviour is itself irrational, and by resigning oneself to the inevitability of human failings, conflict can become more manageable. The other basic fact is that human beliefs are not necessarily encapsulations of the truth. Instead, they are often constructions of the mind, serving to maximise the security of the self. Thus, when encountering difficulties in implementing change, there is a good chance that the stakeholders are merely protecting such beliefs, and this should also be taken into account.

The experienced change agent realises that everyone's perspective needs to be examined with an open mind. Conflicting viewpoints should be promoted in a healthy way, where people are disarmed and not reacting as a result of ill-feeling or malice. Yet, when such emotions emerge, the important point is to understand that it is not unnatural, and by understanding where it comes from and how to handle it, one can follow- constructive, rather than destructive, paths. It is not easy, but it is certainly possible.

Questions 27-30

Choose the correct letter, A, B, C, or D.

27 Organisations

- ☐ A should be broken into divisions.
- ☐ B need stable structures.
- ☐ C are similar to living things.
- ☐ D must be responsible.

28 Conflict

- ☐ A is sometimes welcome.
- ☐ B is usually good.
- ☐ C should be removed.
- ☐ D comes and goes.

29 Groupthink can

- ☐ A be better than fighting.
- ☐ B produce valuable insights.
- ☐ C lead to wrong decisions.
- ☐ D optimise chances.

30 Very little conflict is often

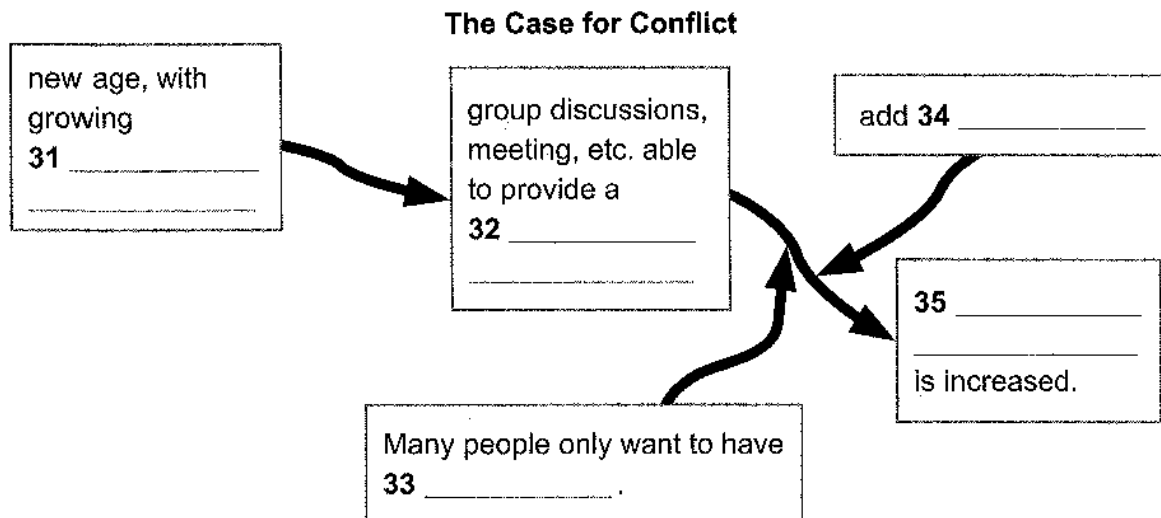
- ☐ A better for organisations.
- ☐ B good for morale.
- ☐ C constructive.

D ☐ a warning sign.

Questions 31-35

Complete the flow chart.

Choose **NO MORE THAN THREE WORDS** from the passage for each answer.



- 31 _____
- 32 _____
- 33 _____
- 34 _____
- 35 _____

Questions 36-40

Answer the questions.

Choose **NO MORE THAN THREE WORDS** from the passage for each answer.

What can even rational people still produce?

36 _____

What sort of information should a change agent agree with?

37 _____

What quality does not constantly come from people?

38 _____

People often lie to enhance what feeling?

39

What emotions can produce unhealthy conflict?

40



Solution:

14 D

15 B

16 C

17 A

18 muscular action

19 gizzard

20 essential minerals

21 lubricating mucus

22 water

23 bodily contraction(s)

24 (soil) micro-organisms

25 acidity

26 ecological awareness

27 C

28 A

29 C

30 D

31 change and complexity

32 variety of perspectives

33 harmony

- | | |
|--|--|
| 34 conflict | 35 Organisational/Organizational pe |
| 36 resistance and conflict | 37 factually accurate |
| 38 complete rationality | 39 (self) security |
| 40 ill-feeling, malice/malice, ill-feeling | 1 viii |
| 2 vii | 3 iii |
| 4 i | 5 x |
| 6 v | 7 stigma tips |
| 8 vivid colour/color | 9 Iran |
| 10 FALSE | 11 TRUE |
| 12 NOT GIVEN | 13 TRUE |

Review and Explanations

14 Answer: **D**

Keywords in Questions	Similar words in Passage
Q14: Charles Darwin thought that worms A. were only moderately important. B. were organised. C. liked arable land. D. numbered in the many millions.	Multiply that by a million worms, and one can understand Darwin's comment about 'unsung creatures which, in their untold millions, transformed the land'.
Note: The answer for this question is quite hard to find. Since there is many information that can make you confused, you must make clear which one the question is asking about. As you can see, the question is what 'Charles Darwin thought' of worms, so you can locate the answer basing on the specific name 'Charles Darwin'. Here are some parts you might find: Let's quote Charles Darwin, who wrote: 'It may be doubted whether there are many other animals which have played so important a part in the history of the world as have these lowly-organised creatures'. Darwin himself thought that arable land contained about 50,000 worms per acre, yet modern research has suggested that the figure could reach as high as almost two million. Multiply that by a million worms, and one can understand Darwin's comment about 'unsung creatures which, in their untold millions, transformed the land'. The sentence number 1 do not mention anything relating to those answers. The sentence number 2 says about what Darwin thought, but the information did not match with those answers. The last sentence is about Darwin's comment which can be understood as Darwin's thought about worms 'in their untold millions'. Therefore, the correct answer is D	

15 Answer: **B**

Keywords in Questions	Similar words in Passage
Q15: A single worm A. is either male or female. B. has many segments. C. is a complicated organism. D. lives for about a year.	That is high praise indeed for what is basically a slimy, muscular, moist, segmented tube. This tube is also hermaphroditic, meaning that there are both male and female segments in the one creature.
Note: Because it says that 'there are both male and female segments', so A is wrong. There is nothing relating to C and D. Therefore, the correct answer is B.	

16 Answer: **C**

Keywords in Questions	Similar words in Passage
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<p>Q16: Stormwater may possibly</p> <p>A. clean out worm burrows.</p> <p>B. slow down worms.</p> <p>C. help worms encounter others.</p> <p>D. harden the earth.</p>	<p>Yet earthworms are rarely seen, spending as they do their whole lives underground. Only after heavy rains can they sometimes be found on the surface, apparently stranded. Three hypotheses are put forward to explain this. The stormwater may flood their burrows, forcing them upwards.</p>
<p>Note:</p> <p>‘Stormwater’ is the key to locate the answer of this question. When you see the paragraph that has the keyword, you should read the topic sentence of that paragraph and maybe some sentences around the keyword to understand the situation. In this case, it says worms are rarely seen and there are three hypotheses for this, including stormwater. So according to all four answers, C is the best option. So, the correct answer is C.</p>	

17 Answer: **A**

Keywords in Questions	Similar words in Passage
<p>Q17: Grazing animals</p> <p>A. often weigh less than the worms below.</p> <p>B. are hungrier than the worms below.</p> <p>C. have very different digestive systems from worms.</p> <p>D. have simpler digestive systems than worms.</p>	<p>Putting this another way, the weight of earthworms beneath the soil is often greater than that of the cows, horses, and sheep are grazing upon is surface.</p>
<p>Note:</p> <p>This is an easy question because it is only reverse the sentence. ‘Grazing animals’ is equal to ‘horses’ and ‘sheep’</p> <p>So, the correct answer is A.</p>	

18 Answer: **muscular action**

Keywords in Questions	Similar words in Passage
<p>Q18: movement powered by ____</p>	<p>Food is sucked into the body, then pushed along the length of the worm through muscular action, passing through the crop, gizzard, intestine, and finally the anus.</p>
<p>Note:</p> <p>As you can see in the picture, it already has the crop, intestine, so there are only two parts of the worms which are muscular and gizzard that is still missing. We have some clue about the question 18 when it starts with ‘movement powered by’, so it must be something related to the movement in the worm. Therefore, the correct answer of Q18 is ‘muscular’.</p>	

19 Answer: **gizzard**

Keywords in Questions	Similar words in Passage
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Q19: _____	Food is sucked into the body, then pushed along the length of the worm through muscular action, passing through the crop, gizzard, intestine, and finally the anus.
Note: As you can see in the picture, it already has the crop, intestine, so there are only two parts of the worms which are muscular and gizzard that is still missing. We have some clue about the question 18 when it starts with 'movement powered by', so it must be something related to the movement in the worm. Therefore, the correct answer of Q18 is 'muscular'. And as a result, the correct answer of Q19 is 'gizzard'.	

20 Answer: **essential minerals**

Keywords in Questions	Similar words in Passage
Q20: release of _____	In the worms' gut, everything is ground into a fine paste, to be eventually excreted, releasing essential minerals in an easily accessible form.
Note: You can use the word 'release' as a key to find the answer for this. But be careful because there are a lot of 'release' in the paragraph. Therefore, you must consider the flow of the questions. In the previous questions, they are all about the digestion and you can see the words 'worms' gut' and the key word 'release'. That is how you locate the right answer, which is 'essential minerals'	

21 Answer: **lubricating mucus**

Keywords in Questions	Similar words in Passage
Q21: Body releases ____ to assist in travel	Aided by the secretion of lubricating mucus, they push themselves through the soil using waves of bodily contractions, which alternately shorten and lengthen their form.
Note: 'Travel' here means the movement of worms through the soil. 'Release' is likely equal to 'secretion' Therefore, the correct answer is 'lubricating mucus'	

22 Answer: **water**

Keywords in Questions	Similar words in Passage
Q22: burrow also allows movement of _____	The point is, water can also move through their tunnels.
Note: 'burrow' here is equal to 'tunnel' It just reverses the sentence and using synonym to trick you. Therefore, the correct answer is 'water'	

23 Answer: **bodily contraction(s)**

Keywords in Questions	Similar words in Passage
Q23: Worms move using _____	Aided by the secretion of lubricating mucus, they push themselves through the soil using waves of bodily contractions , which alternately shorten and lengthen their form.
Note: According to the paragraph, it says 'they push themselves through the soil', so it can be understood that 'push through' is related to the activity of moving. Therefore, the correct answer is 'bodily contractions'	

24 Answer: **(soil) micro-organisms**

Keywords in Questions	Similar words in Passage
Q24: Air pushed ahead specifically helps _____	More importantly, as the worms travel, they push air in and out of the soil on a continuous basis. In the same way that animals need oxygen, so too do the myriad micro-organisms in the soil.
Note: This one is a little tricky. At first, it says that the worms push air in and out of the soil. That is the sentence hold the key word 'push air'. Then, it states that the micro-organisms in the soil need oxygen just as the animals. So, you can understand that the 'pushing air' thing can help the micro-organisms breath. Therefore, the correct answer is 'micro-organisms'.	

25 Answer: **acidity**

Keywords in Questions	Similar words in Passage
Q25: Worm numbers will especially fall when the soil has high _____	Earthworms depend on the temperature, texture, and moisture content of the soil, but it is its acidity to which they are most sensitive .
Note: All of the factors in the sentence can make the worms fall, but the specific factor will be 'acidity', according to the word 'most sensitive'. Because the question is about something that make worm 'especially fall', so the correct answer is 'acidity'	

26 Answer: **ecological awareness**

Keywords in Questions	Similar words in Passage
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Q26: Adding mulch to the soil shows _____	The more ecologically-aware farmer avoids such chemicals, and regularly adds a surface mulch of organic matter raising worm numbers for the natural benefit of both soil and man.
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Note:

You need to read this sentence carefully because it can make you confused. It means farmer who is more ecologically-aware avoids chemicals and adds mulch.

Therefore, the correct answer is 'ecologically-aware.'

27 Answer: **C**

Keywords in Questions	Similar words in passage
<p>Q27. Organisations</p> <p>A. should be broken into divisions.</p> <p>B. need stable structures.</p> <p>C. are similar to living things.</p> <p>D. must be responsible.</p>	<p>Organisations, also, are analogous to organisms.</p> <p>They similarly grow, mature, suffer injury and crises, and may well die (for example, become bankrupt). The implications of this new 'change paradigm' are that the stable structures and static systems which in the past made organisations strong, now only contribute to their decline. Textbooks cite many examples of this: large monolithic institutions that failed to respond to external circumstances. Many were former government monopolies, and their break-up into smaller divisions was one attempt to deal with this issue. The message was clear: respond to change, or fail to thrive.</p>

NOTE:-

Based on the keyword "**organisations**", we can easily find the needed information **in the second paragraph**. After scanning the whole paragraph, at the first sentence, we see the phrase "**are similar to**" in the **option C** have the same mean as the phrase "**are analogous to**", the mean of the phrase "**living things**" is similar to that of the phrase "**organism**". **So we can guess the correct answer is C.**

In addition, **option A** "should be broken into divisions" is **wrong**, because as the paragraph indicates, breaking into divisions, is conducted by former government monopolies, one of static systems in the past made organisation strong, now only contribute to their decline. So "breaking into divisions" is not encouraged. Thus, **option A is incorrect answer.**

Accordingly, stable structures and static systems now only contribute to organisations' decline. **So the option B is wrong.**

About the **answer C**, we can easily mistake between the word "**respond**" and "**responsible**". In fact, they are not family vocabularies of each other. So option D is not mentioned in the paragraph. Hence, we can conclude that **D is the incorrect answer. So the answer is C.**

28 Answer: **A**

Keywords in Questions	Similar words in passage
Q28. Conflict ____ A. is sometimes welcome. B. is usually good. C. should be removed. D. comes and goes.	It thus seems strange to argue that conflict is not necessarily unwelcome, and can, in fact, be necessary , yet that is exactly what I propose.
NOTE: After scanning, based on the keywords " conflict " " welcome ", we can locate the needed information in the third paragraph . Accordingly, the paragraph indicates that " conflict is not necessarily unwelcome " and emphasizes again " in fact, be necessary ". From that points, we can conclude that A is the correct answer for the question 28. So the answer is A.	

29 Answer: **C**

Keywords in Questions	Similar words in passage
Q29. Groupthink can ____ A. be better than fighting. B. produce valuable insights. C. lead to wrong decisions. D. optimise chances.	The next fact that we must accept is that such gatherings are often affected by 'groupthink' . This is when tightly-knit cohorts of workers uncritically accept the feelings of the group (rather than 'lighting it out'). Individual dissent is squashed, leaving decision-making not as a product of a pool of thinking individuals, all with valuable insights, but merely a collective desire to promote harmony. Clearly, this is not a method likely to optimise the chances of making the best decision.
NOTE: Based on the keyword " group think ", we can locate the needed information in the paragraph 5 . According to the paragraph, option B "produce valuable insights" is a characteristic of thinking individuals not groupthink. Thus, option B is wrong answer . "this is not a method likely to optimise the chances of making the best decision." Hence, option D is incorrect answer . After scanning, we do not find the related information about whether groupthink is better than fighting or not. So the option A is wrong answer . Accordingly, the paragraph shows "Clearly, this is not a method likely to optimise the chances of making the best decision." This means "groupthink" might lead us to wrong decision. Thus, we can understand that option C is the viable answer for this question .	

30 Answer: **D**

Keywords in Questions	Similar words in Passage
<p>Q30: Very little conflict is often a warning sign.</p> <p>A. better for organisations. B. good for morale. C. constructive. D. a warning sign.</p>	<p>So, two facts, which when brought together lead to the interesting conclusion: that some degree of conflict is necessary in order to produce better decision-making and, ultimately, higher organisational performance. Extending this further, somewhat paradoxically, very very low levels or an absence of conflict may actually be worrying, indicating a lack of staff involvement or interest, or that problems are being hidden, new ideas stifled, and morale low. The focus thus shifts to conflict management (reducing conflict or creating it, as deemed optimum for the organisation), not conflict removal.</p>
<p>NOTE:</p> <p>Based on the keywords, we can find the needed information in the paragraph . Accordingly, the paragraph indicates that “ very low levels or absence of conflict may actually be worrying,..”). From that point, we can see option A, C are wrong answers. Because after scanning, the writer only mentions to “ low levels or absence of conflict” bring demerits to the organisations, while the content of two option A,C describe good trend for organisation.</p> <p>Option B “morale low” is one of the consequences of very little conflict. So we can conclude that the option B is incorrect answer.</p> <p>Option D “a warming sign” is the best viable answer of the question 30.</p>	

31 Answer: **change and complexity**

Keywords in Questions	Similar words in Passage
<p>Q31. New age, with growing _____</p>	<p>To understand this, we must first accept one crucial fact: in this new era of increasing change and complexity, accurate and considered decision-making is critical, and can no longer be considered the province of just one person.</p>
<p>NOTE: Based on the keywords, we can recognize that “new age” is analogous to the phrase “ new era” and the word “growing” is similar to the word “increasing”, describe a trend becoming larger or greater . From that point , we can easily realize that the blank in must be filled with “change and complexity”.</p>	

32 Answer: **variety of perspectives**

Keywords in Questions	Similar words in Passage
Q 32. Group discussions, meeting, ect, able to provide a _____	There is simply too much information to be processed, and too much knowledge needed, to be within the capability of single individuals. As a result, decisionmaking in modern organisations is now based on group discussions, meetings, and presentations, all to allow the exchange of a variety of perspectives from appropriately qualified people.

NOTE: Based on the keywords “**group discussions**” and “**meeting**”, we can easily find the needed information in the paragraph 4, the writer indicates that group discussions, meeting, ect, used by modern organisations to making decisions because it allow the exchange of a variety of perspectives. In other words, it is able to provide that organisations a variety of perspective. Hence, we figure out that the blank in must be filled with “**variety of perspectives**”

33 Answer: **harmony**

Keywords in Questions	Similar words in Passage
Q33. Many people only want to have _____	The next fact that we must accept is that such gatherings are often affected by ‘groupthink’. This is when tightly-knit cohorts of workers uncritically accept the feelings of the group (rather than ‘lighting it out’). Individual dissent is squashed, leaving decision-making not as a product of a pool of thinking individuals, all with valuable insights, but merely a collective desire to promote harmony.

NOTE: We can easily find out the needed information based on the keywords is in the paragraph 5. The paragraph indicates that members in group discussions do not care much about leaving decision-making not as a product of a pool of thinking individuals, the thing which they only want to have is harmony (a collective desire to promote harmony). We note the phrase “**many people**”, “**want to**” in the question is similar to the phrase “ **a collective desire**”, show the desire of the collective. Hence, we figure out that the blank in must be filled with “**harmony**”.

34 Answer: **conflict**

Keywords in Questions	Similar words in Passage
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Q34. add _____	So, two facts, which when brought together lead to the interesting conclusion: that some degree of conflict is necessary in order to produce better decision-making and, ultimately, higher organisational performance. Extending this further, somewhat paradoxically, very low levels or an absence of conflict may actually be worrying, indicating a lack of staff involvement or interest, or that problems are being hidden, new ideas stifled, and morale low. The focus thus shifts to conflict management (reducing conflict or creating it, as deemed optimum for the organisation), not conflict removal.
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NOTE: Although the question give few information, we can guess through the line arrows and questions in the surrounding to locate the needed information in the sixth paragraph. Based on the line arrows, we can understand factors of Q32, Q33, Q34 create a result in Q35. After scanning this whole paragraph and related paragraph, we can see that the writer mention :” **higher organisational performance.**” And it is result in Q35. We find factors creating this result. And there are 3 factors:

variety of perspectives” in Q32, “**harmony**” in Q33 and **conflict**. So “**conflict**” is the viable answer for the question 34.

According to the paragraph, the writer indicates that to create a higher organisation, it need to not only a variety of perspective from group discussion or meeting, harmony among people but also some degree of conflict.

35 Answer: **Organisational/Organizational performance**

Keywords in Questions	Similar words in Passage
Q35. _____ is increased	So, two facts, which when brought together lead to the interesting conclusion: that some degree of conflict is necessary in order to produce better decision-making and, ultimately, higher organisational performance.

NOTE: Based on the keywords, we can guess the needed information in the paragraph 6. The writer indicates that there are three main factors including a variety of perspectives in group discussions , harmony, degree of conflict which create higher organisation performance. In other words, organisational performance is increased. Thus, we can easily realize that **the blank in must be filled with “organisational performance”**

36 Answer: **resistance and conflict**

Keywords in Questions	Similar words in Passage
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Q36. What can even rational people still produce?	So, this is the contradiction. Change must happen, causing significant resistance and conflict, some of which is constructive and necessary, but some of which impedes progress. These feelings can originate from even the most level-headed, open-minded, and rational of people; thus, the next issue is how change agents can deal with it.
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NOTE: Based on the keywords , we can find out the needed information in the paragraph 7. We need to note that the phrase “**these feelings**” replace for “**resistance and conflict**”. According to the paragraph, “**these feelings**” can originate from even the most rational of people. In other words, even rational people still produce resistance and conflict. So we can conclude that “**resistance and conflict**” is the correct answer.

37 Answer: **factually accurate**

Keywords in Questions	Similar words in Passage
Q 3 7 . What sort of information should a change agent agree with?	[...] One essential strategy is to listen to all those involved, even the angriest, most strident and difficult (since, after all, they may be right). Another strategy is to concur with what is factually accurate. People find it difficult to argue with those who agree with them, and this means resistance is reduced, communication enhanced, and insights into the situation will certainly come.

NOTE: Based on the keywords “ **change agent**”, we can find out the needed information in **the paragraph 7**. The mean of the phrase “**agree with**” is similar to that of the phrase “ **concur with**”. Accordingly, the writer advises the change agent to agree with sort of information which is factually accurate”. So we can conclude that “**factually accurate**” is the correct answer for this question.

38 Answer: **complete rationality**

Keywords in Questions	Similar words in Passage
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Q 38 : What quality does not constantly come from people ?	The third strategy for change agents is to always remind themselves of two basic facts. The first is not to expect complete rationality from those around them at all times . Expecting such ideal behaviour is itself irrational, and by resigning oneself to the inevitability of human failings, conflict can become more manageable.
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NOTE: Based on the keywords, we can guess the needed information **in the paragraph 8**. In the paragraph, the writer mentions that **“The first is not to expect complete rationality from those around them at all times.”** In other words, complete rationality is the quality which does not constantly come from people. So we can easily realize that **“complete rationality”** is the correct answer for question 38.

39 Answer: **(self) security**

Keywords in Questions	Similar words in Passage
Q39. People often lie to enhance what feeling?	The other basic fact is that human beliefs are not necessarily encapsulations of the truth. Instead, they are often constructions of the mind, serving to maximise the security of the self. Thus, when encountering difficulties in implementing change, there is a good chance that the stakeholders are merely protecting such beliefs, and this should also be taken into account.

NOTE:

Based on the keywords, we can guess the needed information **in the paragraph 8**. We note the synonym between the word **“enhance”** and **“serving to maximise”**. According to the paragraph, the writer mentions that **“human beliefs are not necessarily encapsulations of the truth. Instead, they are often constructions of the mind serving to maximise the security of the self”**. In other words, people often lie to enhance the feeling of self security. Thus, we can conclude that **“(self) security”** is the right answer for this question.

40 Answer: **ill-feeling, malice/malice, ill-feeling**

Keywords in Questions	Similar words in Passage
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Q40. What emotions can produce unhealthy conflict?	The experienced change agent realises that everyone's perspective needs to be examined with an open mind. Conflicting viewpoints should be promoted in a healthy way, where people are disarmed and not reacting as a result of ill-feeling or malice.
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NOTE:

Based on the keyword “**unhealthy conflict**”, we can locate the needed information in the last paragraph. The question asks “**what emotions**”, after scanning we can guess the viable answer is “**ill-feeling or malice**” . The writer indicates that conflicting viewpoints are encouraged to promote in a healthy way and explain in detail how is “**a healthy way** “. Accordingly, the paragraph shows “a healthy way, where people are disarmed and **not** reacting as a result of ill-feeling or malice.” The word “**not**” and the phrase “**ill-feeling or malice**” (the words describe emotions) are in the same clause, meaning that “ill-feeling or malice” is unexpected results in a healthy way. In other words, “**ill-feeling or malice**” can produce unhealthy conflict. Hence, we can conclude that “**ill-feeling, malice**” is the right answer for the question 40 (since only a maximum of 3 words is allowed, you do not need to type “or” in the answer)

1 Answer: **viii**

List of Headings

- i Uses of spice
- ii Spices for cooking
- iii Changing leaders
- iv A strange choice
- v Preserving flavours
- vi Famous spice routes
- vii The power of spice
- viii Some spices
- ix Medicinal spices
- x Spice providers

Note: You should have a quick look at the list of headings and highlight the keywords for each heading.

Keywords in Questions

Similar words in Passage

<p>Q1: Paragraph B</p>	<p>Spices are dried seeds, fruit, roots, bark, or vegetative parts of plants, added to food in small amounts to enhance flavour or colour. Herbs, in contrast, are only from the leaves, and only used for flavouring. Looking at the sources of some common spices, mustard and black pepper are from seeds, cinnamon from bark, cloves from dried flower buds, ginger and turmeric from roots, while mace and saffron are from seed covers and stigma tips, respectively. In the face of such variety, it is becoming increasingly common for spices to be offered in pre-made combinations. Chili powder is a blend of chili peppers with other spices, often cumin, oregano, garlic powder, and salt. Mixed spice, which is often used in baking, is a British blend of sweet spices, with cinnamon being the dominant flavour. The ever-popular masala, as noted, could be anything, depending on the chef.</p>
<p>Note: The answer is heading viii. "Some spices" The paragraph is talking about some spices. The key sentence that lead us directly to the answer is sentence 3 of the paragraph which contains the word "some common spices", followed by many kinds of spices "mustard", "black pepper", "cinnamon",..... In the next sentence, we also find the word "such variety" to support the answer "some spices" The sentence contains "Mixed spice" may lead us to headings i and ii, however, as we can see, this sentence is just supported information for sentence 4.</p>	

2 Answer: **vii**

Keywords in Questions	Similar words in Passage
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<p>Q2: Paragraph C</p>	<p>Although human communities were using spices tens of thousands of years ago, the trade of this commodity only began about 2000 BC, around the Middle East. Early uses were less connected with cooking, and more with such diverse functions as embalming, medicine, religion, and food preservation. Eventually, extensive overland trade routes, such as the Silk Road, were established, yet it was maritime advances into India and East Asia which led to the most dramatic growth in commercial activities. From then on, spices were the driving force of the world economy, commanding such high prices that it pitted nation against nation, and became the major impetus to exploration and conquest. It would be hard to underestimate the role spices have played in human history.</p>
<p>Note: The answer is heading vii. "The power of spice" The last sentence of the paragraph is the topic sentence. The words "the driving force", "commanding", "major impetus" and phrase "hard to underestimate the role spices" can describe the power of spice. Although sentence 2 and sentence 3 may lead us to headings v and vi, these sentences are just set in the scene of dramatic growth commercial activities, and only provide part of information in the paragraph.</p>	

3 Answer: iii

Keywords in Questions	Similar words in Passage
<p>Q3: Paragraph D</p>	<p>Originally, Muslim traders dominated these routes, seeing spice-laden ships from the Orient crossing the Indian Ocean to Red Sea and Persian Gulf ports, from where camel caravans transported the goods overland. However, although slow to develop, European nations, using aggressive exploration and colonisation strategies, eventually came to rule the Far East and, consequently, control of the spice trade. At first, Portugal was the dominant power, but the British and Dutch eventually gained the upper hand, so that by the 19th century, the British controlled India, while the Dutch had the greater portion of the East Indies (Indonesia). Cloves, nutmeg, and pepper were some of the most valuable spices of the time.</p>

Note**The answer is heading iii. "Changing leaders".**

The first sentence said that 'Originally, Muslim traders dominated these routes'. Then after that the second said "However, ..., European nations,.... eventually came to rule the Far East and, consequently, control of the spice trade". This can be understood as "Changing leaders"

Beside, the third sentence has more details about many European nations becoming leaders such as "Portugal was the dominant power", "the British and Dutch eventually gained the upper hand", "the British controlled India", "the Dutch had the greater portion of the East Indies (Indonesia)". This also the sign of "Changing leaders".

4 Answer: i

Keywords in Questions	Similar words in Passage
Q4: Paragraph E	But why were spices always in such demand? There are many answers. In the early days, they were thought to have strong medicinal properties by balancing 'humours', or excesses of emotions in the blood. Other times they were thought to prevent maladies such as the plague, which often saw prices of recommended spices soar. But most obviously, spices flavoured the bland meat-based European cuisines. Pepper, historically, has always been in highest demand for this reason, and even today, peppercorns (dried black pepper kernels) remain, by monetary value, the most widely traded spice in the world. However, saffron, by being produced within the small saffron flower, has always been among the world's most costly spice by weight, valued mostly for its vivid colour.

Note**The answer is heading i. "Uses of spice"**

From sentence 2 to 4 of the paragraph, there are many uses of spice indicated as "have strong medicinal properties", "balancing 'humours'", "excesses of emotions in the blood", "flavoured the bland meat-based European cuisines".

After that we can see the topic sentence is sentence 5 of paragraph since the uses of spice made some spices in high demand.

Although the second sentence can mislead us to heading ix "medicinal spices", this appears just once and covers only a part of the paragraph.

5 Answer: x

Keywords in Questions	Similar words in Passage
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<p>Q5: Paragraph F</p>	<p>Predictably, the majority of the world's spices are produced in India, although specific spices are often produced in greater amounts in other countries. Vietnam is the largest producer and exporter of pepper, meeting nearly one third of the world's demand. Indonesia holds a clear lead in nutmeg production, Iran in saffron, and Sri Lanka in cinnamon. However, exportation of such spices is not always simple. Most are dried as a whole product, or dried and ground into powder, both forms allowing bulk purchase, easier storage and shipping, and a longer shelf life. For example, the rhizomes (underground stems) of turmeric are boiled for several hours, then dried in ovens, after which they are ground into the yellow powder popular in South-Asian and Middle-Eastern cuisines.</p>
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Note:

The answer is heading x. "Spice providers".

The answer of Q5 can be found right in the first sentence of the paragraph. In this sentence, phrases "**produced in India**" and "**produced in greater amounts in other countries**" can imply that "**India**" and "**other countries**" are the **providers**.

In the rest of the paragraph, we can find many other signs related to **providers** such as "**producer**", "**exportation**", "**holds a clear lead**", "**exportation**", "**bulk purchase**", "**storage and shipping**".

6 Answer: ✓

Keywords in Questions	Similar words in Passage
<p>Q6: Paragraph G</p>	<p>However, there are disadvantages in grinding spices. It increases their surface area many fold, accelerating the rate of evaporation and oxidation of their flavour-bearing and aromatic compounds. In contrast, whole dried spices retain these for much longer. Thus, seed-based varieties (which can be packaged and stored well) are often purchased in this form. This allows grinding to be done at the moment of cooking or eating, maximising the flavour and effect, a fact which often results in pepper 'grinders', instead of 'shakers', gracing the tables of the better restaurants around the world.</p>

Note

The answer is heading v. “Preserving flavours”.

From the third sentence of the paragraph, we can see the sign of “Preserving flavours” as “whole dried spices retain these (flavours) for much longer”.

Right after that, the topic sentence of the paragraph appears with “seed-based varieties which can be packaged and stored well”. The words “Packaged” and “Stored” can be understand as “Preserving flavours”.

7 Answer: stigma tips

Keywords in Questions	Similar words in Passage
Q 7 : Saffron, from the small 7 _____ of flowers, has a 8 _____, and is mostly grown in 9 _____	Paragraph B: Looking at the sources of some common spices, mustard and black pepper arc from seeds, cinnamon from bark, cloves from dried flower buds, ginger and turmeric from roots, while mace and saffron are from seed covers and stigma tips, respectively.
Note: The keyword for Q7,8,9 is “Saffron”. We can found the word “Saffron” in paragraphs B, E and F . Q7: From the third sentence of paragraph B , the answer for Q7 obviously is “ stigma tips ” (note the word respectively)	

8 Answer: vivid colour/color

Keywords in Questions	Similar words in Passage
Q 8 : Saffron, from the small stigma tips of flowers, has a 8 _____, and is mostly grown in 9 _____	Paragraph E: However, saffron, by being produced within the small saffron flower, has always been among the world’s most costly spice by weight, valued mostly for its vivid colour..
Note: The keyword for Q7,8,9 is “Saffron”. We can found the word “Saffron” in paragraphs B, E and F . Q8: Paragraph B has no information left to find the answer for Q8 and Q9. Also, we can’t find suitable answer for Q8. The answer must be in paragraph E . From here, we can see that “ vivid colour/vivid color ” is the suitable answer for Q8	

9 Answer: Iran

Keywords in Questions	Similar words in Passage
Q 9 : Saffron, from the small stigma tips of flowers, has a vivid colour, and is mostly grown in 9 _____	Paragraph F: Indonesia holds a clear lead in nutmeg production, Iran in saffron, and Sri Lanka in cinnamon.

Note:

The keyword for Q7,8,9 is "Saffron".

We can find the word "Saffron" in **paragraphs B, E and F**.

Q9: From **paragraph F**, we can find that Iran holds a clear lead in saffron or say in other word, "saffron is mostly grow in Iran". **So the answer for Q9 is Iran**

10 Answer: FALSE

Keywords in Questions	Similar words in Passage
<p>Q10: The ingredients of masala are fairly standardised</p>	<p>Paragraph A: When thinking of the most popular restaurant dish in the UK, the answer 'chicken tikka masala' does not spring readily to mind. But it is indeed the answer, often now referred to as a true 'British national dish'. It may even have been invented by Indian immigrants in Scotland, who roasted chicken chunks (tikka), mixed them with spices and yoghurt, and served this in a bowl of masala sauce. The exact ingredients of the sauce vary from restaurant to restaurant, but the dish usually includes purced tomatoes and cream, coloured orange by turmeric and paprika. British cuisine? Yes, spices have come a long way.</p> <p>Paragraph B: The ever-popular masala, as noted, could be anything, depending on the chef.</p>
<p>Note</p> <p>The keyword of Q10 is "masala".</p> <p>By skimming, the keyword "masala" is mentioned in paragraph A and paragraph B.</p> <p>It is stated in paragraph A that "The exact ingredients of the sauce vary from restaurant to restaurant", the sauce here is masala sauce. And once again in paragraph B, it is said that "The ever-popular masala, as noted, could be anything, depending on the chef". So it means that the ingredients of masala are not fairly standardised.</p> <p>The answer for Q10 is FALSE</p>	

11 Answer: TRUE

Keywords in Questions	Similar words in Passage
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<p>Q11: The demand for spices led to greater exploration</p>	<p>Paragraph C: Although human communities were using spices tens of thousands of years ago, the trade of this commodity only began about 2000 BC, around the Middle East. Early uses were less connected with cooking, and more with such diverse functions as embalming, medicine, religion, and food preservation. Eventually, extensive overland trade routes, such as the Silk Road, were established, yet it was maritime advances into India and East Asia which led to the most dramatic growth in commercial activities. From then on, spices were the driving force of the world economy, commanding such high prices that it pitted nation against nation, and became the major impetus to exploration and conquest. It would be hard to underestimate the role spices have played in human history.</p> <p>Paragraph D: However, although slow to develop, European nations, using aggressive exploration and colonisation strategies, eventually came to rule the Far East and, consequently, control of the spice trade.</p>
<p>Note The keywords for Q11 are “exploration” and “demand for spices” We can find the word “exploration” in paragraphs C and D. However, only in paragraph C can we find information of the demand for spices in the second sentence. And in sentence 4 of paragraph C, it said that “spices became the major impetus to exploration and conquest”. So we can conclude that the answer for Q11 is TRUE</p>	

12 Answer: NOT GIVEN

Keywords in Questions	Similar words in Passage
<p>Q12: Vietnam consumes a lot of pepper</p>	<p>Vietnam is the largest producer and exporter of pepper, meeting nearly one third of the world's demand.</p>
<p>Note The keyword is “Vietnam”. By skimming, we only find “Vietnam” in paragraph F. However, there's no information about Vietnam consuming pepper. So the answer for Q12 is NOT GIVEN</p>	

13 Answer: TRUE

Keywords in Questions	Similar words in Passage
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<p>Q13: Seed-based spices can be easily stored</p>	<p>In contrast, whole dried spices retain these for much longer. Thus, seed-based varieties (which can be packaged and stored well) are often purchased in this form.</p>
<p>Note The keyword is "Seed-based". The keyword can be found in paragraph G as 'seed-based varieties (which can be packaged and stored well) are often purchased in this form". Here, 'varieties' can be understand as "spices"; "stored well " equivalents to "easily stored" So obviously the answer of Q13 is TRUE</p>	