



INTERMEDIATE

Men motivated by co-worker salaries

New research shows that men are not just motivated by money, but also by how much more or less they earn than their colleagues. Traditional thinking was that men were only interested in the size of their pay packets. New findings from a study at the University of Bonn reveal that men are also concerned about how much their peers are getting. The research is published in this month's edition of the journal *Science*. Researchers put 38 male volunteers under the microscope. The men had to perform simple tasks so that scientists could analyze the activity in the "reward centre" in their brain. They played a game in which they received payments depending on how well they did. They were also told how much money the other men were getting. The researchers discovered a lot more brain activity with the men who knew they were beating their rivals.

Lead scientist Dr Bernd Weber said he now wants to conduct a similar study on women. He wants to gauge whether they too are motivated by their peers' earnings and not just individual success. It is not yet clear how the new findings will affect the workplace. There is a possibility that worker productivity could increase with the introduction of a system that created competition. Sales staffs have long been in competition with each other to win bonuses. Human resource officers may now look at this research to find ways of bringing a sense of competitiveness to offices and perhaps schools. However, this may have a negative impact in the workplace if rivalries turn sour with jealousy. One company CEO, Jackie Baxter said: "It's a balancing act between keeping harmony in the office and encouraging workers to be more efficient."

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READING / LISTENING

TRUE / FALSE

Look at the article's headline and guess whether these sentences are true (T) or false (F):

- a. A new survey found men want to help their colleagues earn more.
- b. Traditionally, men have never really been interested in pay.
- c. The survey was conducted on 38,000 male workers worldwide.
- d. Scientific tests focused on the "reward centre" in the men's brain.
- e. The scientists now want to do the same tests on women.
- f. The survey findings point to clear, new methods to motivate staff.
- g. Adopting this research into the workplace may not be so good.
- h. A CEO said trying to keep balanced was a real harmony act.

SYNONYM MATCH

Match the following synonyms from the article:

- | | |
|---------------|----------------|
| 1. motivated | a. assess |
| 2. colleagues | b. productive |
| 3. peers | c. effect |
| 4. perform | d. income |
| 5. rivals | e. equals |
| 6. gauge | f. driven |
| 7. earnings | g. nasty |
| 8. impact | h. carry out |
| 9. sour | i. coworkers |
| 10. efficient | j. Competitors |

PHRASE MATCH

Match the following phrases from the article (sometimes more than one combination is possible):

- | | |
|---|-------------------------------|
| 1. New research shows that men are not | a. under the microscope |
| 2. men were only interested in the size | b. peers are getting |
| 3. concerned about how much their | c. on how well they did |
| 4. Researchers put 38 male volunteers | d. if rivalries turn sour |
| 5. they received payments depending | e. of their pay packets |
| 6. gauge whether they too are motivated | f. competitiveness to offices |
| 7. Sales staff have long | g. by their peers' earnings |
| 8. find ways of bringing a sense of | h. just motivated by money |
| 9. a negative impact in the workplace | i. act |
| 10. It's a balancing | j. been in competition |