Coursebook

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COMMUNICATION SKILLS Video introduction

Introduction

The Communication skills videos (in Lesson 3 of each unit) is to introduce you to the skills needed to interact successfully in international teams, with people who may have different communication styles due to culture or personality.

In each Communication skills lesson, you will:

- 1 watch a setup video which introduces the main characters and challenge of the lesson;
- 2 watch the main character approach the situation in two different ways (Options A and B);
- 3 answer questions about each approach before watching the conclusion.

There is a storyline running through the eight units, with the main characters appearing in different situations. Each clip, however, can be watched separately and each lesson done independently without the need to watch the preceding video clips.

Communication skills video storyline

PRO-Manage is a global company providing project management training qualifications. It is active in the USA, Germany and the UK, and it is the market leader in each country. An international project team has just been created. The team has to launch their online project management courses for universities and corporate clients, in two important new countries: Japan and Mexico.

The overall project manager (PM) is Matt Farnham, Head of UK Operations. Throughout the eight units of the book, we watch Matt and his team as they face challenges at different stages in the project lifecycle. Matt supports Kenji to manage the launch in Japan and Paula to launch in Mexico. Stefanie, from Germany, is the main technical expert.

In addition to the practical project challenges, the people in the team experience challenges as they learn to work with each other.

Characters

Matt Farnham (British) Head of UK Operations, overall PM (units: 1, 2, 3, 4, 5, 6, 8)

Stefanie Hatke (German) Head of the German office, the company's main technical expert, she is supporting the project team (units: 1, 2, 5, 7, 8)

James Toomey (British) Part of the UK design team (unit 3)

Alistair Fraser (British) Part of the UK design team (units: 3, 4)

Paula Rodriguez (Mexican) PM for the Mexico launch (units: 2, 3, 6, 7, 8)

Dan King (American) U.S.-based PM with technical expertise, working on programming for the Mexico part of the project (unit 2)

Kenji Kobayashi (Japanese) PM for the Japan launch (units: 4, 8)

Jack Collins (Australian) UK-based PM and friend of Matt's (unit 4)

Raj Kumar (Indian) PM for IT supplier in India which is building the platform for the online courses (unit 5)

Susan Jones (American) and Pedro Sanchez (Mexican) Potential clients from Mexico (units: 6, 7)



Video context by unit

1 Managing first meetings

Video synopsis: Matt and Stefanie meet for the first time in London. They have different expectations of the meeting.

2 Teamwork

Video synopsis: The key team members hold their first team conference call. A personality clash develops between Stefanie and Dan.

3 Demonstrating active listening

Video synopsis: Paula visits the London office. Matt talks to her about feedback he has received from her previous manager.

4 Problem solving

Video synopsis: Kenji visits the London office. Matt talks to him about issues with the schedule in Japan.

5 Collaborating on a project

Video synopsis: *Matt has a video call with Raj to discuss rising costs and technical issues.*

6 Influencing styles

Video synopsis: Paula and Matt present the PRO-Manage courses to potential Mexican clients.

7 Decision-making styles

Video synopsis: Paula and Stefanie discuss implementation details with the potential Mexican clients.

8 Giving and responding to feedback

Video synopsis: At the end of the project, Matt holds a feedback meeting with the team.



1.1 A news organisation

Unit overview

Lesson outcome: Learners can use vocabulary related to a range of job roles and responsibilities within a company or organisation.

1.2 Innovative organisations

Lesson outcome: Learners can use a range of future forms to talk about intentions, plans, arrangements and predictions.

1.3 Communication skills: Managing first meetings
Lesson outcome: Learners are aware of different ways to

Lesson outcome: Learners are aware of different ways to manage first meetings and can use a range of phrases for greetings, introductions and goodbyes.

1.4 Business skills: Small talk in first meetings

Lesson outcome: Learners can use a range of questions and responses to make small talk in first meetings.

1.5 Writing: Emails – Organising information

Lesson outcome: Learners can organise informatio

Lesson outcome: Learners can organise information in a work-related email and write a reply to a work invitation.

Video: A news organisation

Vocabulary: Roles and responsibilities

Project: Showing someone around a department or campus

Listening: Two company profiles: flat and tall organisations

Grammar: Future forms: Present Simple, Present Continuous and be going to

Writing: An email about future plans and arrangements

Video: Managing first meetings

Functional language: Greetings, introductions and goodbyes

Task: Making introductions and contacts at an event

Listening: Interview with a communication coach; Small talk between colleagues

Functional language: Asking and answering questions in first meetings **Task:** Meet a visitor and manage small talk during a first meeting

Model text: Invitation to an induction day

Functional language: Ordering information in an email

Grammar: Present Simple and Present Continuous **Task:** Write a reply to a work-related invitation

Business workshop 1: p.88 | Review 1: p.104 | Pronunciation: 1.1 Word stress 1.3 Intonation and politeness p.114 | Grammar reference: p.118

A news organisation

Lesson outcome

Learners can use vocabulary related to a range of job roles and responsibilities within a company or organisation.

Lead-in Discuss these questions.

1 These are some typical departments in a company. What do you think each one does? Use some of the key words and phrases in the second box to help you.

finance human resources marketing operations production sales

brand image cash flow customer service health and safety invoicing manufacturing pricing promotion quality control recruitment supply chain

- **2** Can you name any other departments?
- 3 Which departments do you think do the most important work? Why?

VIDEO 2A Would you like to work for a news organisation? What do you imagine it is like?

- In what ways do you think working for a news organisation is:
- a stressful?
- **b** glamorous?
- c interesting?

3A 🔼 1.1.1 Watch the video and match the five speakers with the jobs.

Director of Human Resources Finance Supervisor News Editor Programme Director News Reporter







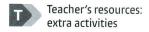




2

3

- Which of these people probably work closely together on a daily basis?
- Watch the video again and complete the information. Use one word in each gap.
- 1 It is important that individuals and teams understand their _____ and responsibilities. 2 Staff [in the newsroom] are responsible for ______ the teams gathering* news globally.
- **3** Arti gives a(n) ______ the task of covering a news story.
- 4 Nick works with a camera ______ to make sure they are getting the right pictures.
- 5 John's role is to lead the production _____
- **6** He describes his job as similar to the ______ of an orchestra.
- 7 The HR director has several strategic and ______ priorities.
- **8** Ray says it's important to make sure the ______ come in on time.



Work in pairs or small groups. What do you think each person likes most and least about their job?

Vocabulary Roles and responsibilities

What do the words in the box mean? Complete the extracts from the video using the words and phrases in the box.

1 My job ______ newsgathering for a major news organisation.

2 My role as Programme Director is to ______ the production team.

3 I'm responsible for ______ the human resources team.

4 We need to ______ we're getting cash in.

involves lead make sure running

after for of of to with with

- 1 | report ______ the IT Director.
- 2 I'm the **Head** _____ Sales.
- **3** I work closely ______ the Head of Marketing.
- 4 I look _____ the company website.
- 5 I take care ______ the export documentation.
- **6** I'm **responsible** _____ coordinating the production team.
- 7 I'm in charge ______ the research and development team.
- **8** I **coordinate** _____ all departments to ensure customer satisfaction.
- 8 Read how two more people at the news organisation describe their jobs.
 Complete the texts using words from Exercises 6 and 7. Use one word in each gap.

My name's Frances Mullan. I'm the Head of Marketing.

1 ______ a small team of two marketing managers and a video producer. Our work 2 ______ a variety of marketing strategies to promote the business, including events, social media and printed advertising. I'm in 3 ______ of attracting new customers, retaining existing customers and positioning the business as innovative and creative. I 4 _____ directly to the Head of Strategy and Development.

My name's Donovan Parsons. I'm a camera operator and I take 5 ______ of the camera equipment. I'm 6 _____ for interpreting what the director wants to happen and putting it on screen. I 7 _____ closely with other technical departments, such as lighting and sound. My duties also include supervising the work of the camera assistant. We're in a live television environment so we have to make 8 _____ we can do the job under pressure.

Work in pairs. How would you describe your own job, a job you would like to have in the future, or a job in the box? Use some of the vocabulary from Exercises 6 and 7.

actor hotel manager journalist personal shopper photographer sports trainer

Teacher's resources: extra activities

page 114 See Pronunciation bank: Word stress

PROJECT: Showing someone around

- Work in pairs or small groups. Imagine that you are going to show a new member of staff around the organisation where you work or a new/overseas student around the campus of the place where you study.
 - Decide which departments/areas you would take the new employee/student to and why.
 - Which key people would you introduce your new employee/student to?
 - How would you briefly describe the roles and responsibilities of three people you meet?
 - B Roleplay the introductions with the new employee/student. What would be some good questions to ask the three people about their roles and responsibilities?



- How successfully have you achieved the lesson outcome? Give yourself a score from 0 (I need more practice) to 5 (I know this well).
- · Go to My Self-assessment in MyEnglishLab to reflect on what you have learnt.

Innovative organisations

Lesson outcome

Learners can use a range of future forms to talk about intentions, plans, arrangements and predictions.



Tall organisation

- $oldsymbol{1}$ Look at the tall and flat organisational structures. What do you think are some advantages and disadvantages of each?
- 2A Match the words and phrases in the box with the definitions.

bureaucracy centralised decentralised hierarchy innovative promotion

- 1 a move to a more important job in a company or organisation
- 2 new, different and better than before
- 3 a system of organisation in which people are divided into levels of importance
- 4 a complicated official system that has a lot of rules and processes
- 5 organised the control of an organisation so that everything is done or decided in one place
- 6 moved parts of an organisation, etc. from a central place to several different smaller ones
- Work in pairs. Can you use any of the words in Exercise 2A to talk about the organisational structures in Exercise 1? Compare your ideas with the information on page 126.





- Look at the two company profiles: W. L. Gore and Zappos. Do you think they are likely to have flat or tall structures? Why?
- ◆ 1.01 Listen to the radio discussion with Janet Wood, an organisation consultant. Check your answers in Exercise 3.
- Listen again and decide if these sentences are true (T) or false (F). Correct the incorrect sentences.
- 1 Organisations with tall structures can change and innovate fast.
- **2** Bob and Genevieve Gore started their company in the 1960s.
- 3 Employees voted to decide who should be the CEO of Gore.
- 4 'Holacracy®' is a system without traditional managers.
- **5** All the functions at Zappos are now done by teams.
- The transition at Zappos will take a few months to complete.



- Choose the correct option. Listen to the discussion again if necessary. 1 Janet Wood seems
 - a critical of hierarchies.
 - **b** positive about hierarchies.
 - c sceptical about flat structures.
- 2 Which statement about W. L. Gore is true?
 - a Employees work in teams of 30.
 - **b** Staff are called associates.
 - c Nobody in the company has a job title.
- **3** Which statement about Zappos is true?
 - a The company started two years ago.
 - **b** Staff work in about 500 teams called circles.
 - c The lead link of a circle decides what everyone does.
- 4 What do W. L. Gore and Zappos have in common?
 - a Senior executives are elected by the employees.
 - **b** Any member of staff can start a new project team.
 - c Staff decide their own roles in a team.



ZAPPOS

CEO: Tony Hsieh

clothing sales

Sector: Online shoe and

Number of staff: Over 1,500

Teacher's resources: extra activities

Work in pairs. How would you feel about working in a flatter organisation with few or no managers?



Grammar Future forms: Present Simple, Present Continuous and be going to

- 1 You decide what you are going to contribute to the team.
 - **2** Zappos **has** a training session next week.
 - 3 I'm flying to Las Vegas tomorrow.
- 4 I'm sure that's going to be a very interesting experience.

8 A	Look at these extracts	from the	e discussion.	Which o	one	e is:
а	a personal intention?	c	a prediction?	?		
b	a plan/arrangement?	d	a scheduled	event?		
В	Which verb form is use	d in eac	h example i	n Exercis	se 8	BA?
	page 118 See Grammar i					
	Decide which is the be There may be more that	an one p	ossible ansv	ver.		
1	What time	the first	flight	or	า รเ	ındays?
	a does leave	b is	leaving		c	is going to leave
2	When I get more free tim	ıe, I	a gy	m.		
	a join					
3	He can't remember what	: time he				
	a visits				C	is going to visit
4	Ito her em	ail until l	ater today.			
	a don't reply We some f	b am r	not replying		C	am not going to reply
5	Wesome f	riends af	ter work this	evening.		
	a meet	b are i	meeting		C	are going to meet
6	Susan hasn't studied all	ear. She	*	her final	l ex	ams next week.
	a fails					
7	The conference					
	a doesn't start					
8	There's a lot of traffic					
	a Do we arrive	b Are	we arriving	1	C	Are we going to arrive
	where possible. There	may be	more than o	ne possi	ble	
A:	Hi, Juliana. What time ¹ _		(th	e depart	me	nt meeting / start) tomorrow?
		t I think I) about fifteen minutes late.
A:	³(yo	u/be) abl	e to talk after	your trip	o to	the dentist's?
B:	Yes, it's just a check-up. In company restructuring.	۱ fact, ۱ ⁴ _		(g	ive	a presentation on the
A:	I'm sure that ⁵ (move) to offices outside	the city?	_ (be) interest	ing. Is it t	rue	we ⁶
B:	l ⁷ (n	ot tell) yo	ou anything b	efore the	me	eeting. You know that.
A:	Well, I 8	(sit) ri	ght at the fro	nt. I don'	tw	ant to miss anything.

Teacher's resources: extra activities

- **B** 1.02 Listen to the conversation in Exercise 10A. Which future forms do the speakers use in each case? Why do you think this is?
- Writing 11 Write an email to a friend or colleague about a real or imaginary trip you have planned for work or pleasure. Write 100–120 words.
 - Say when and where you are going and how you are travelling there.
 - Say where you are staying.
 - Mention your predictions for the weather.
 - Talk about your intentions and arrangements for the visit.
 - How successfully have you achieved the lesson outcome? Give yourself a score from 0 (I need more practice) to 5 (I know this well).
 - · Go to My Self-assessment in MyEnglishLab to reflect on what you have learnt.

COMMUNICATION SKILLS Managing first meetings

Lesson outcome

Learners are aware of different ways to manage first meetings and can use a range of phrases for greetings, introductions and goodbyes.

- Lead-in 1 Work in pairs and discuss the questions.
 - 1 When you meet someone for the first time, what do you usually do and say to be polite?
 - 2 Across cultures, there are many ways of being polite in first meetings, e.g. some people shake hands, some people kiss, etc. How many different ways to be polite can you think of?
 - 3 Is it more polite to invest time to build relationships with small talk first and then focus on the work or task, or is it better to focus directly on the task, and build a relationship later? Why?

- VIDEO 2A 13.1 Watch as Matt and Stefanie prepare to meet each other in London.

 - 1 Where do they work? 2 What is their usual job?
- **3** What is their project role?



Watch the video again. Mark which qualities Matt (M) and Stefanie (S) use to describe themselves and their own communication style. Which words do the other speakers use to describe Stefanie? You do not need to use all the words.

efficient flexible work-focused rude informal friendly polite quiet professional organised open effective

- Overall, do you think Matt and Stefanie will work well together? Why?
- **3A** In small groups, discuss which is the best communication style (option A or B) for Matt to use in his first meeting with Stefanie. Give reasons for your answers. As a class, decide which video to watch first.

Option A - Focus on the relationship first: Be polite by meeting Stefanie in an informal way and focusing on the relationship first before getting down to business.

Option B - Focus on work first: Be polite by meeting Stefanie in a formal way and focusing the conversation quickly onto work topics.

- Watch the videos in the sequence the class has decided, and answer the questions for each video.
- **Option A 1.3.2**
- 1 How does Matt introduce himself?
- 2 How does he begin the visit and why do you think he does this?
- **3** Overall, how successful do you think the meeting is? Why?
- Option B 1.3.3
- 1 How does Matt introduce himself?
- 2 What two reasons does Matt give for discussing business immediately?
- 3 Overall, how successful do you think the meeting is? Why?
- In pairs, discuss the questions and agree what you can learn from Matt's experiences.
- 1 What did Matt do to be polite in each video?
- 2 What happened as a result?
- 5 1.3.4 Watch the Conclusions section of the video.
- 1 Compare what is said with your answers in Exercise 4.
- 2 Note down the three main learning points which are described.
- 3 Decide how far you agree with these points. Why?

Reflection

- Think about the following questions. Then discuss your answers with a partner.
- 1 Which communication style (relationship-focused or work-focused) do you prefer when meeting people for the first time? Why?
- 2 What is one advantage and one possible disadvantage of your own personal style?

Functional language

Greetings, introductions and goodbyes

- 7 Complete the table with these phrases from the video.
- 1 OK, so we need to leave it there.
- **2** [Good/Great/Lovely/Nice] to finally meet you in person.
- **3** Do you know [the design guys]?
- **4** [Guys,] this is Stefanie.

- **5** Sorry to [be in a rush like this / rush off so soon].
- **6** [Good/Great/Lovely/Nice] to see you again.
- 7 Thank you for coming and have a [safe trip / good weekend]!
- 8 So, first time in London?

Meeting and greeting	Introducing people	Saying goodbye
How's it going?	Let's go and [say hello to]	Excuse me. [I must take this call.]
[Did you have a] good trip?	I'd like to introduce you to	150
Can I get you [a coffee]?	Have you met [Miran] before? She works for / works with / runs	
8		

- 8A Look at the conversation between Suzanne Jones and her visitor. Match what Suzanne says (1–5) with the responses (a–e).
 - 1 Hello, I'm Suzanne Jones, Head of Planning.
 - 2 How's it going?
 - **3** Everything's fine. Good trip?
 - **4** It's always the same. Can I get you anything to drink?
 - **5** Let's go and meet the rest of the team.
- a No thanks. I'm fine.
- **b** Hi, Suzanne. Nice to finally meet you in person.
- c Great! Can't wait!
- **d** Not bad, not bad. How about you?
- e A bit of a delay on the underground today.
- **B** Work in pairs. Use phrases from Exercises 7 and 8A to write your own dialogue between a host and business visitor. Then roleplay your dialogue.
- Work with another pair. Hosts: introduce your visitor to the other pair. Visitors: respond. One person should say goodbye to the group, giving a reason.

page 114 See Pronunciation bank: Intonation and politeness

Teacher's resources: extra activities



- How successfully have you achieved the lesson outcome? Give yourself a score from 0 (I need more practice) to 5 (I know this well).
- Go to My Self-assessment in MyEnglishLab to reflect on what you have learnt.

BUSINESS SKILLS Small talk in first meetings

Lesson outcome

Learners can use a range of questions and responses to make small talk in first meetings.

Lead-in

- Work in pairs and discuss the following questions.
- 1 What is 'small talk'? How important is it during first meetings?
- 2 What questions would you normally ask when meeting someone for the first time?
- 3 Are there any problems with asking questions in a first meeting? Why?

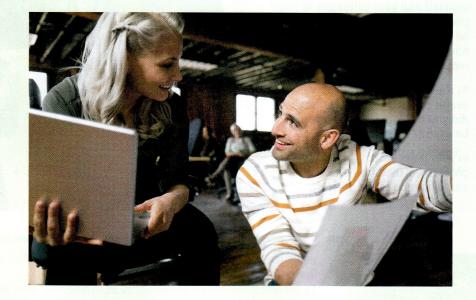
- **Listening 2A** 1.03 Listen to a short interview with Angela Dawson, a communication coach based in New York, about how to use small talk and manage first meetings. Then answer the questions.
 - 1 Why is managing first meetings in international business often difficult?
 - 2 What is the value of asking questions?
 - **3** Which types of question are most effective? Why?
 - What should you ask questions about?
 - B Listen again and answer the questions.
 - 1 What two things does Angela say about silence?
 - 2 Why does she say that some questions don't matter?
 - **3** What is the relationship between asking questions and building trust?
 - In pairs, discuss these questions about Angela's ideas.
 - 1 How far do you agree with Angela's ideas about asking questions? Why?
 - 2 At the end of the interview, Angela talks about the need to find something in common: When you and the other person have similar interests, the conversation often goes better. Do you agree? Why / Why not?
 - What other things should you do, in your opinion, to make a conversation go well?

Tips for small talk in first meetings

- a Give a clear and positive welcome.
- **b** Offer to take the other person's coat.
- c Ask about their journey to the office.
- d Offer them a drink.
- e Check if their hotel is OK.

- f Offer help to organise a taxi.
- **g** Ask if it's their first time in the city.
- h Suggest going for dinner later in the evening.
- Ask where the other person works.
- Check when they joined the company.
- k Make a positive comment about working with them.

- Paul Robson works for a London-based international company. He is welcoming Eva Neumann, a colleague from another office of his company. Listen and decide if these sentences are true (T) or false (F).
 - 1 Eva travelled directly from the airport to the meeting.
 - 2 This is Eva's first visit to London.
 - 3 Eva works full time in Geneva.
 - 4 Paul is head of Customer Service.
 - **5** Eva is leading a project called Service Excellence.
- B Look at the list of tips for making small talk in first meetings. Listen again and tick (🗸) which tips Paul uses in his conversation with Eva.
- How effectively do you think Paul handled the first meeting with Eva? Why?





language

Functional Asking and answering questions in first meetings

4A Complete the questions from the recording in Exercise 3A with the words in the box. If necessary, use the audioscript on page 146 to help you.

time join have free offer take work report

1 Offer help/ hospitality	Can I 1 your [coat/bag]? Can I 2 you [something to drink / a coffee / a glass of water]? Can I order you a taxi?
2 Journey	Did you ³ a good [flight/journey/trip]?
3 Experience	Is it your first 4[in the London office / at the conference]?
4 Place of work	Where do you ⁵ exactly? Where are you based? Are you in the [Zurich] office at the moment?
5 Time with company	When did you ⁶ the company?
6 Colleagues	Do you ⁷ to [Paul Blaettner]? Do you work with [Davide in the Mexico office]?
7 Socialising	Are you 8 for [lunch today / dinner this evening]?

- B Match the answers (a-q) with the topics (1-7) in Exercise 4A.
- a I'm actually based in Warsaw at the moment.
- **b** About five years ago.
- c Sorry, I'm meeting a friend today. Are you free tomorrow?
- d Yes, I do. Do you know him?
- e That would be great, thanks. f Actually, I had a delay at the airport.
- q No, I was here last month, actually.

Teacher's resources: extra activities

> 5A Work in groups of three. Roleplay meeting a visitor and managing small talk during a first meeting. There are three scenarios. Each person will take the roles of host, observer and visitor once.

Host: You are welcoming a member of the project team to the London office, meeting in reception and moving to your office.

Visitor: You are visiting the London office.

Observer: You will observe and give feedback after the roleplay.

Student A: Look at your three role cards on page 126.

Student B: Look at your three role cards on page 128.

Student C: Look at your three role cards on page 137.

- B Take a few minutes to prepare, then roleplay your meetings.
- C When you have finished, listen to the observer's feedback and discuss how easy or difficult it is to manage a first meeting. Share your group's ideas with the class.



- How successfully have you achieved the lesson outcome? Give yourself a score from 0 (I need more practice) to 5 (I know this well).
- Go to My Self-assessment in MyEnglishLab to reflect on what you have learnt.

WRITING

Emails - Organising information

Lesson outcome

Learners can organise information in a work-related email and write a reply to a work invitation.

Lead-in

 $oldsymbol{1}$ Read the email about an induction day. Complete it with the phrases in the box and add capital letters where necessary. Then compare in pairs.

after all the best dear Jill feel free to call me if you have any questions firstly just a quick email to let you know then

< ⊠ ₫ ∅	
1,	
² that we are organising an induction day for you next week.	ou on Thursday or Friday
3, Mike Evans, the Production Supervisor, plans factory at 8 a.m. 4, at 10 a.m. Anna Hargreave, Marketing, would like to introduce you to her team and explare working on. I think you'll find it very interesting.	who is responsible for
5 that you'll have lunch with the finance team in afternoon Davina Porter, who deals with customer service, for for you to accompany her on a visit to some of our most im	eels that it's a good idea
Let me know which day is best for you and 6 or	need any help.
7	
Greg	

language

Functional 2A Look at the email again. Write the words and phrases from Exercise 1 in the correct place in the table.

Greeting/Opening	
Reason for writing	,
Ordering information	
Concluding email	
Closing	*

B Write these words and phrases in the correct place in the table in Exercise 2A.

Teacher's resources: extra activities



The email contains examples of the Present Simple and Present Continuous. Go to MyEnglishLab for optional grammar work.

Dear Sir/Madam, I'm writing to inform you that ... Finally, Good morning Jacques Yours, Further to our conversation, I confirm that ... Hope to hear from you soon. Kind regards, Hello/Hi George I look forward to hearing from you. Thank you for your email. Thirdly, Please do not hesitate to contact me if you have any questions. Regards, Yours sincerely,

page 118 See Grammar reference: Present Simple and Continuous



- 3A Work in pairs. Look at page 126 and discuss the best order to put the information in.
 - B Write a reply to Greg's email in around 80 words. Thank him and confirm which day you can attend and why you cannot attend on the other day.
 - Exchange emails with your partner. How many of the words and phrases in Exercises 2A and 2B did your partner use? Did your partner use different phrases from you?
 - How successfully have you achieved the lesson outcome? Give yourself a score from 0 (I need more practice) to 5 (I know this well).
 - Go to My Self-assessment in MyEnglishLab to reflect on what you have learnt.