

Colour key:

Yellow = names and key words in text/question

Blue = part of text where answer can be found (usually synonyms)

Green = word search answers (actual words used, not synonyms)

Yellow, blue & green = Q.16 answer

Read the article below and attempt the questions that follow.

Questions 10–13: Complete each gap with NO MORE THAN FOUR WORDS from the text (refer to paragraphs 1 and 2).

1. In the Head Office of global food company Nestlé, not far from Gatwick Airport, **Max, Reggie and Bella** are sniffing around. This is not an unusual sight in the glass building, especially at lunchtime. **“You can see they’re getting on well,”** says Odette Forbes, head of media relations, as the dogs circle each other, **tails wagging.** (Q.10) It’s been 16 months since **Nestlé** began allowing its 1,000-plus **employees** to bring their dogs into its headquarters daily. So far, 56 **staff** have chosen to **go through** **the company’s authorisation process.** (Q.11)

Q 10. In paragraph 1, **what action** shows us **the dogs** are friendly with each other? **tails wagging**

Q 11. Before they bring their dogs to work, what do **Nestlé workers** need to complete? **(the company’s) authorisation process**

2. Employees can choose to bring their **dogs** to meetings in designated dog-friendly rooms or let them **run free** in the **newly created garden**. (Q.12) Most of the time, however, the dogs lounge around on large cushions, chewing on company-provided toys and treats, their **long leads fastened** to **metal hoops** (Q.13) in the floor by their owners' desks. "It's like having a member of your family in the office," says Forbes, owner of Reggie. "There's something about it that feels so right."

Q 12. What has the company provided for **dogs** to **stay active**? **(newly created) garden**

Q 13. In Nestlé's offices, what ensures that the **dogs** **can't run away**? **(long) leads fastened / metal hoops**

Questions 14–18: Choose the correct answer and tick (✓) one box. (refer to paragraphs 3–7).

3. **"The atmosphere in the office is warmer now and more sociable," continues Forbes.** "People will stop you in the corridors to stroke your dog so **you start talking to someone** in a different part of the company who you'd never normally have spoken to, or have only encountered over email." Gemma **Gillingham**, owner of Max the labrador, **agrees**. "People will ask to come and see him, and find out where you sit," she says. "You end up getting to know so many people in different parts of the business, which can be useful."

Q 14. Which of the following ideas do **Forbes** and **Gillingham** agree on?

A Staff help with each other's dogs.

B Emails between staff are now friendlier.

C Communication between companies has improved.

D Dogs improve office sociability.

4. About 8% of employees in the UK are allowed to take their dogs to work, according to research by Reed.co.uk **(A, not correct)** and the practice has been going on for years among petfood companies. **Mars Petcare** – whose brands include Pedigree, Whiskas and Sheba – **(C, not correct)** began allowing all workers to bring pets into the office in 2008. Pet charity **Blue Cross**, which was founded in 1897, says dogs have always been permitted in the office. **(B, correct)** However, the popularity of Bring Your Dog to Work Day on 24th June over the last few years **(D, not correct)** means a wider range of businesses across the country are waking up to the benefits of allowing dogs at work.

Q 15. Which one of the following statements is true?

A Reed allows approximately 8% of its staff to bring their dogs to work. (No, Reed provided research about 8% of UK employees)

B **Mars Petcare** began allowing dogs in more recently than **Blue Cross**. **(Correct!)**

C Dog rules for Pedigree workers are different from those for Sheba workers. (No, no difference is mentioned)

D Bring Your Dog to Work Day is a long-established tradition. (No, popularity of the day has been 'over the last few years')

5. There are three key benefits dogs bring to a workplace, says Stephen **Colarelli**, one of the psychologists at Central Michigan University, who has researched the effects of bringing dogs to work. "First, dogs lower stress, heart rate and blood pressure, and make individuals who work alone feel less lonely **(A)**. Second, people are perceived as more friendly and approachable **(B)** when a dog is present in the office. Finally, it's likely to increase cooperation and other positive behaviours among members of work groups." **(D)**

Q 16. Which of the following does Colarelli NOT say about the presence of dogs in the workplace:

A It decreases loneliness.

B It improves relationships.

C It increases productivity.

D It promotes teamwork.

6. So what are the downsides? Some companies reported problems with dogs stealing food out of office bins, barking at motorcycle couriers and behaving aggressively towards other dogs in the office. Although most companies found these issues easy to resolve, health and safety consultancy Protecting.co.uk warns that a dog may **invalidate (Q.19)** a company's insurance and endanger its fire safety certificate unless a proper risk assessment is carried out.

Q 17. The author suggests that the **hardest problem to fix** involves

A theft.

B deliveries.

C aggression.

D insurance.

Be careful! 'stealing' (A, 'theft'); 'barking at motorcycle couriers' (B, deliveries); 'behaving aggressively' (C, aggression) are all mentioned but 'most companies found these issues easy to resolve' so these answers are not correct.

7. But the experience has been overwhelmingly positive. Some Nestlé staff have adopted rescue dogs since the policy began, knowing they won't have to leave them in the house by themselves,

and say their health has improved as a result of taking the dogs for walks. Even **an employee** **who has asthma and allergies** mentions that she is **in favour of the policy now and has suffered no ill-effects.** The office is cleaner now, she says, because it is deep-cleaned more frequently. "Allowing dogs in the workplace can improve **morale** **(Q.20)** and make employees think better of the company for offering this benefit," says Colarelli. "Yet it can cost employers literally nothing."

Q 18. One employee **changed their mind about the dogs policy** because

- A they can easily adopt a rescue dog.
- B there is no need to leave a dog alone.
- C there is chance of walking a dog and getting fitter.
- D their health has not been negatively affected.**

Questions 19–20

Q 19. Which word in paragraph 6 means 'disqualify'? **invalidate**

Q 20. Which word in paragraph 7 means 'mood'/'attitude'? **morale**

Question 21: Choose the correct answer and tick (✓) one box. Refer to **the whole text for your answer.**

Q 21. The text suggests that companies should

- A enthusiastically welcome the idea of dogs at work.**
- B allow a limited number of people to take their dogs to work.
- C encourage people to socialise through their dogs.
- D do additional research to monitor the effect of dogs at work.

Hint: Reading the highlighted parts of the whole text will help you answer question 21.