은지영어 고3 모의고사 변형 26년09월29번

29-01

어휘 적절성 (밑줄형) · 객관식

다음 글의 밑줄 친 (a)~(e) 중, 문맥상 낱말의 쓰임이 적절하지 않은 것은?

Executives come in all shapes and sizes, but prosperous leaders tend to have one thing in shared: the ability to share someone else's emotions, known as compassion. While compassion develops in everyone to some degree, efficient leaders know how to develop this emotional guidance system to (a) bond with others' emotions and viewpoints. However, compassion in leaders is more than simply being benevolent to employees, clients, and customers. Compassionate people seem more (b) accessible, focusing on the words of others. Listening to the needs of employees enables leaders to recognize clearly what makes them feel heard. Utilized in this way, compassion can be considered a (c) vital part of sustaining employee satisfaction. Executives who are unable to surround themselves with (d) incompetent employees will not be prosperous. Indeed, a leader's failure to empathize with gifted workers is one of the main situations that could lead them to (e) depart an organization.

① (a)
② (b)
③ (c)
④ (d)
⑤ (e)

29-02

빈칸 추론 (단어/구) · 객관식

다음 글의 빈칸에 들어갈 말로 가장 적절한 것은?

Executives come in all shapes and sizes, but prosperous leaders tend to have one thing in shared: the ability to share someone else's emotions, known as compassion. While compassion develops in everyone to some degree, efficient leaders know how to develop this _____ to bond with others' emotions and viewpoints. However, compassion in leaders is more than simply being benevolent to employees, clients, and customers. Compassionate people seem more accessible, focusing on the words of others. Listening to the needs of employees enables leaders to recognize clearly what makes them feel heard. Utilized in this way, compassion can be considered a vital part of sustaining employee satisfaction.

① objective evaluation criteria
② emotional guidance system
③ financial incentive program
④ technical training manual
⑤ rigid hierarchical structure

29-03

주제/제목/요지 · 객관식

다음 글의 주제로 가장 적절한 것은?

Executives come in all shapes and sizes, but prosperous leaders tend to have one thing in shared: the ability to share someone else's emotions, known as compassion. While compassion develops in everyone to some degree, efficient leaders know how to develop this emotional guidance system to bond with others' emotions and viewpoints. However, compassion in leaders is more than simply being benevolent to employees, clients, and customers. Compassionate people seem more accessible, focusing on the words of others. Listening to the needs of employees enables leaders to recognize clearly what makes them feel heard. Utilized in this way, compassion can be considered a vital part of sustaining employee satisfaction. Executives who are unable to surround themselves with skilled employees will not be prosperous. Indeed, a leader's failure to empathize with gifted workers is one of the main situations that could lead them to depart an organization.

① The necessity of technical expertise for modern executives
② Differences between emotional guidance and logical decision-making
③ The negative impact of excessive kindness on employee productivity
④ Strategies for finding suitable replacements for talented workers
⑤ The vital role of empathy in effective leadership and employee retention

29-04

내용 일치/불일치 · 객관식

다음 글의 내용과 일치하지 않는 것은?

Executives come in all shapes and sizes, but prosperous leaders tend to have one thing in shared: the ability to share someone else's emotions, known as compassion. While compassion develops in everyone to some degree, efficient leaders know how to develop this emotional guidance system to bond with others' emotions and viewpoints. However, compassion in leaders is more than simply being benevolent to employees, clients, and customers. Compassionate people seem more accessible, focusing on the words of others. Listening to the needs of employees enables leaders to recognize clearly what makes them feel heard. Utilized in this way, compassion can be considered a vital part of sustaining employee satisfaction. Executives who are unable to surround themselves with skilled employees will not be prosperous. Indeed, a leader's failure to empathize with gifted workers is one of the main situations that could lead them to depart an organization.

① Empathy is a natural trait that exists in most people to a certain extent.
② A lack of empathy toward talented staff often results in them leaving the company.
③ Being empathetic as a leader is restricted to showing kindness to staff and clients.
④ Successful leaders generally possess the capacity to understand and share the feelings of others.
⑤ Leaders can improve employee retention by actively listening to their concerns and needs.

29-05

요약문 완성 · 객관식

다음 글의 내용을 한 문장으로 요약하고자 한다. 빈칸 (A)와 (B)에 들어갈 말로 가장 적절한 것은?

Executives come in all shapes and sizes, but prosperous leaders tend to have one thing in shared: the ability to share someone else's emotions, known as compassion. While compassion develops in everyone to some degree, efficient leaders know how to develop this emotional guidance system to bond with others' emotions and viewpoints. However, compassion in leaders is more than simply being benevolent to employees, clients, and customers. Compassionate people seem more accessible, focusing on the words of others. Listening to the needs of employees enables leaders to recognize clearly what makes them feel heard. Utilized in this way, compassion can be considered a vital part of sustaining employee satisfaction. Executives who are unable to surround themselves with skilled employees will not be prosperous. Indeed, a leader's failure to empathize with gifted workers is one of the main situations that could lead them to depart an organization.

Prosperous leadership depends on the ability to use _____(A)_____ to understand employees, which ultimately helps in _____(B)_____ talented workers within the organization.

① compassion - dismissing
② intelligence - training
③ authority - recruiting
④ compassion - retaining
⑤ authority - retaining

29-06

어법 판단 (밑줄형) · 객관식

다음 글의 밑줄 친 (a)~(e) 중, 어법상 틀린 것은?

Leadership styles vary significantly, yet a shared trait among those (a) who succeed is the capacity to resonate with the emotions of others, a quality termed empathy. Although most individuals possess some inherent level of empathy, proficient leaders actively (b) cultivate this emotional compass to bridge the gap between their own views and the sentiments of those around them. Nevertheless, empathy in a professional context extends beyond mere benevolence toward staff or clientele. Individuals with high empathy (c) appears more accessible because they prioritize the perspectives of others. By attending to the requirements of their workforce, leaders can precisely determine (d) what fosters a sense of being valued among employees. When applied effectively, this emotional attunement (e) serves as an essential component in sustaining high morale within the team.

① (a)
② (b)
③ (c)
④ (d)
⑤ (e)

29-07

빈칸 추론 (절/표현) · 객관식

다음 글의 빈칸에 들어갈 말로 가장 적절한 것은?

Empathetic people seem more approachable, focusing on the words of others. By attending to the requirements of their workforce, leaders can _____. Utilized in this way, empathy can be considered a crucial part of maintaining employee satisfaction. Leaders who are unable to surround themselves with competent employees will not be successful. Indeed, a leader's failure to empathize with talented workers is one of the main situations that could lead them to leave an organization.

① ignore the personal grievances of their staff
② prioritize their own goals over the team's welfare
③ replace human interaction with digital communication
④ clearly identify what makes them feel heard
⑤ enforce strict regulations to increase productivity

29-08

무관한 문장 · 객관식

다음 글에서 전체 흐름과 관계 없는 문장은?

Leadership styles vary significantly, yet a shared trait among those who succeed is the capacity to resonate with the emotions of others, a quality termed empathy. ① While empathy forms in everyone to some degree, effective leaders know how to develop this emotional guidance system to connect with others' feelings and perspectives. ② Empathetic people seem more approachable, focusing on the words of others, which helps in identifying employee needs. ③ Utilized in this way, empathy can be considered a crucial part of maintaining employee satisfaction. ④ Organizations should prioritize offering high financial bonuses to ensure that all employees remain competitive and productive. ⑤ Indeed, a leader's failure to empathize with talented workers is one of the main situations that could lead them to leave an organization, costing the company time and money.

29-09

순서 배열 · 객관식

주어진 글 다음에 이어질 글의 순서로 가장 적절한 것은?

> Leadership styles vary significantly, yet a shared trait among those who succeed is the capacity to resonate with the emotions of others, a quality termed empathy.

(A) Nevertheless, empathy in a professional context extends beyond mere benevolence toward staff or clientele. Individuals with high empathy appear more accessible because they prioritize the perspectives of others.

(B) By attending to the requirements of their workforce, leaders can precisely determine what fosters a sense of being valued among employees. When applied effectively, this emotional attunement serves as an essential component in sustaining high morale.

(C) Leaders who fail to attract or retain skilled personnel are unlikely to thrive. In fact, a manager's inability to relate to gifted employees is a primary factor driving them to seek opportunities elsewhere.

① (B) - (C) - (A)
② (A) - (B) - (C)
③ (A) - (C) - (B)
④ (B) - (A) - (C)
⑤ (C) - (A) - (B)

29-10

문장 삽입 · 객관식

글의 흐름으로 보아, 주어진 문장이 들어가기에 가장 적절한 곳은?

> Consequently, the company is forced to exhaust valuable resources and time in pursuit of adequate substitutes.

Individuals with high empathy appear more accessible because they prioritize the perspectives of others. ① By attending to the requirements of their workforce, leaders can precisely determine what fosters a sense of being valued among employees. ② When applied effectively, this emotional attunement serves as an essential component in sustaining high morale within the team. ③ Leaders who fail to attract or retain skilled personnel are unlikely to thrive. ④ In fact, a manager's inability to relate to gifted employees is a primary factor driving them to seek opportunities elsewhere. ⑤

은지영어 고3 모의고사 변형 26년09월29번 · 정답 및 해설

빠른 정답 01 ④ 02 ② 03 ⑤ 04 ③ 05 ④ 06 ③ 07 ④ 08 ④ 09 ② 10 ⑤

29-01 어휘 적절성 (밑줄형) (객관식)

정답: ④ (d) incompetent → skilled

[정답 해설]
글의 맥락상 성공적인 리더는 유능한 직원들로 주변을 채워야 한다. 따라서 '무능한(incompetent)' 직원들이 아니라 '유능한(skilled/competent)' 직원들로 주변을 둘러싸지 못하는 리더가 성공하지 못한다는 내용이 되어야 하므로 (d)는 부적절하다.

해석: 유능한 직원들로 주변을 둘러싸지 못하는 리더는 성공하지 못할 것이다.

29-02 빈칸 추론 (단어/구) (객관식)

정답: ② emotional guidance system

[정답 해설]
지문에서 공감(compassion/empathy)을 타인의 감정과 관점에 연결되기 위한 도구로 설명하며 이를 '정서적 가이드 시스템(emotional guidance system)'이라고 표현하고 있다. 다른 선택지들은 리더십의 기술적, 재무적, 구조적 측면을 다루고 있어 공감이라는 주제와 거리가 멀다.

해석: 효율적인 리더들은 타인의 감정 및 관점과 유대감을 형성하기 위해 이러한 정서적 가이드 시스템을 발전시키는 법을 알고 있다.

29-03 주제/제목/요지 (객관식)

정답: ⑤ The vital role of empathy in effective leadership and employee retention

[정답 해설]
이 글은 성공적인 리더십의 핵심 요소로서 공감(compassion/empathy)의 중요성을 강조하며, 이것이 어떻게 직원 만족도를 유지하고 인재 유출을 막는지 설명하고 있다. 따라서 ⑤번이 주제로 가장 적절하다.

해석: 효율적인 리더십과 직원 유지에 있어서 공감의 필수적인 역할

29-04 내용 일치/불일치 (객관식)

정답: ③ Being empathetic as a leader is restricted to showing kindness to staff and clients.

[정답 해설]
지문에서 'compassion in leaders is more than simply being benevolent(리더의 공감은 단순히 친절한 것 이상이다)'라고 명시하고 있으므로, 공감이 단순히 친절을 베푸는 것에 국한된다(restricted)는 ③번은 내용과 일치하지 않는다.

해석: 리더로서 공감하는 것은 직원과 고객에게 친절을 베푸는 것에 국한된다.

29-05 요약문 완성 (객관식)

정답: ④ compassion – retaining

[정답 해설]
성공적인 리더십은 직원들을 이해하기 위해 '공감(compassion)'을 사용하는 능력에 달려 있으며, 이는 궁극적으로 조직 내의 재능 있는 직원들을 '유지하는(retaining)' 데 도움을 준다는 내용이 적절하다. 'retaining'은 지문의 'sustaining employee satisfaction' 및 'lead them to depart'의 반대 개념으로 볼 수 있다.

해석: 성공적인 리더십은 직원들을 이해하기 위해 공감을 사용하는 능력에 달려 있으며, 이는 궁극적으로 조직 내에서 재능 있는 직원들을 유지하는 데 도움이 된다.

29-06 어법 판단 (밑줄형) (객관식)

정답: ③ (c) appears → appear

[정답 해설]
해석: 높은 공감 능력을 가진 개인들은 타인의 관점을 우선시하기 때문에 더 다가가기 쉬워 보인다.
해설: (c)의 주어는 'Individuals with high empathy'이다. 주어의 핵심 명사가 복수인 'Individuals'이므로 동사는 단수형인 'appears'가 아니라 복수형인 'appear'가 되어야 한다. 이는 주어-동사 수일치 규칙을 위반한 것이다.

29-07 빈칸 추론 (절/표현) (객관식)

정답: ④ clearly identify what makes them feel heard

[정답 해설]
해석: 직원들의 요구에 귀를 기울임으로써, 리더는 무엇이 그들로 하여금 자신의 의견이 경청되고 있다고 느끼게 만드는지 명확하게 식별할 수 있다.
해설: 지문의 맥락상 공감 능력을 가진 리더가 직원들의 요구를

듣는 행위는 직원들이 존중받고 있다는 느낌을 받게 하는 요인을 파악하기 위한 것이다. 따라서 ④번이 가장 논리적으로 적절하다.

29-08 무관한 문장 (객관식)

정답: ④

[정답 해설]
해석: 조직은 모든 직원이 경쟁력 있고 생산적으로 유지되도록 높은 재정적 보너스를 제공하는 것을 우선시해야 한다.
해설: 이 글은 리더의 '공감 능력'이 조직 운영과 인재 유지에 미치는 영향을 다루고 있다. ④번 문장은 '재정적 보너스'와 '경쟁력'에 대해 언급하고 있으므로, 공감 능력을 통한 정서적 연결이라는 전체 흐름에서 벗어난다.

29-09 순서 배열 (객관식)

정답: ② (A) – (B) – (C)

[정답 해설]
해석: 리더십 스타일은 다양하지만 성공한 리더는 공감 능력을 공유한다. (A) 하지만 리더의 공감은 단순히 친절한 것 이상이며, 공감하는 리더는 더 다가가기 쉽다. (B) 직원들의 요구를 들음으로써 리더는 그들이 존중받는다고 느끼게 하는 요인을 파악하고 사기를 유지한다. (C) 인재를 유지하지 못하는 리더는 성공하기 어렵고, 공감 부족은 인재 이탈의 주요 원인이다.
해설: 주어진 글에서 공감의 정의를 내린 후, (A)에서 그 구체적인 성격(단순 친절 이상)을 설명하고, (B)에서 공감을 활용한 직원 관리의 이점을 다루며, (C)에서 공감 부족 시 발생하는 부정적 결과(인재 이탈)를 경고하는 순서가 가장 논리적이다.

29-10 문장 삽입 (객관식)

정답: ⑤

[정답 해설]
해석: 결과적으로, 회사는 적절한 대체자를 찾기 위해 귀중한 자원과 시간을 소모할 수밖에 없다.
해설: 주어진 문장은 'Consequently(결과적으로)'로 시작하여 인재가 떠난 후 발생하는 부정적인 경제적/시간적 손실을 설명하고 있다. 바로 앞 문장(④번 뒤)에서 유능한 직원들이 조직을 떠나게 되는 원인을 설명했으므로, 그 결과로 발생하는 손실을 다루는 이 문장은 마지막 위치인 ⑤번이 가장 적절하다.