

CNN News Highlights — Boomerang Employees

1) Adobe	2) a step backwards	3) HR	4) job switches
5) opportunity	6) positions	7) pre-pandemic	8) resistance

In the midst of these mixed economic messages, we've reported on the Great Resignation. Record numbers of Americans leaving their jobs. Some are finding their way back to the _____ they left. I am officially a boomerang.

And so are millions of other American workers today. A boomerang: someone who left an employer before choosing to return. Boomerangs like Jim Klimas made up 4.3 percent of all US _____ last year, up from 3.3 percent _____, according to LinkedIn.

Was there any _____ on your end, initially?

Definitely. Just being concerned that it would feel like, like _____.

Klimas worked in _____ at _____. But in 2020, he left for a new _____. Last year, he returned to Adobe after just 18 months.

1) add value	2) balance of power	3) have impact
4) negative connotation	5) shifted	6) sink roots

The average time Americans boomerang back is down from 22 months to 17 months.

Part of it was, during the pandemic, it was harder to _____ into a company. I missed some of the colleagues and the confidence that I could do important work and _____ and _____ was the most important thing.

Boomeranging often carries a _____. But that is changing, likely due to the more than 11 and a half million unfilled jobs in the US. While a record 4.5 million Americans quit in March, the _____ has _____ to the employee.

1) already determined	2) context	3) culture fit	4) desperation	5) lose out
6) onboarding	7) recruiting firm	8) skill sets	9) trend	10) untapped secret

Historically, boomeranging was not seen as a positive thing.

I think it's the first time we've seen employers really welcoming that _____, as well to say we'd love to have you back here.

But is it _____, too?

Of course, part of it is that they're so aware of the competition, and they don't want to _____.

Will Staney, CEO of Proactive Talent, a _____, says he has three boomerangs working at his 50-person company, and calls them "the best _____."

They've gone and gathered other _____ elsewhere, with the _____ of what they learned at your company, the _____ is smoother, you know. The, the training, the, the _____ is _____. I think it's a great low-cost and high-quality way of, of hiring.

1) familiarity	2) gut check	3) remote work	4) scaling
5) seal the deal	6) taking a step backwards	7) ultimately	

It's also a _____ on the company's value and culture. A boomerang represents that we're, we're achieving our goals as a company, that we're _____ and improving and growing.

Like many Americans, Klimas had options when he was looking for his next move. But _____ the _____ of Adobe, the impact he felt he could make, and _____ helped him _____.

Were you surprised that you ended up back in Adobe?

Yes, yes. And a lot of it goes back to the, the worry or the, the being careful not to feel like I was _____. So uh, when I, when it felt right it was a surprise.

Translation

在這些混雜的經濟信息中，我們報導了大辭職。創紀錄的美國人離職。有些人正在尋找回到他們離開的位置的路。

我是正式的迴旋鏢。

今天數以百萬計的其他美國工人也是如此。迴旋鏢：在選擇返回之前離開雇主的人。根據 LinkedIn 的數據，去年像 Jim Klimas 這樣的迴旋鏢占美國所有換工作崗位的 4.3%，高於大流行病前的 3.3%。最初，你有任何阻力嗎？

確實。只是擔心它會感覺像是倒退了一步。

Klimas 在 Adobe 的人力資源部門工作。但在 2020 年，他離開了，尋找了一個新的機會。去年，他只工作了 18 個月就回到了 Adobe。

美國人回飛鏢的平均時間從 22 個月減少到 17 個月。

部分原因是，在大流行病期間，紮根於一家公司變得更加困難。我想念一些同事以及我能做重要工作、增加個人價值並對重大的事情有所影響。

Boomeranging 通常帶有負面含義。但這種情況正在發生變化，可能是由於美國有超過 1150 萬個職位空缺。當 3 月份有創紀錄的 450 萬美國人辭職，權力平衡已經轉移到員工身上。

從歷史上看，迴旋鏢並不被視為一件好事。

我認為這是我們第一次看到雇主真正歡迎這種趨勢，並且說我們很樂意讓你回到這裡。

但這也是絕望嗎？

當然，部分原因是他們非常了解競爭，他們不想輸掉比賽。

招聘公司 Proactive Talent 的首席執行官 Will Stanley 說，他有 3 個迴旋鏢在他的 50 人公司工作，並稱他們為“最好的未開發的秘密”。

他們已經去其它地方收集了其他技能，以及他們在原本公司學到的知識，入職更加順利，你知道的。培訓、文化契合度已經確定。我認為這是一種很好的低成本和高質量的招聘方式。

這也是對公司價值和文化的一次直覺檢驗。

迴旋鏢代表我們正在實現公司的目標，我們正在擴展、改進和成長。

像許多美國人一樣，克利馬斯在尋找下一步行動時也有選擇。但最終，Adobe 的熟悉度、他認為自己可以產生的影響以及遠端工作幫助他達成回到原本公司的決定。

您對自己最終回到 Adobe 感到驚訝嗎？

是的。很多事情都可以牽扯調擔心或小心，不要覺得我往退後一步。所以，呃，當我感覺對的時候，這是一個驚喜。



Use this QR code to access the online materials!

<https://linguadox.com/cnn-news-highlights-boomerang-employees/>

Answers

1) Adobe	2) a step backwards	3) HR	4) job switches
5) opportunity	6) positions	7) pre-pandemic	8) resistance

In the midst of these mixed economic messages, we've reported on the Great Resignation. Record numbers of Americans leaving their jobs. Some are finding their way back to the **6) positions** they left. I am officially a boomerang.

And so are millions of other American workers today. A boomerang: someone who left an employer before choosing to return. Boomerangs like Jim Klimas made up 4.3 percent of all US **4) job switches** last year, up from 3.3 percent **7) pre-pandemic**, according to LinkedIn.

Was there any **8) resistance** on your end, initially?

Definitely. Just being concerned that it would feel like, like **2) a step backwards**.

Klimas worked in **3) HR** at **1) Adobe**. But in 2020, he left for a new **5) opportunity**. Last year, he returned to Adobe after just 18 months.

1) add value	2) balance of power	3) have impact
4) negative connotation	5) shifted	6) sink roots

The average time Americans boomerang back is down from 22 months to 17 months.

Part of it was, during the pandemic, it was harder to **6) sink roots** into a company. I missed some of the colleagues and the confidence that I could do important work and **1) add value** and **3) have impact** was the most important thing.

Boomeranging often carries a **4) negative connotation**. But that is changing, likely due to the more than 11 and a half million unfilled jobs in the US. While a record 4.5 million Americans quit in March, the **2) balance of power** has **5) shifted** to the employee.

1) already determined	2) context	3) culture fit	4) desperation	5) lose out
6) onboarding	7) recruiting firm	8) skill sets	9) trend	10) untapped secret

Historically, boomeranging was not seen as a positive thing.

I think it's the first time we've seen employers really welcoming that **9) trend**, as well to say we'd love to have you back here.

But is it **4) desperation**, too?

Of course, part of it is that they're so aware of the competition, and they don't want to **5) lose out**.

Will Staney, CEO of Proactive Talent, a **7) recruiting firm**, says he has three boomerangs working at his 50-person company, and calls them "the best **10) untapped secret**."

They've gone and gathered other **8) skill sets** elsewhere, with the **2) context** of what they learned at your company, the **6) onboarding** is smoother, you know. The, the training, the, the **3) culture fit** is **1) already determined**. I think it's a great low-cost and high-quality way of, of hiring.

1) familiarity	2) gut check	3) remote work	4) scaling
5) seal the deal	6) taking a step backwards	7) ultimately	

It's also a **2) gut check** on the company's value and culture. A boomerang represents that we're, we're achieving our goals as a company, that we're **4) scaling** and improving and growing.

Like many Americans, Klimas had options when he was looking for his next move. But **7) ultimately** the **1) familiarity** of Adobe, the impact he felt he could make, and **3) remote work** helped him **5) seal the deal**.

Were you surprised that you ended up back in Adobe?

Yes, yes. And a lot of it goes back to the, the worry or the, the being careful not to feel like I was **6) taking a step backwards**. So uh, when I, when it felt right it was a surprise.