

Oposiciones docentes 2025/ 2025 irakasle oposizioak		
Cuerpo o puesto/ Kidegoa edo lanpostua:	Especialidad/Espezialitatea:	Idioma/ Hizkuntza:
590 /011	INGLÉS / INGELESA	Castellano Gaztelania
PRUEBA PRÁCTICA-PROBA PRAKTIKOA		

Why are gen Z shunning ‘hustle culture’ in favour of long-term jobs?

For decades, we’ve been told that the modern workplace is a playground of freedom and choice. Flexibility, agility and autonomy have become buzz words in an employment marketplace saturated with an endless choice of job opportunities.

But the reality for most workers, especially younger ones who have recently joined the job market, is that jobs vanish as quickly as they appear, benefits are slashed, exploitation is rife and career paths once paved with middle-class respectability have crumbled under the relentless march of automation and the ubiquity of the platform economy.

It is perhaps no surprise, then, that young people are now looking for an “employer for life” and showing zero tolerance towards shifting labour wise. Recent research suggests that workers under the age of 27 are eager to stay at a single company for seven years – twice as long as the average tenure, according to official statistics. It appears as if Gen Z want to emulate their grandparents’ career paths that were tied to one company with large pensions, a tight-knit family feel and gold watches upon retirement, and revert to a life of comfort and security rather than the endless grind of competing in the rat race.

The first reason is that the modern “hustle” – a culture of relentless job-hopping for small marginal gains – has been exposed as a scam. The constant message from potential employers to be competitive, entrepreneurial and flexible has failed quite spectacularly to deliver the sunlit uplands of career fulfilment, riches and a healthy work-life balance. Instead, this generation is navigating a workplace of reducing benefits, pay and stability. Through their parents’ experiences, they’ve seen how austerity has eroded the social safety net and the human cost of a system that treats people like interchangeable cogs, all while dangling the carrot of an “opportunity” that is always just out of reach.

So now they are opting out. Instead of bouncing from job to job in search of some mythical dream placement, they’re keen to stay put, choosing stability over chaos, community over churn. In a world of zero-hour contracts and the pervasiveness of the competitive mindset, the idea of staying in one place long enough to grow roots is certainly appealing and, in the face of a work culture that demands you always seek the highest return, quite radical.

Second, younger workers, particularly those that have come through university over the past decade or so, have a particularly useful skill set to older generations, which isn't immediately apparent in the short-term. The business world – ensnared as it is in social and political headwinds – is awash with disinformation, with media narratives that can change the bottom line in an instant (not to mention the culture wars discourse). Those who have grown up within the smog of this online media realm have the baked-in ability to decode it. But rarely are such skills apparent instantaneously; they are appreciated over time, valued by employers as employees bed into a role. With comfort, stability and a healthy work-life balance, a person's more "qualitative" skills are able to come to the fore and ultimately they feel more appreciated as a human being.

There's of course a deep irony here. For decades, companies demanded their workers' loyalty while offering little in return. Then they ripped up the social contract, slashing benefits, automating jobs and prioritising shareholder returns above all else, offering little more than a lunchtime petting zoo or a yoga class as compensation. Perhaps now the pendulum is swinging back, but not because corporations suddenly developed a conscience – it's because younger workers are demanding more.

Third – and more broadly – this shift also reflects a deeper cultural transformation catalysed by the perniciousness of the contemporary world of work. Chasing the highest salary at the expense of wellbeing is no longer the default. Today's workers care far more about work-life balance, mental health and meaningful relationships, in and out of the office. They're less interested in climbing the corporate ladder and more interested in creating workplaces that align with their values. They're not asking for bean bag chairs or sleep pods; they're demanding respect, purpose and the freedom to live a life that doesn't revolve around work.

This is, of course, a direct challenge to the capitalist status quo, which necessitates a culture of burnout and disposability. But let's not be naive: while corporations may publicly applaud this new generation of values-driven workers and have altered their corporate messaging, the same system that exploits the culture of precarity and endless flexibility could just as easily co-opt loyalty, squeezing more from employees under the guise of offering stability.

So where does this leave us? On the one hand, the change in attitude toward long-term employment is promising. It signals a collective desire to move beyond the shallow promises of hustle culture and toward something more humane. But it also raises a larger question: why have we got an employment system in which loyalty, stability and purpose feel so radical in the first place?

This isn't just a story about young people wanting stability. It's a story about the human cost of a system that has long prioritised profit over people. It's a reminder that the workplace – indeed, the economy more broadly – isn't just a means to an end. A healthy workplace and a properly functioning economy raise the wellbeing of everyone. After all, isn't that what they are ultimately designed to do? Be systems of work and production that allow people to live fulfilling and satisfied lives and not concepts themselves to appease, feed and grow with every ounce of energy we have? Knowingly or not, Gen Z have worked this out. Now the rest of us should, too.

(From: www.theguardian.com)

SCIENTIFIC AND TECHNICAL EXPERTISE (5 marks)

I) Theoretical justification or rationale for the approach (2.5 marks)

- 1) **a)** Identify the main idea(s) from the text and justify it/them using your own words in the space provided. (0.75)

b) Define the intention of the writer and provide examples from the text which justify your answer. (0.5)
- 2) Identify the text type/subtype(s) and support your ideas by providing examples from the text for each one of them. (0.75)
- 3) Which language functions are present in the text? Illustrate your answer with evidence from the text. (0.5)

II) Technical, accurate and correct language (2.5 marks)

- 4) **a)** What figure of speech does this phrase show? What is the author trying to convey?: *“relentless march of automation”*. (0.5)

b) Find an example of antithesis in this text. Quote the evidence and briefly explain the intended effect. (0.75)
- 5) Describe the word formation process used in the word “smog”. (0.5)
- 6) Provide a definition or a synonym for these words taken from the text: (0.75)

A. host	B. bevy	C. pool	D. board	E. host
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SPECIALITY-BOUND SKILLS (5 marks)

I) Correct, orderly and efficient completion of practical exercises on the functional and practical use of the language. (3.5 marks)

1. Provide a homophone for each of the following words. (0.5 marks)

- a) grown b) so c) raise d) course e) you

2. **a)** Provide the phonetic transcription of the following words. Use RP (Received Pronunciation) or GA (General American) consistently: (0.3)

- a) entrepreneurial b) conscience c) naive

- b) Underline the transcription mistakes in the following chunk: (0.2)

/ðeə nɒʔ_ɑ:skɪŋ fɔ: bi:n bæŋ tʃeəz_ɔ: sli:p pɒds; ðeə dɪ'mɑ:ndɪŋ rɪ'spekt, 'pɜ:pəs
ænd ðə 'fri:dəm 'tə lɪv ə laɪf ðæt_dʌznt rɪ'vɒlv_ə'raʊnd_wɜ:k/

3. Complete each sentence with a semantically and grammatically suitable word derived from the one given in brackets. (0.75)

- The recent economic _____ has led to significant job insecurity across multiple sectors, causing widespread anxiety among employees. (TURN)
- The consultant's report highlighted several areas of organizational _____ particularly in the outdated hiring processes. (FUNCTION)
- The unprecedented market volatility underscored the urgent need for a more thoroughness in financial strategy, capable of weathering _____ economic shocks. (SEE)
- Despite the initial enthusiasm, constant demands for perfection began to _____ the team's morale. (CORROSION)
- _____ is a great benefit because it allows employees to choose their own working hours, which means they can start and finish earlier or later as long as they complete their agreed number of hours. (FLEXIBILITY)

4. Choose the correct word (A, B, C, or D) for each gap. (0.5)

	A	B	C	D
1	drifting	shifting	sliding	leaning
2	ambition	appearance	tokenism	meritocracy
3	nostalgic	radical	archaic	inevitable
4	inasmuch as	albeit	likewise	henceforth
5	host	bevy	pool	board

For many in Gen Z, hustle culture has lost its appeal. Rather than chasing marginal gains, they are (1) towards more grounded values, choosing purpose over prestige. This shift is partly a response to corporate (2), where perks are presented as compensation for deeper structural flaws. In a landscape dominated by temporary contracts, their desire for permanence might seem (3), but it is growing stronger.

As well, Gen Zs are increasingly demanding for upfront compensation transparency (4) they observe prior generations' unfulfilled promises and expected gratitude. Employers who maintain salary opacity consequently face a dwindling applicant (5). This creates a paradox: companies seeking top talent often expect candidates to apply without knowing if pay is even viable, let alone aligned with the role.

5. Complete the following sentences using the word in parenthesis so the second sentence has the same meaning as the first one. You must use between 2 and 6 words, including the word given. This word must not be changed. (0.5)

A. I always work late into the night when I have an important project due.

→ I always _____ when I have an important project due. (BURN)

B. New graduates quickly learn they need to understand the way things are done in hustle culture just to keep pace with industry demands.

→ New graduates quickly learn they need to _____ in hustle culture just to keep pace with industry demands. (ROPES)

C. Despite the overwhelming evidence against Jamie, he denied committing the crime.

→ Jamie refused _____. (FACE) despite the overwhelming evidence against him.

D. With everyone else in education embracing AI, we followed their lead.

→ With everyone else in education embracing AI, we also _____ (BANDWAGON)

E. It seems to many that the past 5 years have whizzed past.

→ It seems to many that the past 5 years have gone by _____ (BLINK)

6. Find the ONE word that fits all two sentences in the following exercises. (0.75)

1) A) Gen Z professionals, many of whom cut their () on the gig economy and remote work, now largely avoid the rigidity of traditional corporate frameworks.

B) Traditional media executives gnash their () as Gen Z's growing preference for fragmented digital content leads to the decline of traditional broadcasting.

The word that fits both gaps is _____

2) A) Workers fear reprisal, so they hesitate to () on supervisors about unsafe labour conditions.

B) More and more young professionals are stepping away from the traditional () race preferring a healthier life over constantly climbing the career ladder.

The word that fits both gaps is _____

3) A) Companies often () strides in innovation when they adopt a flexible work culture.

B) The high-quality () of their products sets them apart in the fiercely competitive market.

The word that fits both gaps is _____

4) A) Despite meritocratic ideals, silver () significantly dictates early career paths, perpetuating intergenerational wealth and solidifying social classes.

B) Many companies are still hesitant to () out significant autonomy to their junior employees.

The word that fits both gaps is _____

5) A) Gen Z individuals actively () authentic experiences and personalized leisure, often prioritizing active involvement over mere consumption..

B) To truly succeed in the new role, one must () its responsibilities wholeheartedly.

The word that fits both gaps is _____

II) Application of technical and/or methodological strategies appropriate to the proposed text. (1.5 marks)

1. According to the current legislation, how would you work on the specific competences using the proposed text? (200 words); **Both** exceeding or not reaching this requirement will be penalised.

**Procedimientos Selectivos de Ingreso y Acceso al Cuerpo de
Profesores de Enseñanza Secundaria.**

Inglés/Castellano
Código:590/011
PRUEBA PRÁCTICA 1A
21/06/2025

Exam Instructions

- READ the following instructions before starting the exam. It may take only a few minutes.
- Use the exam pages for draft purposes, as they will not be marked.
- Transfer your answers into the **Answer Sheet** provided:
 - Answers for part 1 (*Scientific and Technical Expertise*) MUST be clear and legible. From question 1 through 5, use no more than 150 words
 - Answers for part 2 (*Speciality-Bound Skills*) must be in CAPITALS (except for the phonetic transcription)
 - You MUST cross out any rough work or other notes not considered part of your answer.

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2. Identify the type/s of text and support your ideas by providing examples for each one taken from the text. (0.75)

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3. Which language functions are present in the text? Illustrate your answer with evidence from the text. (0.5)

II) Technical, accurate and correct language (2.5 marks)

4. a) What figure of speech does this phrase show? Justify your answer (0.5)

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b) Find an example of antithesis in the text. Quote the evidence and briefly explain the intended effect. (0.75)

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5. Describe the word formation process used in the word “smog”. (0.5)

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6. Provide a definition or a synonym to these words taken from the text. (0.75)

a)
b)
c)

d)
e)

SPECIALITY-BOUND SKILLS (5 marks)

I) Correct, orderly and efficient completion of practical exercises on the functional and practical use of the language. (3.5 marks)

1. Provide a homophone for the following words: (0.5)

a)	b)	c)
d)	e)	

2. a) Provide the phonetic transcription of the following words. Use RP (Received Pronunciation) or GA (General American) consistently: (0.3)

a)	b)	c)
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b) Underline the transcription mistakes on the following chunk: (0.2)

/ðeə nɒʔ_ɑ:skɪŋ fɔ: bi:n bæŋ tʃeəz_ɔ: sli:p pɒds; ðeə dɪ'mɑ:ndɪŋ rɪ'spekt, 'pɜ:pəs
 ænd ðə 'fri:dəm 'tə lɪv ə laɪf ðæt_dʌznt rɪ'vɒlv_ə'raʊnd_wɜ:k/

3. Complete each sentence with a semantically and grammatically suitable word derived from the one given. (0.75)

a)
b)

c)
d)
e)

4. Read the text below and choose the word which best fits each gap (A, B, C or D). (0.5)

1.	2.	3.	4.	5.
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5. Complete the following sentences using the word in parenthesis so the second sentence has the same meaning as the first one. You must use between 2 and 6 words, including the word given. This word must not be changed. (0.5)

a)
b)
c)
d)
e)

6) Find the ONE word that fits all two sentences in the following exercises (0.75)

1	
2	
3	
4	
5	

II) Application of technical and/or methodological strategies appropriate to the proposed text. (1.5 marks)

DRAFT (NOT TO BE ASSESSED)