

Bartleby

巴托比

The two-day workweek

一周两天工作制

The results of one firm's experiment with a **bold** new idea
来自一家公司大胆创新的实验结果

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We have completed our **pilot** of the two-day workweek, and present our findings below. We would like to thank the leadership team for being **imaginative** enough to allow this experiment. We are also very sorry.

Background: We are consistently looking for ways to stand out as an employer **of choice**. Recent **trials** of the four-day workweek at other companies suggest that there might be ways to improve work-life balance and satisfaction without hurting **productivity**. Our former head of hr, Joe King, pushed us to be bolder. If people were able to fit a whole week into four days, was it possible to go further still? The idea to trial a two-day workweek in our North American **territory** was born. And to **reiterate** the point above, you all agreed to this.

本团队已经完成了一周两天工作制的实验，以下对此次实验结果做一个汇报。我们要感谢领导团队有丰富的想象力来设计并执行这项实验。同时我们对此次实验没有到达预期效果而感到抱歉。

实验背景：我们一直在寻找能够从众多公司中脱颖而出，成为最佳雇主的方法。最近在其他公司进行的一周四天工作制的试验表明，可能有一些方法可以在不影响生产效率的情况下提高工作与生活的均衡度和满意度。我们的前任人力资源主管乔·金（Joe King）鼓励我们更加大胆地去尝试。如果人们能够把整整一周的时间压缩成四天，是否有可能压缩得更短呢？在我们北美办事处试行一周两天工作制的想法诞生了。而且重申以上内容，你们对此提议都表示赞同。

【词汇】

1. **bold** /bəʊld/ adj. 四级/雅思/托福/考研 (of people or behaviour 人或举止) brave and confident; not afraid to say what you feel or to take risks 大胆自信的；敢于表白情感的；敢于冒险的

例：It was a bold move on their part to open a business in France.

在法国开业是他们的一个大胆举动。

<同义替换> dauntless

2. **pilot** /'paɪlət/ n. a small study, project etc which is carried out as a test to see if an idea, product etc will be successful 试验性研究/试点项目/试验性[先导]计划等

例：a pilot scheme which could be extended to other areas

可以扩展到其他领域的试验性计划

3. **imaginative** /ɪ'mædʒɪnətɪv/ adj. 雅思/考研/专八 having or showing new and exciting ideas 富于想象力的；创新的

例：You'll need to be a little more imaginative if you want to hold their attention.

如果要引起他们的注意，您需要变得更有想象力。

<同义替换> creative

4. **trial** /'traɪəl/ n. 四级/雅思/GRE/考研 the process of testing the ability, quality or performance of somebody/something, especially before you make a final decision about them (对能力、质量、性能等的) 试验，试用

例：The system was introduced on a trial basis for one month.

这个制度已引进试行一个月。

5. **productivity** /,prɒːdʌk'tɪvətɪ/ n. the rate at which a worker, a company or a country produces goods, and the amount produced, compared with how much time, work and money is needed to produce them 生产率；生产效率

例：ways of increasing productivity

提高生产率的方法

6. **territory** /'terətɔ:ri/ n. 四级/雅思/考研 land that is under the control of a particular country or political leader 领土；版图；领地

例：occupied territories

被占领的土地

<同义替换> domain

7. **reiterate** /ri'ɪtəreɪt/ v. GRE to repeat something that you have already said, especially to emphasize it 反复地说；重申

例：The government has reiterated its commitment to economic reform.

政府已重申改革经济的决心。

【短语】

1. **of choice** : (used after a noun 用于名词后) that is chosen by a particular group of people or for a particular purpose

精选的；特选的

例：It's the software of choice for business use.

这是商务专用软件。

Outline of the trial: Employees began work at 9am on a Monday as usual. They did a 20-hour **shift** until early Tuesday morning, and then had an eight-hour break, before beginning a second 20-hour shift. The workweek ended at 9am on Wednesday morning, at which point employees took the next five days off and returned the following Monday.

To make things simple, all employees in the region were **opted into** this new arrangement. Regrettably, we quickly lost all colleagues who were single parents, and many other employees with young children. Some legal action is continuing as a result. But the **initial** response from those who remained was extremely positive.

试验计划:员工们像往常一样在周一上午9点开始工作。他们上了20个小时的班,一直上到周二早晨,然后休息了8个小时,接着继续开始了第二个长达20小时的工作。一周的工作时间在周三上午9点结束,员工们在接下来的五天时间内休息,并在下周一返岗。

为了方便,该区的所有员工都参与了这一新安排。令人遗憾的是,所有单亲家庭的同事,以及许多有年幼子女的员工都无法参与。因此,一些法律诉讼仍在持续。但这些选择留下来的人的最初反应都非常积极。

【词汇】

1. **outline** /'aʊtlaɪn/ n. to give a description of the main facts or points involved in something 概述; 略述

例：The briefing document outlined her family history and background.

简报文件概述了她的家庭历史和背景。

2. **shift** /ʃɪft/ n. 四级/雅思/考研 a period of time worked by a group of workers who start work as another group finishes 班; 轮班; 轮班工作时间

例：working in shifts

轮班工作

3. **initial** /ɪˈnɪʃl/ adj. 四级/六级/雅思/托福/考研 happening at the beginning; first 最初的；开始的

例：My initial reaction was to decline the offer.

我最初的反应是婉言谢绝这个提议。

<同义替换> primary

【短语】

1. **opt into** : to choose to be part of a system or an agreement 决定加入；选择参与

例： Employees have the choice to opt in to the scheme.

员工有权选择加入该计划。

Results of the trial: It immediately became clear that most people were unable to stay awake during either shift without needing some kind of stimulant. A few members of the marketing team remained extremely animated throughout their shifts; as you know, the early-morning cleaners later reported that they had come across three of them snorting cocaine off the reception desk. In later weeks we invested in various options to keep staff pepped up, including energy drinks, guarana powder and free M&M's. We also provided sleeping bags for people to grab power naps.

试验结果：很明显，如果不需要某种兴奋剂，大多数人在任一个轮班期间都难以做到保持头脑清醒。市场营销团队的一些成员在整个轮班期间都非常活跃。如你所见，上晨班的清洁工后来报告说，他们在前台遇到了三个吸食可卡因的人。在后来的几周里，我们采购了各种物资来让员工保持活力，包括能量饮料、瓜拉那粉和免费的M&M巧克力豆。我们还为人们提供睡袋，方便他们有时候小睡一会儿。

【词汇】

1. **stimulant** /ˈstɪmjələnt/ n. an event or activity that encourages more activity 有激励作用的事物

例：economic stimulants

经济刺激因素

2. **animated** /ˈænɪmeɪtɪd/ adj. 托福 full of interest and energy 兴致勃勃的；活跃的；生气勃勃的

例：Her face suddenly became animated.

她的表情突然变得生动起来。

<同义替换> lively

3. **snort** /snɔːrt/ v. to take drugs by breathing them in through the nose 用鼻子吸

例：to snort cocaine

吸可卡因

4. **cocaine** /kəʊ'keɪn/ n. 雅思/考研/专八 a powerful drug that some people take illegally for pleasure and can become addicted to. Doctors sometimes use it as an anaesthetic. 可卡因

5. **nap** /næp/ n. a short sleep, especially during the day (日间的) 小睡, 打盹

例: I had a short nap after lunch.

午饭后我小睡了一会儿。

6. **guarana** /gwə'ra:nə/ n. 瓜拉那; 原产于巴西亚马逊盆地, 是无患子科泡林藤属(保力藤属)的木质葛藤藤植物。采用部分为树子, 含有4%咖啡因, 能刺激中枢神经, 并可使人生热以及利尿, 常作提神用。

【短语】

1. **pep up**: to make somebody/something more interesting or full of energy 增加...的趣味; 使兴致勃勃; 激励; 使活跃

例: A walk in the fresh air will pep you up.

在清新空气中散散步会使你精神振奋。

2. **power nap**: a short sleep that somebody has during the day in order to get back their energy 恢复精力的小睡

例: A power nap can improve performance in reaction time, logical reasoning, symbol recognition and, of course, one's mood.

片刻小睡有助于提高应变能力、逻辑推理能力、符号识别能力, 当然, 也有助于调节情绪。

【长难句】

It immediately became clear that most people were unable to stay awake during either shift without needing some kind of stimulant.

句子的主干部分是: It immediately became clear that most people were unable to stay awake, 意思是: 如果不需要某种兴奋剂, 大多数人都难以做到保持头脑清醒。

其中, that most people were unable to stay awake 为**主语从句**

during either shift without needing some kind of stimulant. 为**状语**, 意思是: 如果不需要某种兴奋剂, (大多数人) 在轮班期间...

The **extent** of other problems became clearer as the pilot **proceeded**. Customers who tried to reach us outside our new working hours were told to contact us again at 9am on the following Monday. We saw **enormous** call

随着试验的进行, 其他问题的程度变得更加严重。想要在新的工作时间之外联系我们的客户被告知要在下周一上午9点才能与我们再次取得联系。每周初都

waiting-times at the start of each week. In one case, a customer was told they would be on hold for an estimated 49 hours, putting them outside the window of that workweek, too. We attracted a lot of criticism for this on social media, though none of us noticed.

会有大量的电话来访等着我们去处理。有一次，一位客户被告知他们将等待大约 49 个小时，这也超出了他们的工作周范围。社交媒体上有很多批评的声音，但是我们都没有注意到。

【词汇】

1. **extent** /ɪk'stɛnt/ n. how large, important, serious, etc. something is 程度；限度

例：It is difficult to assess the full extent of the damage.

损失情况难以全面估计。

2. **proceed** /prəʊ'si:d/ v. 四级/雅思/托福/考研 to continue doing something that has already been started; to continue being done 继续做（或从事、进行）

例：Work is proceeding slowly.

工作进展缓慢。

3. **reach** /ri:tʃ/ v. to communicate with somebody, especially by phone（尤指用电话）联系，与...取得联系

例：Do you know where I can reach him?

你知道我在哪儿能跟他联系上吗？

4. **enormous** /ɪ'nɔ:rməs/ adj. extremely large 巨大的；庞大的；极大的

例：an enormous amount of time

大量的时间

【长难句】

Customers who tried to reach us outside our new working hours were told to contact us again at 9am on the following Monday.

句子的主干部分为：Customers were told to contact us again at 9am on the following Monday，意思是：客户被告知要在下周一上午 9 点才能与我们再次取得联系

who tried to reach us outside our new working hours 为定语从句，修饰 customers，意思是：想要在新的工作时间之外联系我们的

The rush to get everything done in two days caused other problems. Our suppliers were not always able to deliver while staff were on duty, leading to production

急于在两天内完成所有工作还导致了其他问题。我们的供应商并不总是能够在员工值班时交货，从而导致了生产环节的障碍。

bottlenecks. We made a lot more basic mistakes: the **payroll snafu** in August happened partly because our finance director's power nap turned into something closer to a **hibernation**. We struggled to get activities like recruitment done in the time available to us. Our sales team found that most clients were unwilling to meet after midnight. Shorter workweeks are known to **pose co-ordination** issues. Such problems are **soluble** in some conditions, but not these ones.

我们还犯了很多更基本的错误：8月份的工资单一团糟，部分原因是我们的财务总监的用来补充能量的午后小睡变成了更接近冬眠的状态。我们努力在工作时间内完成招聘等工作。我们的销售团队发现，大多数客户都不愿意在午夜后会面。众所周知，较短的工作周会带来协调的问题。这样的问题在某些情况下是可以解决的，但在这些情况下却不能解决。

【词汇】

1. **bottleneck** /'bɒ:tlnek/ n. 专八 anything that delays development or progress, particularly in business or industry (尤指工商业发展的) 瓶颈，阻碍，障碍
例：to eliminate bottlenecks in the manufacturing process
在制造过程中消除瓶颈
<同义替换> obstacle
2. **payroll** /'peɪrɔ:l/ n. the total amount paid in wages by a company (公司的) 工资总支出
例：The firm is growing fast with a monthly payroll of \$1 million.
这家企业快速成长，月度工资总额达到了 100 万元。
3. **snafu** /snæ'fu:/ n. a situation in which nothing happens as planned (一切均未按计划发生的) 混乱局面
例：It was another bureaucratic snafu.
又让官僚主义搞成了一团糟。
4. **hibernation** /,haɪbər'neɪʃn/ n. GRE a state like deep sleep in which some animals spend the winter 冬眠：一种类似深度睡眠的状态，其中有些动物过冬
例：to go into/come out of hibernation
进入/退出休眠状态
5. **pose** /pəʊz/ v. to create a threat, problem, etc. that has to be dealt with 造成（威胁、问题等）；引起；产生
例：The task poses no special problems.
这项任务不会造成特别的问题。
<同义替换> cause
6. **co-ordination** /kəʊ,ɔ:rdɪ'neɪʃn/ n. the act of making parts of something, groups of people, etc. work together in an

efficient and organized way 协作；协调；配合

例：The aim was to improve the coordination of services.

目的是改善服务的协调。

7. **soluble** /'sɔ:ljəbl/ adj. 四级/雅思/考研 (of a problem 问题) that can be solved 可解决的；可解的

例：The problem does not seem soluble.

该问题似乎无法解决。

<同义替换> solvable

The benefits of a better work-life balance were also less great than we had hoped. The demands of shift work during those first two days meant that some team members took four or five days to recover from the workweek. Many employees completely lost **track** of time during their “workends” and failed to **turn up** on Monday mornings, making it even harder to manage the rush at the start of the week.

更好地平衡工作与生活的好处也没有我们希望的那么大。头两天轮班工作的要求意味着一些团队成员需要四到五天才能从一周的工作中恢复过来。许多员工在“工作结束”时完全忘记了时间，在下周一早上也没有到岗，这使得他们更难应付一周开始时的工作高峰期。

【词汇】

1. **track** /træk/ n. the path or direction that somebody/something is moving in (移动的) 路径，路线，方向

例：He switched tracks and went back to college.

他改换了人生轨道，又回到了大学。

【短语】

1. **turn up** : (of a person 人) to arrive 到达；来到；露面

例：We arranged to meet at 7.30, but she never turned up.

我们约好 7:30 碰头，但她根本没露面。

<同义替换> show up

During the course of the trial we saw marked declines in almost all the **metrics** we tracked, from sales revenue and **net promoter scores** to productivity and employee satisfaction. There were some exceptions to this trend. We

在试验过程中，我们发现我们跟踪的几乎所有指标都出现了显著下降：从销售收入和净推荐值到生产力和员工满意度。这一趋势还有一些意外情况。我们

saw sharp rises in customer complaints, health-and-safety incidents, substance abuse and tooth decay.

Recommendations: We do not recommend a repeat of this experiment (this may be academic since the North American business is now closing down). If creativity is a willingness to take immensely stupid risks, we can all look back on this episode with pride. On any other definition, we cannot.

看到客户投诉、健康和安全事件、药物滥用和蛀牙问题急剧恶化。

建议：我们不建议重复这个实验（这可能是学术上的，因为北美业务即将关闭）。如果创造力是一种愿意承担极其愚蠢的风险的意愿，那么我们可以自豪地回顾这段经历。但在任何其他定义上，我们还是别想了。

【词汇】

1. **metric** /'metrɪk/ n. a set of numbers or statistics used for measuring something, especially results that show how well a business, school, computer program, etc. is doing 度量工具，衡量指标（尤用以考评企业、学校、计算机程序等的表现）

例：Companies are scored on key financial metrics.

给公司打分的依据是关键财务指标。

2. **incident** /'ɪnsɪdnt/ n. something that happens, especially something unusual or unpleasant 发生的事情（尤指不寻常的或讨厌的）

例：His bad behaviour was just an isolated incident.

他的不良行为只是个别事件。

<同义替换> circumstance

3. **decay** /di'keɪ/ n. 四级/六级/雅思/托福/考研 the process or result of being destroyed by natural causes or by not being cared for (= of decaying) 腐烂；腐朽

例：tooth decay

蛀牙

4. **immensely** /ɪ'mensli/ adv. extremely; very much 极端地；非常；极大地

例：We enjoyed ourselves immensely.

我们玩得好极了。

5. **episode** /'epɪsɔ:d/ n. an event or a short period of time during which something happens 一段经历；一段时期

例：She decided she would try to forget the episode by the lake.

她决心尽量忘掉湖边的那次经历。

<同义替换> experience

【短语】

1. **Net Promoter Score** : Net Promoter or Net Promoter Score (NPS) is a management tool that can be used to gauge the loyalty of a firm's customer relationships. It serves as an alternative to traditional customer satisfaction research and claims to be correlated with revenue growth 净推荐值：一种用于衡量客户满意度和忠诚度的指标，通过调查问卷等方式，将客户分为推荐者、中立者和批评者，计算推荐者占比减去批评者占比得到净推荐值。

2. **substance abuse** : the habit of taking too much of a harmful drug or drinking too much alcohol 滥用药物：习惯于服用过多的有害药物或饮酒

例：a treatment centre for substance abuse

药物滥用治疗中心

总结

1) 文章架构

- **背景**
 - 从众多公司中脱颖而出，成为最佳雇主
 - 在不影响生产力的情况下提高工作与生活的均衡度和满意度的方法
- **内容**
 - 周一周二，每天连续上班20小时
 - 在接下来的五天时间内休息，并在下周一返岗
- **结果**
 - 大多数人在任一个轮班期间都难以做到保持头脑清醒
 - 与客户的联系出现问题
 - 生产环节的障碍：供应商并不总是能够在员工值班时交货
 - 财务总监工作效率受影响：员工工资计算一团糟
 - 难以客户建联
 - 对平衡工作与生活用处不大
 - 各个环节问题频发：客户投诉、健康和安全隐患等
- **思考**
 - 此次试验未达到预期效果
 - 不建议重复这个试验

2) 同义替换

✓ 造成；引起

cause

The rush to get everything done in two days caused other problems.

急于在两天内完成所有工作还导致了其他问题。

pose

Shorter workweeks are known to pose co-ordination issues.

众所周知，较短的工作周会带来协调的问题。

其他：spawn

例：The band's album spawned a string of hit singles.

这支乐队的专辑带出一连串走红的单曲。

✓ 实验；试验

trial

Recent trials of the four-day workweek at other companies suggest that...

最近在其他公司进行的一周四天工作制的试验表明...

pilot

We have completed our pilot of the two-day workweek...

本团队已经完成了一周两天工作制的实验...

其他: experiment

例: laboratory experiments

实验室实验

3) 一词多义

✓ soluble

✓ 文章原句: Such problems are soluble in some conditions, but not these ones.

这样的问题在某些情况下是可以解决的，但在这些情况下却不能解决。

✓ 释义:

①(of a problem 问题) that can be solved 可解决的; 可解的

The problem does not seem ~.

该问题似乎无法解决。

②that can be dissolved (= mixed with a liquid until it forms part of that liquid) in a liquid 可溶的

~ aspirin

可溶性阿司匹林

✓ shift

✓ 文章原句: ...most people were unable to stay awake during either shift... ...大多数

数人在任一个轮班期间都难以做到保持头脑清醒...

✓ 释义:

① a period of time worked by a group of workers who start work as another group finishes

班; 轮班; 轮班工作时间

I've just finished an eight-hour ~.

我刚完成八个小时的轮班。

② a change in opinion, mood, policy, etc. 改变；转移；转换；变换

The minister's recent announcement represents a major policy ~.

部长最近的宣布代表着重大的政策转变。

4) 仿写训练

✓ 描述实验结果

✓ 文章原句：

During the course of the trial we saw marked declines in almost all the metrics we tracked, from sales revenue and net promoter scores to productivity and employee satisfaction. There were some exceptions to this trend. We saw sharp rises in customer complaints, health-and-safety incidents, substance abuse and tooth decay.

✓ 句型及表达：

During the course of the trial we saw marked declines/rises in almost all the metrics we tracked, from...to... 在试验过程中，我们发现，从...到...，我们追踪的几乎所有指标都有显著上升/下降。

There were some exceptions to this trend. We saw sharp rises/declines in... 这一趋势也有一些例外。我们看到...下降/上升

✓ 仿写示例：

During the course of the trial we saw marked declines in almost all the metrics we tracked, from academic scores to class performance. There were some exceptions to this trend. We saw sharp rises in student complaints, academic anxiety and depression.

✓ 仿写作业——描述实验结果

在试验过程中，我们发现，从身体疾病到心理问题，我们追踪的几乎所有指标都有显著上升。这一趋势也有一些例外。我们看到工作满意度、积极性和自信心急剧下降。

5) 主题词总结

今日主题——工作

1. workweek	工作周
2. payroll	工资单；工资总支出
3. finance director	财务总监
4. power nap	恢复精力的小睡
5. shift	轮班工作时间