

2024年12月·第1套 英语四级长篇阅读（信息匹配） 第1篇·36-45 题答案与解析

STATEMENTS & ANALYSIS • 信息匹配题和解析

信息匹配题和解析·36-45 题

本页 36-45 题的段落匹配答案与逐句解析由懒笔记基于2024年12月·第1套 英语四级长篇阅读（信息匹配）原卷逐题核对整理。与试卷排版同一卷面：先是 Directions 与 12 段字母标号长文（逐段附中文翻译）；之后 10 句陈述逐句排列，每句英文陈述后紧接本句解析——陈述句中译、信息所在段落、锚点强弱、定位句中英对照、陈述句与原文的同义改写对照与易混相邻段辨析。

真题卷第1套(2024-12) • 英语四级

Part III Section B

Directions: In this section, you are going to read a passage with ten statements attached to it. Each statement contains information given in one of the paragraphs. Identify the paragraph from which the information is derived. You may choose a paragraph more than once. Each paragraph is marked with a letter. Answer the questions by marking the corresponding letter on **Answer Sheet 2**.

Why it's wrong to look at work-life balance as an achievement

A) Few topics have been so endlessly analysed as work-life balance. The quest to attain this mysterious state has dominated discussion around careers for years—especially for working parents. The concept is often presented as something to achieve, or a goal to reach. And once you've reached it, congratulations: you've made it; you're a successful human being of the 21st century.

很少有话题像工作与生活的平衡这样被无休止地分析。多年来,获得这种神秘状态的追求一直主导着有关职业的讨论——尤其是对于在职父母而言。这个概念常常被呈现为需要达成的某种东西,或需要到达的目标。一旦你达到了,恭喜你:你成功了;你是21世纪成功的人。

B) But the problem is that we often tell ourselves: "I'm going to put in eight hours' worth of work, and then I'm going to put in eight hours' worth of 'me time', which will include my family, my hobbies, my workout, my everything," says Anat Lechner, clinical associate professor of management at New York University. "I don't think it's such a simple formula."

但问题在于,我们常常告诉自己:"我要投入八小时的工作,然后我要投入八小时的'自我时间',其中将包括我的家庭、我的爱好、我的锻炼、我的一切",纽约大学管理学临床副教授Anat Lechner说。"我认为这不是如此简单的公式。"

C) And, according to new findings, it may not be. Some researchers are now encouraging us to stop thinking about work-life balance as an achievement that you either hit or don't. Instead, they suggest it may be more of a lifelong process—a continuous, never-ending exercise that requires self-awareness and timely adjustments. Researchers Ioana Lupu and Mayra Ruiz-Castro argue that work-life balance is "a cycle, not an achievement". In their 2020 study, the researchers interviewed nearly

80 employees at two London-based firms—an equal number of men and women between the ages of 30 and 50, all with at least one dependent child—who worked in middle or senior management roles. 而且,根据新的研究发现,可能并非如此。一些研究人员现在鼓励我们停止将工作与生活的平衡视为一种你要么达到要么达不到的成就。相反,他们认为这更可能是一个终身的过程——一个持续的、永无止境的实践,需要自我意识和及时的调整。研究人员Ioana Lupu和Mayra Ruiz-Castro认为,工作与生活的平衡是“一个循环,而非一项成就”。在他们2020年的研究中,研究人员采访了伦敦两家公司的近80名员工——年龄在30至50岁之间的男性和女性人数相等,都至少有一个需要抚养的孩子——他们担任中层或高层管理职位。

- D) Although it sounds like the respondents had a lot in common, here's what separated them: about 30% of the men and 50% of the women reported resisting working long hours. The other respondents, meanwhile, all worked long hours because they thought that's what successful professionals should do.

虽然听起来受访者有很多共同点,但以下是区分他们的因素:约30%的男性和50%的女性报告说抵制长时间工作。与此同时,其他受访者都长时间工作,因为他们认为这是成功的专业人士应该做的。

- E) Lupu and Ruiz-Castro looked at those who rejected the long hours and they found that those workers actually had strikingly similar strategies for maintaining their work-life balance. They had a tendency to reflect and question assumptions in the name of self-awareness and regularly took steps to adjust the things standing in their way to work-life balance.

Lupu和Ruiz-Castro研究了那些拒绝长时间工作的人,他们发现这些员工实际上在维持工作与生活平衡方面有着惊人相似的策略。他们倾向于以自我意识的名义反思和质疑假设,并定期采取措施调整阻碍他们实现工作与生活平衡的事情。

- F) Lupu and Ruiz-Castro identified five steps that the respondents in the study who had better work-life balance used in their jobs. First, they paused and reconsidered beliefs such as "I'm a professional, so I should work, work, work", and asked themselves questions like, "What's currently causing me stress?" Second, after identifying the cause, they zeroed in on their resultant emotions. Did they feel angry, sad, energised? Third, they reprioritised, asking "Is working long hours really worth cutting back on family time?", for example. Fourth, they considered their alternatives: is there anything at work that could be changed to accommodate these new priorities? And finally, they implemented changes, like asking their supervisor for greater flexibility, or deciding not to take on every project that comes their way.

Lupu和Ruiz-Castro确定了研究中工作与生活平衡更好的受访者在工作中使用的五个步骤。首先,他们暂停并重新考虑诸如“我是专业人士,所以我应该工作、工作、工作”之类的信念,并问自己诸如“目前是什么导致我压力”之类的问题。其次,在确定原因后,他们专注于由此产生的情绪。他们是感到愤怒、悲伤还是充满活力?第三,他们重新确定优先级,例如问“长时间工作真的值得减少家庭时间吗?”第四,他们考虑自己的选择:工作中是否有任何可以改变的地方来适应这些新的优先事项?最后,他们实施改变,比如要求主管提供更大的灵活性,或决定不承担每一个项目。

- G) This five-step process is something anyone can adopt. Going through the steps, and constantly checking in with yourself, can help you shift and adapt your professional life to something that will

better harmonise with your personal one. "Awareness of your emotional state is essential in order to determine the changes you want to make in your work and in your life," says Lupu.

这个五步骤过程是任何人都可以采用的。经历这些步骤,并不断与自己核对,可以帮助你转变和调整你的职业生活,使其更好地与你的个人生活协调。"意识到你的情绪状态对于确定你想在工作和生活中做出的改变至关重要",Lupu说。

- H) New York University's Lechner agrees that finding that balance is an ongoing pursuit. It's not simply about dividing up the hours in your day between work, the gym, kids and chores. If the underlying emotional sources of stress are still there, then the time you actually spend at home may not be enjoyable. "We come home and even though physically we are there, mentally we still may be processing things that happened at work. We're not present," she says. What we call "work-life balance" is actually just a substitute to having a sense of fulfillment and contentment.

纽约大学的Lechner同意找到平衡是一个持续的追求。这不仅仅是在工作、健身房、孩子和家务之间分配你一天中的时间。如果压力的潜在情绪根源仍然存在,那么你实际在家度过的时间可能并不愉快。"我们回到家,尽管身体上我们在那里,但精神上我们可能仍在处理工作中发生的事情。我们并不在场",她说。我们所说的"工作与生活的平衡"实际上只是拥有成就感和满足感的替代品。

- I) Of course, finding that balance probably shouldn't be something you have to do by yourself. Research by Erin Kelly, professor of work and organisation studies at MIT, shows companies and managers can play a key role in creating a better environment for workers. For her book *Overload: How Good Jobs Went Bad and What to Do about It*, she and co-author Phyllis Moen split more than 1,000 employees at a Fortune 500 company into two groups, one that worked under a management redesign and one that continued working within the existing management structure.

当然,找到那种平衡可能不应该是你必须独自完成的事情。MIT工作与组织研究教授Erin Kelly的研究表明,公司和管理者可以在为员工创造更好的环境方面发挥关键作用。在她的著作《超载:好工作如何变坏以及该怎么办》中,她和合著者Phyllis Moen将《财富》500强公司的1000多名员工分为两组,一组在管理重新设计下工作,另一组继续在现有管理结构内工作。

- J) Under the management redesign, many steps were taken to ensure better work-life balance and prevent burnout(精疲力竭). Managers were regularly reminded to explicitly support their employees. Workers were allowed to make changes, like cancelling 9 am meetings. All of this was done in the name of increasing job satisfaction and giving workers greater flexibility, and to assure workers that it was something management was committed to. Unsurprisingly, Kelly and Moen found that employees in the redesign group reported less stress and less burnout. They were less likely to quit their jobs; indeed, over the next four years, they were 40% less likely to quit than those who kept working under the old policies.

在管理重新设计下,采取了许多措施来确保更好的工作与生活平衡并防止精疲力竭。管理者被定期提醒要明确支持他们的员工。员工被允许做出改变,比如取消上午9点的会议。所有这一切都是为了提高工作满意度和给予员工更大的灵活性,并向员工保证这是管理层致力于的事情。不出所料,Kelly和Moen发现重新设计组的员工报告压力更小,精疲力竭更少。他们不太可能辞职;实际上,在接下来的四年里,他们辞职的可能性比那些继续在旧政策下工作的人低40%。

- K) "Work-life balance is understood to be an individual's response, so people think 'it's up to me to manage the craziness of my work life'", says Kelly. But organisations need to examine the demands they're placing on employees. "The root problem is not how the two pieces of work and life come

together. It's that we have unrealistic expectations of what we're asked to do on the work side." If your workplace isn't an environment where work-life balance is possible in the first place, any effort you attempt to make toward it on a personal level will be in vain.

"工作与生活的平衡被理解为个人的反应,所以人们认为'管理我工作生活的疯狂取决于我'",Kelly说。但组织需要审查他们对员工提出的要求。"根本问题不是工作和生活这两部分如何结合在一起。而是我们对工作方面要求我们做的事情抱有不切实际的期望。"如果你的工作场所首先就不是一个可以实现工作与生活环境的环境,那么你在个人层面上为此做出的任何努力都将是徒劳的。

- L) That's a conversation that appears to be gathering pace. The new prevalence of remote and flexible working models will likely all play important roles in how we balance our professional and personal lives. And if it seems like finding that perfect balance remains difficult to achieve, the experts say that keeping some perspective can help. For millions of people, work is about being able to put food on the table. Talking about work-life balance "is a very privileged conversation", says Lechner. "If we're reflecting, maybe we should also reflect on that."

这是一场似乎正在加速进行的对话。远程和灵活工作模式的新普及可能都将在我们如何平衡职业和个人生活方面发挥重要作用。如果找到那种完美的平衡似乎仍然难以实现,专家们说保持一些视角可以有所帮助。对于数百万人来说,工作是为了能够把食物摆上餐桌。谈论工作与生活的平衡"是一个非常特权的对话",Lechner说。"如果我们在反思,也许我们也应该反思这一点。"

陈述句与逐句解析

36. According to a management expert, work-life balance is not as simple as giving equal amounts of time to work and personal life.

据一位管理专家所说,工作与生活的平衡并不像给工作和个人生活分配同等时间那样简单。

【答案】 B 段 (强锚点)

【锚点】 管理学专家观点+工作生活时间不能简单等分

【定位】 But the problem is that we often tell ourselves: "I'm going to put in eight hours' worth of work, and then I'm going to put in eight hours' worth of 'me time', which will include my family, my hobbies, my workout, my everything," says Anat Lechner, clinical associate professor of management at New York University. "I don't think it's such a simple formula."

但问题在于,我们常常对自己说:"我要投入八小时来工作,然后再投入八小时给"自己的时间",包括家人、爱好、锻炼、一切。"纽约大学管理学临床副教授 Anat Lechner 说。"我不认为它是一个这么简单的公式。"

【改写】 According to a management expert ↔

Anat Lechner, clinical associate professor of management at New York University

身份概括上位

not as simple as giving equal amounts of time to work and personal life ↔

eight hours' worth of work, and then I'm going to put in eight hours' worth of 'me time'

具体公式被概括为等量时间分配

not as simple as ↔ I don't think it's such a simple formula

否定结论同义改写

37. Research found that those who are given greater flexibility at work are less stressed and more likely to stay in their jobs.

研究发现,那些在工作中被给予更大灵活性的人压力更小,更有可能留在他们的工作岗位上。

【答案】 J 段 (强锚点)

【锚点】 更大灵活性+压力更小+更愿留任

【定位】 Unsurprisingly, Kelly and Moen found that employees in the redesign group reported less stress and less burnout. They were less likely to quit their jobs; indeed, over the next four years, they were 40% less likely to quit than those who kept working under the old policies.
不出意外, Kelly 和 Moen 发现, 重新设计组的员工报告称压力更小、倦怠更少。他们更不容易离职; 事实上, 在接下来的四年里, 他们离职的可能性比那些仍在旧政策下工作的员工低 40%。

【改写】 given greater flexibility at work ↔ giving workers greater flexibility

几乎逐字同义

are less stressed ↔ less stress and less burnout

形容词与名词同根改写

more likely to stay in their jobs ↔

40% less likely to quit than those who kept working under the old policies

正话反说

【辨邻】 I I 段只说 split more than 1,000 employees at a Fortune 500 company into two groups 这种实验设置, 未提到"压力更小""更愿留任", 因此尽管同样涉及灵活性话题, 也只能算邻段, 不是源头段。

she and co-author Phyllis Moen split more than 1,000 employees at a Fortune 500 company into two groups, one that worked under a management redesign and one that continued working within the existing management structure

38. Workers who rejected working long hours tended to make regular adjustments in order to achieve work-life balance.

拒绝长时间工作的员工往往会进行定期调整以实现工作与生活的平衡。

【答案】 E 段 (强锚点)

【锚点】 拒绝加班者+常态化调整

【定位】 Lupu and Ruiz-Castro looked at those who rejected the long hours and they found that those workers actually had strikingly similar strategies for maintaining their work-life balance. They had a tendency to reflect and question assumptions in the name of self-awareness and regularly took steps to adjust the things standing in their way to work-life balance.

Lupu 和 Ruiz-Castro 研究了那些拒绝长时间工作的人,发现这些人维持工作-生活平衡的策略惊人地相似。他们倾向于在自我觉察的名义下反思并质疑既有假设,并经常采取行动去调整阻碍他们实现工作-生活平衡的因素。

【改写】 Workers who rejected working long hours ↔ **those who rejected the long hours**

近乎逐字同义

make regular adjustments in order to achieve work-life balance ↔

regularly took steps to adjust the things standing in their way to work-life balance

副词转形容词的等值改写

【辨邻】 **F** F 段 five steps 与逐条罗列 paused and reconsidered beliefs 是"方法的具体细化"; 陈述句没有提到"五步"也没有提到具体步骤,只说"定期调整",因此匹配的是 E 段的概括,不是 F 段的清单。

Lupu and Ruiz-Castro identified five steps that the respondents in the study who had better work-life balance used in their jobs

D D 段 about 30% of the men and 50% of the women reported resisting working long hours 只在分类陈述群体,未提及他们"定期调整"等策略,不能承载陈述句的核心信息。

about 30% of the men and 50% of the women reported resisting working long hours

39. Talking about work-life balance is said to be a privilege reserved for the better-off, not for those who barely make a living.

据说谈论工作与生活的平衡是富裕阶层的特权,而不是那些勉强维持生计的人的特权。

【答案】 L 段 (强锚点)

【锚点】 特权对话+富裕者vs糊口者

【定位】 For millions of people, work is about being able to put food on the table. Talking about work-life balance "is a very privileged conversation", says Lechner. "If we're reflecting, maybe we should also reflect on that."

对于数百万人来说，工作就是为了能把饭端上桌。谈论工作-生活平衡，"是一场非常特权化的对话"，Lechner 说。"如果我们在反思，或许我们也该反思一下这一点。"

【改写】 a privilege reserved for the better-off ↔

Talking about work-life balance "is a very privileged conversation"

同根词的名词与形容词改写

not for those who barely make a living ↔

For millions of people, work is about being able to put food on the table

习语意义改写

40. Knowing one's emotional state is of utmost importance in deciding what changes to make for a better work-life balance.

了解自己的情绪状态对于决定做出什么改变以实现更好的工作与生活平衡至关重要。

【答案】 G 段（强锚点）

【锚点】 了解情绪状态+最关键+决定改变

【定位】 "Awareness of your emotional state is essential in order to determine the changes you want to make in your work and in your life," says Lupu.

"对自身情绪状态的觉察，对于决定你想在工作与生活中做出什么改变是至关重要的，"Lupu 说。

【改写】 Knowing one's emotional state ↔ **Awareness of your emotional state**

动名词与名词同义改写

is of utmost importance ↔ **is essential**

近义形容词与名词短语等值

in deciding what changes to make for a better work-life balance ↔

in order to determine the changes you want to make in your work and in your life

目的状语等值改写

【辨邻】 F 段 they zeroed in on their resultant emotions 只是五步中的第二步，没有说情绪觉察"至关重要"，没有承载"of utmost importance"这层定性。

Second, after identifying the cause, they zeroed in on their resultant emotions

H 段 underlying emotional sources of stress are still there 描述情绪未处理的后果，没有提到"了解情绪状态对决定改变最重要"这一定性论断。

If the underlying emotional sources of stress are still there, then the time you actually spend at home may not be enjoyable

41. More female professionals reported being reluctant to work overtime than their male counterparts.

与男性同行相比,更多女性专业人士表示不愿意加班。

【答案】 **D** 段 (强锚点)

【锚点】 女性比男性更多人不愿加班

【定位】 Although it sounds like the respondents had a lot in common, here's what separated them: about 30% of the men and 50% of the women reported resisting working long hours.

尽管受访者听起来有很多共同点,但区别他们的关键是:大约 30% 的男性和 50% 的女性表示自己抗拒长时间工作。

【改写】 More female professionals reported being reluctant to work overtime than their male counterparts

↔ **about 30% of the men and 50% of the women reported resisting working long hours**

数字大小关系转比较级

being reluctant to work overtime ↔ **resisting working long hours**

近义词同义替换

【辨邻】 **E** E 段 those who rejected the long hours 只是接着 D 段往下讲他们的策略,但没有出现 30% 或 50% 这种数字,也没有出现男女对比的字眼,不能承载本题男女比例对比的信息。

Lupu and Ruiz-Castro looked at those who rejected the long hours and they found that those workers actually had strikingly similar strategies

42. Without organisational support, any personal effort to maintain work-life balance will be unsuccessful.

没有组织支持,任何维持工作与生活平衡的个人努力都将不会成功。

【答案】 **K** 段 (强锚点)

【锚点】 缺乏组织支持+个人努力徒劳

【定位】 If your workplace isn't an environment where work-life balance is possible in the first place, any effort you attempt to make toward it on a personal level will be in vain.

如果你的工作场所本身就不是一个能让工作-生活平衡得以实现的环境,那么你在个人层面上做出的任何努力都将徒劳无功。

【改写】 Without organisational support ↔

If your workplace isn't an environment where work-life balance is possible in the first place
if not 等价 without

any personal effort to maintain work-life balance will be unsuccessful ↔

any effort you attempt to make toward it on a personal level will be in vain

in vain 与 unsuccessful 同义

【辨邻】 I I 段 companies and managers can play a key role in creating a better environment for workers 只说组织可以起作用，没有给出“如果组织不支持，个人努力将徒劳”的反向结论。

companies and managers can play a key role in creating a better environment for workers

J J 段 employees in the redesign group reported less stress and less burnout 是数据结论，没有出现“any effort...will be in vain”这种条件式徒劳判断。

Unsurprisingly, Kelly and Moen found that employees in the redesign group reported less stress and less burnout

43. The question of how to achieve work-life balance has long been the main subject of discussion among workers.

如何实现工作与生活的平衡这一问题长期以来一直是员工讨论的主要话题。

【答案】 A 段（强锚点）

【锚点】 长期讨论+主要话题

【定位】 Few topics have been so endlessly analysed as work-life balance. The quest to attain this mysterious state has dominated discussion around careers for years—especially for working parents.

很少有话题像工作-生活平衡这样被无休止地反复分析。多年来，追求这种神秘状态的努力一直主导着围绕职业的讨论——尤其是在职父母中间。

【改写】 The question of how to achieve work-life balance ↔ The quest to attain this mysterious state
同义短语替换

has long been the main subject of discussion among workers ↔

has dominated discussion around careers for years

动词与名词短语的等值改写

【辨邻】 C C 段 Some researchers are now encouraging us to stop thinking about work-life balance as an achievement 是新研究角度，没有出现“长期/主要话题”这种总起判断。

Some researchers are now encouraging us to stop thinking about work-life balance as an achievement that you either hit or don't

44. You may not actually experience emotional wellbeing at home if you remain occupied with what happened at work.

如果你仍然被工作中发生的事情占据心思，你在家中可能不会真正体验到情感上的幸福。

【答案】 H 段（强锚点）

【锚点】 在家但心还在工作+无法享受

【定位】 If the underlying emotional sources of stress are still there, then the time you actually spend at home may not be enjoyable. "We come home and even though physically we are there, mentally we still may be processing things that happened at work. We're not present," she says.

如果潜在的情绪压力源仍然存在，那么你真正待在家里的时间也可能并不愉快。"我们回到家，即便身体在那里，心里可能仍然在处理工作发生的事情。我们其实并不在场，"她说。

【改写】 may not actually experience emotional wellbeing at home ↔

the time you actually spend at home may not be enjoyable

近义概念替换

if you remain occupied with what happened at work ↔

mentally we still may be processing things that happened at work

比喻句的直陈改写

【辨邻】 **B** B段 I'm going to put in eight hours' worth of work, and then I'm going to put in eight hours' worth of 'me time' 只是讨论时间公式，没有出现"身体在心理不在"这种意象。

I'm going to put in eight hours' worth of work, and then I'm going to put in eight hours' worth of 'me time', which will include my family, my hobbies, my workout, my everything

45. Some researchers suggest that work-life balance is not a goal to achieve, but a process for life to be adjusted promptly.

一些研究人员认为，工作与生活的平衡不是一个要实现的目标，而是一个需要及时调整生活的过程。

【答案】 **C** 段（强锚点）

【锚点】 不是要达成的目标+是要随时调整的过程

【定位】 Some researchers are now encouraging us to stop thinking about work-life balance as an achievement that you either hit or don't. Instead, they suggest it may be more of a lifelong process—a continuous, never-ending exercise that requires self-awareness and timely adjustments. Researchers Ioana Lupu and Mayra Ruiz-Castro argue that work-life balance is "a cycle, not an achievement".

一些研究者现在鼓励我们不再把工作-生活平衡视为一种要么达成、要么没达成的成就。相反，他们认为它更可能是一个终身的过程——一个需要自我觉察与适时调整、持续不断的实践。研究者 Ioana Lupu 和 Mayra Ruiz-Castro 主张：工作-生活平衡"是一个循环，不是一种成就"。

【改写】 not a goal to achieve ↔ not an achievement

近义词替换

but a process for life to be adjusted promptly ↔

a lifelong process—a continuous, never-ending exercise that requires self-awareness and timely adjustments

近义词替换+定语改写

【辨邻】 B B段 I don't think it's such a simple formula 只是否定简单公式，没有正面提出"它是一种循环或过程"这种重新定义。

I don't think it's such a simple formula

H H段 What we call "work-life balance" is actually just a substitute to having a sense of fulfillment and contentment 是"替代品"视角，没有出现"过程或循环"这种重新定义。

What we call "work-life balance" is actually just a substitute to having a sense of fulfillment and contentment

PARAGRAPH MAP • 段落主旨图

12 个段落各讲了什么

逐段一句主旨 + 该段最具区分度的「信息指纹」，是逐句回扫定位的工作台。

A 开篇提出工作-生活平衡话题长期被反复讨论，尤其在职父母群体里，并把它定性为大家普遍想去达成的一个目标、一种成就。

信息指纹 话题被反复讨论的总起

B 纽约大学管理学专家 Anat Lechner 指出，把一天切成八小时工作、八小时"自我时间"这种公式化的平衡观，并不那么简单。

信息指纹 八小时对八小时公式被否定

C 介绍 Lupu 与 Ruiz-Castro 的新研究，主张工作-生活平衡不是一次性达成的成就，而是一个需要自我觉察、随时调整的终身过程、一个循环。

信息指纹 平衡是循环不是成就

D 研究受访者中，约 30% 男性和 50% 女性表示抗拒长时间工作，其余受访者则因相信“成功专业人士就该这样”而坚持长时间工作。

信息指纹 男女抗拒加班比例数字

E 研究者发现，那些拒绝长时间工作的人有惊人相似的策略：习惯于反思、质疑既有假设，并不断采取行动调整影响平衡的因素。

信息指纹 拒加班者共同策略——反思加常调整

F Lupu 与 Ruiz-Castro 总结出五个步骤：暂停反思、聚焦情绪、重排优先级、考虑替代方案、最终落实改变。

信息指纹 实现平衡的五步法

G 强调任何人都能采用这五步法，并引 Lupu 的话指出：要决定在工作与生活里做什么改变，对自身情绪状态的觉察至关重要。

信息指纹 情绪觉察决定改变方向

H Lechner 进一步指出：所谓平衡不是简单地分配时间，如果情绪压力源还在，人虽到家心却仍在处理工作，身在心不在，谈不上享受。

信息指纹 人到家心还在工作

I 引入 MIT 的 Erin Kelly 团队的研究：把一家《财富》500 强公司一千多名员工分成两组，一组在管理重新设计下工作，一组保持旧管理结构，对比两种环境下的体验。

信息指纹 千名员工对照实验设计

J 对照实验中的管理重新设计组采取了多种举措（如可取消早 9 点会议、提醒管理者明确支持员工），结果该组员工压力更小、倦怠更少，未来四年内离职可能性低 40%。

信息指纹 重新设计组离职率低 40%

K Kelly 指出问题根源不在于工作与生活如何拼合，而在于工作端的要求本身不切实际；如果工作环境本身就不允许平衡，个人层面的努力都将徒劳。

信息指纹 工作环境不允许则个人努力徒劳

L

结尾指出远程与弹性工作模式将影响未来的平衡讨论，并引 Lechner 强调：对数百万只为糊口的人而言，谈工作-生活平衡其实是一场“非常特权化”的对话。

信息指纹 谈论平衡是特权对话

SENTENCE INSIGHTS • 句子精讲

22 句真题句逐层精讲

下列真题句各有独立的句子解析页——中文翻译、结构树逐层拆解、成分与时态、考点讲解与真题高频词。点击句子进入完整解析。

But the problem is that we often tell ourselves: "I'm going to put in eight hours' worth of work, and then I'm going to put in eight hours' worth of 'me time', which will include my family, my hobbies, my workout, my everything," says Anat Lechner, clinical associate professor of management at New York University.

B段，第1句

句子涵盖主系表结构、表语从句、双宾语结构（tell ourselves + 直接引语）、状语（often）、同位语、倒装引述结构等多种成分，且直接引语内部还包含并列和定语从句；这些成分组合丰富，特别是双宾语结合直接引语、倒装引述等结构值得反复练习，训练价值较高。

And, according to new findings, it may not be.

C段，第1句

结构典型性中等偏上。情态动词加系动词的推测性陈述在学术写作和议论文中较为常见，插入语补充依据的用法也是常见句式。本句体现了“承接前文、给出新判断、注明信息来源”的论述模式，具有一定的可迁移性。但由于是简单句且表语省略，整体结构的复杂度和代表性不及典型的复合句或长难句。

Some researchers are now encouraging us to stop thinking about work-life balance as an achievement that you either hit or don't.

C段，第2句

"encourage sb to do" 结构和 "that" 引导的限制性定语从句都是四六级和考研高频句式，宾语补足语中嵌套动名词和介词短语的用法也较为典型。掌握后可迁移到大量类似结构的句子中，实用性强。

Instead, they suggest it may be more of a lifelong process—a continuous, never-ending exercise that requires self-awareness and timely adjustments.

C段，第3句

本句覆盖了主谓宾、主系表、定语从句、宾语从句、同位语等多种成分，且宾语从句省略引导词、定语从句中that既作连接又作主语，适合练习成分识别和从句结构分析，训练价值较高。

In their 2020 study, the researchers interviewed nearly 80 employees at two London-based firms—an equal number of men and women between the ages of 30 and 50, all with at least one dependent child—who worked in middle or senior management roles.

C段，第5句

"主句 + 限制性定语从句修饰宾语" 是考试阅读中高频出现的句式，同位语补充说明也是常见手法。本句结构在学术类文本和考试真题中具有很强的代表性，掌握后可迁移到大量类似长难句的分析。

Although it sounds like the respondents had a lot in common, here's what separated them: about 30% of the men and 50% of the women reported resisting working long hours.

D段，第1句

成分划分训练价值高。句中涵盖了倒装结构的主系表、宾语从句、表语从句、并列主语、动名词作宾语等多种成分形式，且存在容易混淆的点(如 what 既是连接词又充当主语，动名词短语的层级嵌套)。适合作为综合练习句。

The other respondents, meanwhile, all worked long hours because they thought that's what successful professionals should do.

D段，第2句

本句成分丰富且包含多个易错点。主句涉及主谓宾及状语，状语本身又是完整从句；从句内部包含主谓宾及表语从句；表语从句内又有主谓宾，且引导词 what 在从句内充当宾语(易与引导词身份混淆)。此外，宾语从句的主语 that 是指示代词而非引导词，也是常见混淆点。多层嵌套中每层都有完整句子成分，非常适合训练学生在复杂句中逐层拆解、定位成分的能力。

First, they paused and reconsidered beliefs such as "I'm a professional, so I should work, work, work", and asked themselves questions like, "What's currently causing me stress?"

F段，第2句

并列谓语结构、双宾语结构、以及状语从句嵌套在主句宾语中的用法，都是四六级和考研阅读中常见的句式。特别是并列动词和从句嵌套在引用或举例中的结构，在真题中出现频率较高，掌握后可以迁移到大量类似句子的理解中。

Second, after identifying the cause, they zeroed in on their resultant emotions.

F段，第3句

该句呈现了“副词 + 时间状语从句 + 主句”的典型结构，这种句式在四六级和考研阅读中较为常见。时间状语从句使用介词加动名词短语的形式，也是常考句式之一。主句使用短语动词，贴近真题风格。掌握这种结构后，学生可以迁移到类似的“after/before/while + 动名词”以及其他时间状语句式上。

And finally, they implemented changes, like asking their supervisor for greater flexibility, or deciding not to take on every project that comes their way.

F段，第7句

“主句 + 后置定语（介词短语 + 动名词并列） + 定语从句”是四六级和考研阅读中的高频句式，且定语从句用 that 引导、修饰宾语中的名词，符合真题常考结构；并列动名词和不定式否定式也是典型考点，学习后可大量复用。

If the underlying emotional sources of stress are still there, then the time you actually spend at home may not be enjoyable.

H段，第3句

“If ... then ...”条件复合句 + 定语从句修饰主语是四六级和考研阅读中的常见句式。条件状语从句、情态动词、限制性定语从句都是高频考点，学会分析这类结构后可迁移到大量类似句子，典型性较高。

"We come home and even though physically we are there, mentally we still may be processing things that happened at work. We're not present," she says.

H段，第4句

全句覆盖主谓宾、主系表、状语从句、定语从句、并列结构等多种成分，且包含方式状语 physically 和 mentally 的对比、情态动词 may 的判断、定语从句中关系代词 that 充当主语的识别等典型考点。直接引语作宾语、让步状语从句的识别、定语从句的限定作用都是常考易错点，成分丰富且层次清晰，适合作为成分划分的综合训练句。

What we call "work-life balance" is actually just a substitute to having a sense of fulfillment and contentment.

H段，第5句

主语从句充当主句主语的结构在四六级和考研阅读中高频出现，"What we..." 句式非常典型，且主系表结构配合抽象名词表语也是学术写作常见模式，迁移价值高。

Research by Erin Kelly, professor of work and organisation studies at MIT, shows companies and managers can play a key role in creating a better environment for workers.

I段，第2句

本句结构高度典型：主句 + 省略 that 的宾语从句是四六级和考研阅读中的高频句式，主语带同位语修饰、从句内含介词短语作定语也是常见搭配，学生掌握后可大量复用到类似句型的理解中。

Workers were allowed to make changes, like cancelling 9 am meetings.

J段，第3句

被动语态 + 不定式补足语 + 同位语举例是英语考试中非常典型的句式组合，尤其在说明文和议论文中频繁出现，掌握后可大量复用。

They were less likely to quit their jobs; indeed, over the next four years, they were 40% less likely to quit than those who kept working under the old policies.

J段，第6句

本句结构在四六级和考研真题中高度典型：分号连接的并列句、比较级结构(less likely...than)、限制性定语从句修饰比较对象，这些都是高频考点句式。掌握本句的分析方法后，可以直接迁移到大量类似的比较句、并列句和定语从句组合的真题句子中，实用性很强。

"The root problem is not how the two pieces of work and life come together. It's that we have unrealistic expectations of what we're asked to do on the work side."

K段，第3句

It is...that 强调句型、名词性从句的多层嵌套、被动语态的使用,都是四六级和考研阅读中的高频句式;全句展示了如何用并列主句配合从句嵌套来对比论证,结构典型且实用性强

If your workplace isn't an environment where work-life balance is possible in the first place, any effort you attempt to make toward it on a personal level will be in vain.

K段，第4句

全句成分丰富且含多个值得练习的点：主句主语被定语从句分隔、省略关系代词的定语从句、条件状语从句内嵌套定语从句、多个介词短语作状语。覆盖了主谓宾、主系表、定语从句修饰、状语从句、省略现象等多种成分类型，是优质的成分划分练习句。

And if it seems like finding that perfect balance remains difficult to achieve, the experts say that keeping some perspective can help.

L段，第3句

本句成分丰富：主句包含主语、谓语、宾语从句，条件状语从句包含形式主语 it、系动词、表语（介词短语），嵌套宾语从句包含动名词主语、系动词、表语，主句宾语从句包含动名词主语、情态动词谓语。涵盖了形式主语、系表结构、动名词作主语、情态动词、多层从句嵌套等多个训练点，适合作为成分划分的综合练习句。

"If we're reflecting, maybe we should also reflect on that."

L段，第6句

条件状语从句前置加主句是四六级和考研常见句式,情态动词 "should" 表达建议也是高频用法。本句结构简洁典型,学习者掌握后可以应用到类似的条件假设或建议表达场景中,具有较好的迁移性。

Knowing one's emotional state is of utmost importance in deciding what changes to make for a better work-life balance.

第40题题干

本句时态不难，但结构上包含多个高频基础难点，尤其适合练主干识别和非谓语排除。对结构入门训练很有代表性，值得优先学习。

Some researchers suggest that work-life balance is not a goal to achieve, but a process for life to be adjusted promptly.

第45题题干

“主句表示观点或报道 + 后接内容性从句”是考试阅读里非常常见的句式，像 “suggest that ...” 这类结构迁移性很强。从句内部再配合系表判断，也属于高频表达模式。

HIGH-FREQUENCY • 真题高频词

本篇出现的 107 个英语四级真题高频词

下列单词既在本篇真题中出现，又是 **英语四级** 历年真题的高频词（在该考试真题中出现的句子数均不少于 8）。每个词标注本篇 出现次数与该考试真题句频，点击可查看该词的释义、音标、词形与真题例句。

balance B1

n. 平衡

本篇23次 · 真题 55 句

management B1

n. 管理

本篇7次 · 真题 41 句

employee A2

n. 雇员，员工

本篇5次 · 真题 194 句

professional B1

adj. 专业的

本篇5次 · 真题 67 句

researcher B2

n. 研究人员

本篇4次 · 真题 239 句

likely A2

adj. 很可能的

本篇4次 · 真题 224 句

actually A2

adv. 实际上，事实上（用于纠正或补充信息）

本篇4次 · 真题 148 句

process B1

n. 过程

本篇4次 · 真题 108 句

emotional B1

adj. 情绪的

本篇4次 · 真题 50 句

stress B1

n. 压力

本篇3次 · 真题 102 句

reflect B1

v. 反映, 显示

本篇3次·真题 39 句

achievement B1

n. 成就

本篇3次·真题 33 句

respondent C1

n. 被告

本篇3次·真题 16 句

flexibility B2

n. 灵活性

本篇3次·真题 13 句

redesign B2

v. 重新设计

本篇3次·真题 8 句

support A2

v. 支持

本篇2次·真题 118 句

professor B1

n. 教授 (大学教师的最高职称)

本篇2次·真题 105 句

expert B1

n. 专家

本篇2次·真题 89 句

according B1

prep. 根据

本篇2次·真题 88 句

identify B1

v. 识别

本篇2次·真题 54 句

maintain B1

v. 维持

本篇2次·真题 44 句

regularly A2

adv. 经常地

本篇2次·真题 27 句

quit B1

v. 离开 (工作、学校等)

本篇2次·真题 26 句

equal A2

adj. 相等的

本篇2次·真题 23 句

organisation B1

n. 组织机构

本篇2次·真题 20 句

adjust B2

v. 调整

本篇2次·真题 18 句

reject B2

v. 拒绝接受

本篇2次·真题10句

adjustment B2

n. 调整

本篇2次·真题8句

less A1

det. 较少的

本篇1次·真题224句

tend B1

v. 倾向于, 往往会

本篇1次·真题137句

career B1

n. 职业

本篇1次·真题119句

million A2

num. 一百万

本篇1次·真题119句

finding B2

n. 调查结果

本篇1次·真题99句

project A2

n. 项目

本篇1次·真题90句

simply B1

adv. 仅仅, 只不过

本篇1次·真题90句

amount A2

n. 数量

本篇1次·真题87句

least A2

det. 最少的

本篇1次·真题84句

individual B2

adj. 单独的

本篇1次·真题79句

policy B1

n. 政策

本篇1次·真题61句

argue B1

v. 争论

本篇1次·真题58句

ensure B2

v. 确保

本篇1次·真题54句

male A2

adj. 男性的

本篇1次·真题54句

wrong A2

adj. 错误的

本篇1次 · 真题 54 句

strategy B2

n. 策略

本篇1次 · 真题 53 句

determine B2

v. 决定

本篇1次 · 真题 51 句

demand B1

v. 坚决要求

本篇1次 · 真题 50 句

source B1

n. 来源

本篇1次 · 真题 50 句

shift B1

v. 移动

本篇1次 · 真题 49 句

workplace B1

n. 工作场所

本篇1次 · 真题 48 句

response B1

n. 回答

本篇1次 · 真题 47 句

associate B2

v. 联系

本篇1次 · 真题 45 句

firm B1

adj. 坚固的

本篇1次 · 真题 43 句

adapt B2

v. 适应, 适合 (新环境、新情况)

本篇1次 · 真题 42 句

adopt B1

v. 采纳

本篇1次 · 真题 41 句

belief B1

n. 相信

本篇1次 · 真题 41 句

importance B1

n. 重要性

本篇1次 · 真题 40 句

working A2

adj. 有工作的

本篇1次 · 真题 39 句

concept B2

n. 概念

本篇1次 · 真题 38 句

regular B1

adj. 经常的

本篇1次·真题 38 句

female A2

adj. 女性的

本篇1次·真题 37 句

finally A2

adv. 终于, 最终

本篇1次·真题 36 句

expectation B2

n. 期待;预期

本篇1次·真题 34 句

essential B1

adj. 必不可少的

本篇1次·真题 30 句

remote B1

adj. 遥远的

本篇1次·真题 30 句

being B1

n. 存在

本篇1次·真题 29 句

formula B2

n. 公式

本篇1次·真题 27 句

satisfaction B2

n. 满意

本篇1次·真题 27 句

indeed B1

adv. 确实, 的确 (强调肯定)

本篇1次·真题 25 句

senior B1

adj. 级别高的

本篇1次·真题 25 句

attempt B1

v. 试图

本篇1次·真题 24 句

awareness B2

n. 意识

本篇1次·真题 23 句

currently B1

adv. 目前, 当前

本篇1次·真题 23 句

cycle B1

n. 循环

本篇1次·真题 23 句

priority B2

n. 优先事项

本篇1次·真题 23 句

flexible B2

adj. 灵活的

本篇1次·真题 22 句

gather B1

v. 聚集, 集合

本篇1次·真题 22 句

reserve B1

v. 预订

本篇1次·真题 20 句

structure B1

n. 结构

本篇1次·真题 20 句

alternative B2

n. 可供选择的事物

本篇1次·真题 19 句

constantly B1

adv. 不断地, 持续地

本篇1次·真题 19 句

meanwhile B1

adv. 与此同时

本篇1次·真题 19 句

remind A2

v. 提醒

本篇1次·真题 18 句

commit B2

v. 承诺、保证做某事

本篇1次·真题 17 句

counterpart C1

n. 对应的人或物

本篇1次·真题 17 句

tendency B2

n. 倾向

本篇1次·真题 16 句

pace B1

n. 速度

本篇1次·真题 15 句

perspective B2

n. 观点

本篇1次·真题 15 句

implement B2

v. 实施

本篇1次·真题 14 句

pursuit B2

n. 追求

本篇1次·真题 14 句

reluctant B2

adj. 不情愿的

本篇1次·真题 14 句

assumption B2

n. 假定;假设(未经证实就认为是真的事)

本篇1次·真题13句

barely B1

adv. 几乎不

本篇1次·真题13句

chore B1

n. 家务活;日常杂务

本篇1次·真题13句

enjoyable B1

adj. 令人愉快的

本篇1次·真题13句

root A2

n. 根

本篇1次·真题13句

wellbeing B2

n. 幸福;安康

本篇1次·真题13句

ongoing B2

adj. 持续进行的

本篇1次·真题12句

dependent B2

adj. 依靠的

本篇1次·真题11句

fortune B2

n. 财富

本篇1次·真题11句

clinical B2

adj. 临床的

本篇1次·真题10句

existing B1

adj. 现有的

本篇1次·真题10句

timely B2

adj. 及时的

本篇1次·真题10句

physically B1

adv. 身体上

本篇1次·真题9句

split B1

v. 分开

本篇1次·真题9句

stressed B1

adj. 焦虑不安的

本篇1次·真题9句

continuous B2

adj. 连续不断的

本篇1次·真题8句

substitute

B2

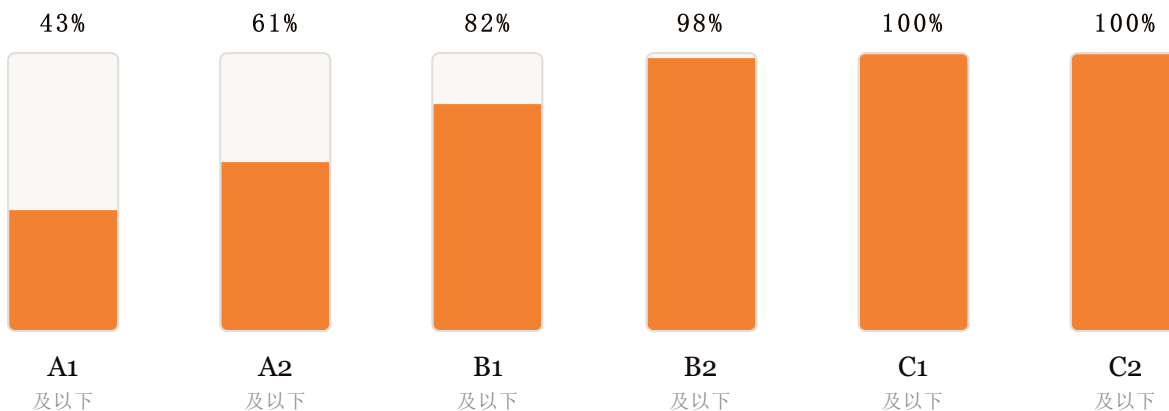
n. 替代品

本篇1次 · 真题 8 句

VOCABULARY · 词汇难度分布

全文 361 词按 CEFR 难度累积覆盖

全文去重后共 **361** 个单词，按欧框 CEFR 等级统计。每根柱表示「该等级及以下」的累积占比（CDF），最右一柱为 100%。B2 以上（C1/C2）为高阶词，本篇共 6 个 · 约 2%。



每柱为「按 CEFR 等级及以下」的累积覆盖率（CDF）· 数据为全文去重词 361 个 · 末柱为 100%

去重总词数

361

B2 以上难词

2%

B1 及以下覆盖

82%

英语四级 2024年12月·第1套 · 全卷构成

Part I	写作	题目解析 →
Part II	听力	题目解析 →
Part III Section A	完形填空（选词填空）	题目解析 →
Part III Section B	长篇阅读（信息匹配）	本题
Part III Section C (1)	阅读理解（四选一）	题目解析 →
Part III Section C (2)	阅读理解（四选一）	题目解析 →
Part IV	汉译英（段落翻译）	题目解析 →