

**TẬP HUẤN XÂY DỰNG CÂU HỎI THI TỐT NGHIỆP THPT TỪ 2025  
MÔN TIẾNG ANH**

**CÁC VÍ DỤ MINH HỌA VÀ  
MA TRẬN NỘI DUNG, NĂNG LỰC VÀ CẤP ĐỘ TƯ DUY CỦA CÁC VÍ DỤ MINH HỌA**

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**CÁC VÍ DỤ MINH HỌA**

**Ví dụ 1. Read the following extract from Adam's CV and mark the letter A, B, C or D on your answer sheet to indicate the correct option that best fits each of the following numbered blanks from 1 to 5.**

I am extremely ambitious, a dedicated professional accountant (1) \_\_\_\_\_ the next enriching challenge in my career. With (2) \_\_\_\_\_ solid foundation in financial analysis and auditing, I have gained invaluable experience working in both corporate settings and public (3) \_\_\_\_\_ firms. I hold a bachelor's degree in Accounting and Finance and am currently pursuing a master's degree in Financial Management to deepen my expertise in the field.

Throughout my career, I have collaborated effectively within diverse teams and established a reputation for my meticulous attention to detail and analytical mindset. I am known (4) \_\_\_\_\_ my strong organizational abilities and a keen (5) \_\_\_\_\_ for emerging trends in financial reporting and compliance. My dedication to delivering accurate financial insights and fostering strategic decision-making has consistently earned me praise as a diligent and proactive professional.

- |                             |                       |                      |                          |
|-----------------------------|-----------------------|----------------------|--------------------------|
| 1.1. <b>A.</b> taking after | <b>B.</b> seeking for | <b>C.</b> getting on | <b>D.</b> working as     |
| 1.1. <b>A.</b> a            | <b>B.</b> the         | <b>C.</b> an         | <b>D.</b> o (no article) |
| 1.3. <b>A.</b> accountant   | <b>B.</b> account     | <b>C.</b> accounting | <b>D.</b> accountancy    |
| 1.4. <b>A.</b> about        | <b>B.</b> at          | <b>C.</b> on         | <b>D.</b> for            |
| 1.5. <b>A.</b> eye          | <b>B.</b> nose        | <b>C.</b> hand       | <b>D.</b> heart          |

**Ví dụ 2. Read the following blog and mark the letter A, B, C or D on your answer sheet to indicate the correct option that best fits each of the following numbered blanks from 1 to 5.**

Keeping fit and healthy may seem difficult, but there are a few easy-to-follow guidelines. Firstly, a balanced diet which means (1) \_\_\_\_\_ that is low in salt and sugar is absolutely essential. Experts recommend reducing the amount of fat in our diet, (2) \_\_\_\_\_

Secondly, it is important to (3) \_\_\_\_\_. This can be done by simply walking as much as possible and climbing stairs instead of taking the lift. Exercise is necessary (4) \_\_\_\_\_, as well as increasing energy levels and making you feel generally fitter and happier.

Finally, (5) \_\_\_\_\_. Too much stress can lead to a variety of illnesses, from headaches to high blood pressure. Whenever possible, do things you enjoy and treat yourself occasionally. So, the message is simple - enjoy yourself but learn to respect your body too. It's all a question of getting a balance right.

(Adapted from FCE Use of English)

- |  |                        |                              |                         |
|--|------------------------|------------------------------|-------------------------|
| 2.1. <b>A.</b> selecting food                        | <b>B.</b> select drink | <b>C.</b> to select beverage | <b>D.</b> selected food |
| 2.2. <b>A.</b> as too much can solve heart problems. |                        |                              |                         |
| <b>B.</b> as too much can improve heart problems.    |                        |                              |                         |
| <b>C.</b> as too much can prevent heart problems.    |                        |                              |                         |
| <b>D.</b> as too much can cause heart problems.      |                        |                              |                         |
| 2.3.   |                        |                              |                         |

**A.** fit exercise into your daily routine

**B.** match exercise into your daily routine

**C.** use exercise into your daily routine

**D.** search exercise into your daily routine

**2.4.**

**A.** maintaining a healthy body  
healthy body

**B.** maintained a

**C.** to maintaining a healthy body

**D.** to maintain a healthy body

**2.5. A.** staying relaxed is another reason for good health

**B.** staying relaxing is no more a reason for good health

**C.** staying to be relaxed is a more important reason for good health

**D.** staying be relaxed is a less important reason for good health

**Ví dụ 3. Read the following passage and mark the letter A, B, C, or D on your answer sheet to indicate the correct answer to each of the questions from 1 to 7.**

There are many mistakes that people make when writing their resume (CV) or completing a job application. Here are some of the most common and most serious.

The biggest problem is perhaps listing the duties for which you were responsible in a past position, all this tells your potential employers is what you were supposed to do. They do not necessarily know the specific skills you used in **executing** them, nor do they know what results you achieved - both of which are essential. In short, they won't know if you were the best, the worst or just average in your position.

The more **concrete** information you can include, the better. As far as possible, provide measurements of what you accomplished. If any innovations you introduced saved the organization money, how much did they save? If you found a way of increasing productivity, by what percentage did you increase it?

Writing what you are trying to achieve in life - your objective - is a waste of space. It tells the employer what you are interested in. Do you really think that employers care what you want? No, they are interested in what they want! Instead, use that space for a career summary. A good one is brief - three to four sentences long. A good one will make the person reviewing your application want to read further.

Many resumes list "hard" job-specific skills, almost to the exclusion of transferable, or "soft", skills. However, your ability to negotiate effectively, for example, can be just as important as your technical skills.

All information you give should be relevant, so carefully consider the job for which you are applying. If you are applying for a job that is somewhat different than your current job, it is up to you to draw a connection for the resume reviewer, so that they will understand how your skills will fit in their organization. The person who reviews your paperwork will not be a mind reader.

If you are modest about the skills you can offer, or the results you have achieved, a resume reader may take what you write literally, and be left with a low opinion of your ability, you need to say exactly how good you are. On the other hand, of course, never stretch the truth or lie.

**3.1.** What topic does the passage mainly discuss?

**A.** The way how to write the resume for job application.

**B.** The mistakes people make when applying for a job.

**C.** The common way to make impression in a job interview.

**D.** The necessary skills for job application.

**3.2.** The word "**executing**" in paragraph 2 is CLOSEST in meaning to \_\_\_\_\_.

**A.** enumerating

**B.** determining

**C.** completing

**D.** implementing

**3.3.** The word "**concrete**" in paragraph 3 is OPPOSITE in meaning to \_\_\_\_\_.

**A.** indeterminate

**B.** specific

**C.** insubstantial

**D.** important

**3.4.** What does the word "**it**" in paragraph 3 refer to \_\_\_\_\_?

**A.** organization money

**B.** information

**C.** productivity

**D.** percentage

**3.5.** According to the passage, what information should candidates include in their resume?

- A. specific skills for previous jobs
- B. the past achievements
- C. previous positions
- D. future objective

3.6. According to the passage, which of the following is NOT TRUE?

- A. The ability to negotiate effectively is as significant as technical skills.
- B. Candidates must study the job they are applying carefully before writing the CV
- C. Applicants should not apply for a distinct job from what they are doing.
- D. The information interviewees present should be related to the job they are applying.

3.7. It can be inferred from the last paragraph that\_\_\_\_\_.

- A. you should write accurately about your ability for the vacant position.
- B. you should be modest about what you can do.
- C. a resume reader is good enough to understand what you imply about your ability in the CV.
- D. you are allowed to exaggerate the truth of your competence if possible.

**Ví dụ 4. Read the following passage and mark the answer A, B, C or D on your answer sheet to indicate the correct answer to each of the questions.**

Motivating employees is easier in a growing organization due to more promotional opportunities, pay rises, and a positive atmosphere. **Conversely, shrinking organizations struggle with losing skilled employees and managing low morale, as those who stay worry about job security.** Productivity often decreases during downsizing because employees focus on rumors and support rather than work. Management must find ways to motivate staff under these adverse conditions, which can be addressed through the following key points.

There is an abundance of evidence to support the motivational benefits that result from carefully matching people to jobs. For example, if the job is running a small business or an autonomous unit within a larger business, high achievers should be sought. However, if the job to be filled is a managerial post in a large bureaucratic organization, a candidate who has a high need for power and a low need for affiliation should be selected. Accordingly, high achievers should not be put into jobs that are inconsistent with their needs. **High achievers will do best when the job provides moderately challenging goals and where there is independence and feedback.** However, it should be remembered that not everybody is motivated by jobs that are high in independence, variety and responsibility.

The literature on goal-setting theory suggests that managers should ensure that all employees have specific goals and receive comments on how well they are doing in those goals. For those with high achievement needs, typically a minority in any organization, the existence of external goals is less important because high achievers are already internally motivated. **The next factor to be determined is whether the goals should be assigned by a manager or collectively set in conjunction with the employee.** The answer to that depends on perception.

(Adapt from IELTS Cambridge 6)

**4.1. Which of the following best summarizes in paragraph 2?**

- A. Ensure employees are suited to jobs with high independence, variety, and responsibility to boost motivation and performance.
- B. Prioritize job variety and responsibility over matching needs and strengths to enhance employee motivation.
- C. Focus on providing challenging goals and feedback for all employees to improve motivation and performance.
- D. Ensure employees are suited to their jobs based on their needs and strengths to boost motivation and performance.

**4.2. To which of the following is the sentence: “Conversely, shrinking organizations struggle with losing skilled employees and managing low morale, as those who stay worry about job security.” in paragraph 1 is CLOSEST in meaning?**

- A. Declining organizations face the loss of skilled workers and low morale, as remaining employees fear for their jobs.

- B. Declining organizations face the challenge of losing skilled workers and low morale due to job security concerns.
- C. Dwindling organizations lose inexperienced workers and face low morale due to job security fears.
- D. Reducing companies lose amateur employees, and morale drops as job security concerns decrease.

**4.3. To which of the following is the sentence: “High achievers will do best when the job provides moderately challenging goals and where there is independence and feedback” in paragraph 2 is CLOSEST in meaning?**

- A. High achievers are well suited to independent roles and feedback.
- B. Autonomous tasks and close supervision are ideal for high achievers.
- C. Independent work and feedback don’t align well with high achievers.
- D. High achievers excel in teamwork and appreciate receiving feedback.

**4.4. To which of the following is the sentence: “The next factor to be determined is whether the goals should be assigned by a manager or collectively set in conjunction with the employee.” in paragraph 3 is CLOSEST in meaning?**

- A. Conclude that the goals should be designed by the manager rather than the employee.
- B. Conclude whether the manager should withdraw the goals or set them with the employee.
- C. Decide whether goals should be designated by the manager or set collaboratively.
- D. Decide whether goals should be designated by both the manager and the employee.

**4.5. Which of the following best summarizes in paragraph 3?**

- A. Managers should ensure all employees receive comments on their performance to motivate them.
- B. Managers should rely on employees' motivation rather than setting targets and giving feedback.
- C. Managers should establish targets and give feedback to motivate employees.
- D. Managers should allow employees to set their own goals without providing feedback.

Ví dụ					Chủ điểm
		Cấp độ tư duy			
		Biết	Hiểu	Vận dụng	
Ví dụ 1	1.1			X (2.1)	Cuộc sống và xã hội của chúng ta
	1.2	X (2.1)			
	1.3	X (2.1)			
	1.4	X (2.1)			
	1.5			X (2.1)	
Ví dụ 2	2.1	X (2.2)			Cuộc sống và xã hội của chúng ta
	2.2			X (2.2)	
	2.3			X (2.2)	
	2.4	X (2.2)			
	2.5		X (2.2)		
Ví dụ 3	3.1			X (1.3)	Cuộc sống và xã hội của chúng ta
	3.2			X (1.3)	
	3.3			X (1.3)	
	3.4	X (1.3)			
	3.5	X (1.3)			
	3.6		X (1.3)		
	3.7			X (1.3)	
Ví dụ 4	4.1			X (3.3)	Xã hội của chúng ta
	4.2		X (3.3)		
	4.3		X (3.3)		
	4.4		X (3.3)		
	4.5			X (3.3)	

