令和６年度

佐賀大学医学部入学者選抜試験問題

学校推薦型選抜Ⅱ，佐賀県推薦入学特別選抜

（医学科）

小　論　文

注意事項

１　試験開始の合図があるまで，「問題資料」「解答用紙」は開いてはいけません。

２　小論文は，「問題資料」，「解答用紙」からなり，枚数は次のとおりです。

問題資料	表　　紙	：１枚
	医・資料	：３枚
解答用紙	表　　紙	：１枚
	医・解答	：４枚
下書き用紙		：３枚

３　「解答用紙」の表紙に受験番号と氏名を記入し，さらに「解答用紙」１枚ごとに受験番号を記入してください。

４　試験終了後，「問題資料」と「下書き用紙」は持ち帰ってください。

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問　題　資　料

医・問題　：３枚

問題資料　医

We all know the critical need for a positive atmosphere in our personal relationships, but the same is true at work — it breeds[1] trust. As I've seen again and again in research, positive workplace culture is essential for employee engagement and productivity. Empathy[2] at work creates psychological safety when managers are inclusive[3] and humble, and encourage staff to speak up or ask for help. Psychological safety improves learning and performance outcomes. More importantly, feeling safe in the workplace helps encourage the spirit of experimentation that's so critical for innovation.

By using this kind of positive, open, and supportive feedback style, you end up establishing trust. Just as you find you are especially sensitive to signs of trustworthiness in your romantic partner or friends, employees are especially sensitive to signs of trust in their managers. Our brains respond more positively to empathic bosses. In turn, employees who feel greater trust show improved performance.

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breeds[1]　生み出す
empathy[2]　共感
inclusive[3]　包括的な

（ア）Positive relationships at work can even lower health-care costs by improving an employee's health. Having positive workplace relationships strengthens your immune[4] system and lowers your blood pressure. Leaders and managers, in particular, influence their employee's well-being more than they think they do. It's no wonder that employees prefer higher happiness at work to higher pay — and that the happiness they seek is characterized by positive, supportive relationships.

Despite this need for a positive culture in the workplace, there is no doubt that giving critical feedback is essential. The question is how to deliver it. Most advice in this area focuses on what to say — for example, give more praise than criticism, and listen more than you talk. Those are important tips, but our nonverbal communication is just as important as the words we use. Whether we realize it or not, we are constantly reading each other's facial expressions and body language. Imagine that you are the person walking into someone's office to receive feedback, or that you are in an interview. By definition, your boss or the interviewer is in the position of power. You are probably paying close attention to their facial expression and nonverbal cues[5] to get an idea of

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immune[4] 免疫の
cues[5] 手がかり

where they are coming from and how they are responding to you. Here are the nonverbal cues to which we pay the most attention: facial expression, eye contact, voice, posture, breath, attention, authenticity[6], and empathy.

In particular, empathy is not just for obvious moments; it's for all the moments we don't see as well. We often don't know what causes unwanted on-the-job behavior like missed deadlines or short tempers. The employee in question could be a sleep-deprived new parent, going through a divorce, or dealing with a family illness.

(イ) When we are dealing with an employee who we find difficult or did something that seems wrong, we tend to point the finger at his or her own personality, thinking he or she is disorganized, unethical, or lazy. Here we shouldn't forget that, when we make a mistake, we usually blame the situation we're in (for instance — we were tired, overworked, or stressed, which led us to say or do the wrong thing). Psychologically, that is a natural reaction. However, we often forget that, in most cases, an employee's wrong behavior can be also due to situational factors.

("8 Ways Your Body Speaks Way Louder Than Your Words" by Emma Seppälä, Ph.D. [*Psychology Today*: April 11, 2017] より一部を改変して引用)

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authenticity[6] 信頼性

受験番号		氏　名	

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解　答　用　紙

医・解　答　：　４ 枚

受験番号	

医・解答1

問題資料を読み，次の問いに答えなさい。

問１　下線部（ア）をすべて日本語に訳しなさい。

受験番号	

医・解答2

問２　下線部（イ）をすべて日本語に訳しなさい。

受験番号	

医・解答3

問３　著者のような考え方を医療や看護の現場に適用する意義について, あなた自身の考えを 日本語（800 字以内） で述べなさい。

100

200

300

400

受験番号	

医・解答4

500

600

700

800

【下書き用紙】

【下書き用紙】

【下書き用紙】