Interview Questions

1) Self-introduction

Hello, I am a project manager of a game company, mainly responsible for coordinating and organizing the overall process of project development. I love games, and I love the process of making them, and the sense of accomplishment that comes with each success is unparalleled. Although our company does not have a 996 hard and fast rule, in the face of tight project deadlines and high-quality requirements, overtime is a common occurrence. Most of my pressure comes from the pursuit of excellence, and I want to create games with real impact and value in my career.

2) Personal Experiences with 996 Culture

A) Can you describe a typical workday under the 996 schedule?

Our company does not have 996, but the project key time, the working day may exceed the regular 9 to 6 o 'clock. I will try to arrange reasonable working hours to ensure the efficiency and rest of the team.

B) How has the 996-work culture affected your daily life and personal time?

My personal daily life and personal time suffered a bit as I worked a lot of overtime, but this was mainly due to the pursuit of project success rather than the requirements of the company.

C) Can you share any specific instances where the 996 culture significantly impacted your well-being?

I seek professional fulfillment, which is the source of happiness for me. Although working overtime may sacrifice some personal time, I feel it is all worth it to see the project succeed.

3) Psychological State

A) How would you describe your mental and emotional state while working under the 996 culture?

My mental and emotional state is generally positive. I am passionate about my work. Even when I am under a lot of pressure, I can adjust my emotions through my work results.

B) Have you noticed any changes in your psychological health since you started working in this environment?

I've noticed that when I work under high pressure, I need more self-regulation to stay in good mental shape. I relieve stress by exercising, reading or communicating with family and friends.

C) What specific psychological challenges do you face regularly?

The mental challenge I face is mainly how to find the balance between pursuing professional success and maintaining a work-life balance.

4) Coping Mechanisms

A) What strategies do you use to cope with the stress of the 996-work schedule?

I deal with stress by setting clear project goals, optimizing team collaboration processes, and

encouraging communication among team members.

B) Have you sought professional help (e.g., therapy, counseling) to manage work-related stress? If so, how effective has it been?

I haven't sought professional help for work-related stress yet, but I think it's a viable option, especially when personal conditioning methods aren't enough to deal with stress.

C) Do you feel that your coping mechanisms are sufficient to handle the stress you experience?

I think my current coping mechanism basically meets my needs, but I don't want me to be so stressed that I need more complex coping mechanisms in the future.

5) Support Systems and Interventions

A) Does your company provide any support or resources to help you manage stress?

Our company provides certain support, such as the reward system after the completion of the project, which helps to ease the work pressure.

B) How effective are the support systems provided by your company?

I think the company's support system is effective, it provides employees with a certain degree of freedom and motivation, which helps to improve work enthusiasm.

C) What additional support or resources would you like to see implemented in your workplace to help manage stress?

Not at the moment. I think it's more important to maintain the stability we have now.

6) Views on 996 Culture

A) What are your overall thoughts on the 996-work culture?

Although I do not experience 996 at present, I also accept this system, as long as it can produce corresponding results.

B) Do you believe the 996 culture is sustainable in the long term? Why or why not?

In the long run, I think the 996 culture may not be sustainable, as it may affect employees' health and long-term motivation to work.

C) What changes, if any, would you recommend improving the work culture in your industry?

I think our company is a little loose at present, but it has not caused too much impact at present, and our company's projects are quite successful. But it would be nice if we could change that loose attitude.