

# Interview Questions

## 1) Self-introduction

Hello, I am currently working as an HR in a top Internet company in China, responsible for clearly introducing our working culture and requirements to potential employees. I am committed to communicating transparently during the hiring process and supporting employees throughout their life cycle.

## 2) Personal Experiences with 996 Culture

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

In fact, the working day we define is still a 9-to-5 work system, and the subsequent time is also in line with the time requirements outside the labor law. As HR, we are actually very helpless, but there is no way.

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

It's not a big deal for me, but it certainly has an impact on employees' personal lives, reducing their time with family and friends, and sometimes missing out on important personal events.

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

I understand that some employees feel stressed because of the 996 schedule, especially for those with family responsibilities, who may find it difficult to balance work and family life.

## 3) Psychological State

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

I have noticed that working in this high-pressure environment, some employees have told us that they feel anxious or tired. We, as HR, have gone to great lengths to provide the necessary support to help them manage their emotions and stress.

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

In fact, my personal psychological challenge is mainly from the possible psychological pressure on the employees I recruit, which is actually a kind of professional pressure, I do not want these employees through my hands to be subjected to too much mental pressure in the process of work.

### C) What specific psychological challenges do your employees face regularly?

We found that the psychological challenges employees face includes work stress, time management, career development, and balance between work and personal life. So we hope to help them solve these difficulties from more angles.

#### **4) Coping Mechanisms**

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

We encourage our employees to take advantage of company-provided wellness programs, fitness facilities and psychological counseling services to relieve stress and promote teamwork and mutual support.

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

I don't have any of these difficulties at the moment, but we offer professional mental health services and have seen many staff improve significantly through these services.

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

We constantly evaluate and enhance our coping mechanisms to ensure they meet the changing needs of our employees and help them better cope with stress.

#### **5) Support Systems and Interventions**

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

As the top Internet company in the country, we have provided a range of support resources, including health insurance, employee assistance programs and flexible work schedules, to help employees cope with work stress.

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

We evaluate the effectiveness of these support systems through employee feedback and engagement surveys, and we make adjustments based on regular feedback obtained through a variety of methods, including questionnaires and counseling, like yours.

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

As HR, we are negotiating and communicating with the company to introduce more health plans and insurance plans for our employees, and plan for their longer career. We sincerely hope that our employees can not only realize their career ideals, but also realize their personal value after working with us.

#### **6) Views on 996 Culture**

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

I am cautious about the 996-work culture. While it helps meet the needs of urgent projects, we also recognize the need to focus on the health and well-being of our employees.

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

I think the 996 culture may help to fast-track projects in the short term, but it may not be the most sustainable working model in the long run, as it may affect employee motivation and loyalty. Our goal is not to be a short-term profit company, as China's top Internet company, we

hope to become a hundred years or even longer, so we have to balance these issues.

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

I suggest that companies can explore more flexible working arrangements, provide employees with better work benefits while they work, and provide more career development and training opportunities to improve employee job satisfaction and loyalty.

*Victoria Xu*