

Interview Questions

1) Self-introduction

Hello, I am the human resources manager of a small game company in Hangzhou. Our team is small but energetic and creative, and strictly speaking, we are a group of people who want to make games they love, so the company environment is relatively good.

2) Personal Experiences with 996 Culture

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

Our company does not enforce the 996-work system, and there is no need for 996 all the time. But as our project deadline approached, overtime was inevitable. We encourage productivity and understand that extra team effort is required at critical moments.

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

Because we don't have a hard and fast 996 rule, employees' daily lives and personal time are less affected. We respect the work-life balance of our employees and believe it inspires more creativity.

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

Our employees are generally not unhappy because of the way their working hours are arranged. On the contrary, flat management and harmonious working environment make employees feel respected and valued.

3) Psychological State

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

Since we do not have a 996 culture, the mental and emotional state of the employees is relatively relaxed. The team atmosphere is very good, everyone is working in their own dream, so they can also achieve open and direct communication.

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

This is really not heard of employees in our work because of too much pressure and mental health problems, once too tired are generally their own leave, we ask for leave is relatively relaxed.

C) What specific psychological challenges do they face regularly?

Our employees may face project pressures and creative challenges, but these issues are usually resolved through teamwork and open discussion.

4) Coping Mechanisms

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

Since we do not implement 996, the stress of the staff mainly comes from the project itself.

We help employees cope with stress by offering flexible working hours and a relaxed working atmosphere.

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

No, if my employees don't need counseling, I certainly don't, because I came to a small company in the first place for the relatively free working environment.

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

Of course, our entire company is not at all self-pressuring, even the boss.

5) Support Systems and Interventions

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

We don't have a very strict response because we're not strict, and employees don't say they need it.

Our support systems may not be the most comprehensive, but our employees are generally satisfied that they meet their basic needs.

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

It's not really needed at the moment, but I'll ask our staff when I get back, and we can try to start building some systems if they want.

6) Views on 996 Culture

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

We have reservations about the 996-work culture, our company should not need 996 too much. We believe that by creating a supportive and relaxed work environment, we can bring out the potential of our employees and help them to be better friends without having to rely on a strict work schedule.

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

I don't like 996 very much. If one day I need to ask our new employees for 996, I will resign first, which is not in line with my philosophy.

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

Not at the moment, our company atmosphere is really good, hope that more people are willing to join us to make a good game.

