Interview Questions

1) Self-introduction

Hello, I am a post-90s small game company funder. At first, we were just a group of young people who were bored with traditional games and wanted to make our own fun games. We have come together not to pursue wealth, but to realize our love and dreams for the game.

2) Personal Experiences with 996 Culture

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

We don't do the 996 things here. Everyone's working hours are quite free, of course, it is inevitable to stay up late before the project is launched. But we're all about efficiency, not time.

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

I think work is work and life is life. You guys work here, and I can't let work take over your life, and we need some time to relax and recharge.

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

Happiness, I think, has a lot to do with the working atmosphere and mood. Our company atmosphere is very relaxed, everyone is happy, happiness will naturally come up. In times of difficulty, we are not unkind, and hardly let work affect everyone's mood.

3) Psychological State

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

Our company doesn't work much overtime, and I will accompany you when I work overtime. I still pay attention to the emotion and can't make you tired.

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

No, we were really happy, of course, as the boss, we did not make much money, but everyone was really happy, and our games were fun.

C) What specific psychological challenges do you face regularly?

No, I'm not stressed.

4) Coping Mechanisms

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

To deal with stress, we just organize more team activities to relax. Sometimes if the company work late, I will give everyone the next day off to adjust.

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

As for professional psychological counseling, our company is still in its infancy, and it is really

not so perfect. But if there's a need, and I'm all for it, we can find resources together.

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

So far everyone is happy, and even if people leave it's not because of our working environment or atmosphere, I think I've done my best.

5) Support Systems and Interventions

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

Although our company is not big, it is not without relevant measures. If we work late, we take a vacation or organize a late-night snack. I will not shortchange my brothers and sisters who work together.

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

It's working so far, and everyone's fine with it.

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

I don't have any mature ideas now, but I hope my staff can give me more good suggestions.

6) Views on 996 Culture

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

Personally, I don't think 996 is a long-term solution. Here, efficiency and creativity are more important, and we don't want people to get tired from working too long.

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

I don't really agree with 996. It's all about having fun.

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

To improve the working culture, as a boss, I think we should listen to everyone's voice more, engage in more interesting activities, so that everyone can find fun in the work. Let's work together to make this team better and better.