

Interview Questions

1) Self-introduction

Hi, I'm 25 years old and I work for this game company. I joined the company last year because I loved the awesome games we were making. Although the salary is not as good as the top Internet enterprises, what I value is the freedom and the space to pursue dreams here.

2) Personal Experiences with 996 Culture

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

We don't have such a thing as 996 here. The workday is pretty free. Of course, when the project is going live, overtime is inevitable, but everyone is happy to work together for a good game.

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

My daily life is quite fulfilling because the working hours are flexible and I have a lot of time to do the things I love, such as working on personal projects or hanging out with friends.

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

Not really. After all, we don't have to work overtime too much. I would go so far as to say that most of my happiness comes from working with like-minded colleagues on games that we all enjoy.

3) Psychological State

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

In fact, I haven't experienced 996 much, but even if I occasionally work overtime, I don't feel much pressure. We work very well as a team and are in a good mood to work.

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

Working here, I feel like I'm always in a good state of mind. Everyone is very supportive of each other and can talk about any problems, which is a very relaxing environment.

C) What specific psychological challenges do you face regularly?

Psychological challenges occasionally occur, generally when writing programs there is no idea or debugging bugs cannot find the reason, but basically a group of people together to find a way, basically will not fight alone.

4) Coping Mechanisms

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

The atmosphere in our company helped a lot in dealing with stress. Everyone's so optimistic. Sometimes you work late, and you get the next day off, which is a nice little perk.

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

Although our company does not have professional psychological counseling, I think our team is like a big family, and we can talk to each other about any problems. This kind of support is very good.

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

I think our coping mechanism is very good, everyone is very conscious, work to help each other, life also take care of each other, such a team atmosphere is very rare.

5) Support Systems and Interventions

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

Our company may not have the most resources, but everything is very thoughtful. If we do work overtime, the boss will give us a holiday, or we all go out together for a trip.

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

I think it's working. Although our company is small, we are very united and can solve any problems quickly.

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

I don't have any ideas yet.

6) Views on 996 Culture

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

My take on the 996 is that it may suit some people, but not me. I like this kind of free and creative working environment.

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

I think 996 is not very suitable for long-term development, people are not machines, need to rest and recharge. The way we work now, I think, is more suitable for a creative game company than a traditional Internet company.

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

If we want to improve the working culture, I think we can add some health activities, such as team fitness competitions, we really, really don't exercise enough. (Laughs)

