

Speaker 1 0:01

Hello, my friend. My friend. Hi. How are you? I'm fine. Hey you. I'm doing good. It's been a while. Yes,

Unknown Speaker 0:11

yes, it's been a while. Been around.

Unknown Speaker 0:13

Nice. Nice to see you again. Thank

Unknown Speaker 0:15

you for this good stuff. So I'm around.

Speaker 1 0:19

That's nice. That's nice. Um, the last time we met, I you had a lending conversation, and then you promised to get back to me, or I will get back to you based on an interview. And today I'm glad to have the interview with you. Thank

Speaker 2 0:33

you. You spoke about it, but you never came to us. Worried whether you've come or not. All good today, you're here. I'm happy to

Speaker 1 0:41

Yeah, sure. Yeah, sure. Thank you. It's just that we are all occupied during our respective taxes as well. All right, so, um, before I start, I would like to know, I would like to know you like for the interview on to I would like to know your name. Um, where, when you came to Russia, and then, are you currently in an active job, or are you engaging, you know, an active job? Work? Are you employed?

Speaker 2 1:10

Okay, okay, good to know. Good to ask a lot of questions. Yeah, I'll provide answers. My name is John, yeah, a citizen of Congo. Yeah, I did my childhood education to some point and travel to Canada. Nice, yeah, currently, I mean Russia here, studying for my masters. So

Unknown Speaker 1:37

I mean employment, currently, employment,

Speaker 1 1:41

that's nice. So what, what do you do? What do you do? What do you do at work, I

Speaker 2 1:46

work with one of these companies. What do you call them? Davinci,

Unknown Speaker 1:51

okay, okay,

Speaker 1 1:54

that's nice, okay, so, um, I would like to start the the real question, or the RE interview. Now, so you know, if you permit me to start sure, but I promise it's going to be very short, I won't take much of your time. Okay, so looking forward to that, that's nice. Okay, so what gets you excited about coming to work?

Unknown Speaker 2:14

Money, to be frank, money.

Unknown Speaker 2:18

It's all money. For me,

Speaker 2 2:21

nice without money. I don't think nothing will motivate me that much. Nice.

Speaker 1 2:29

Okay, okay, John, okay, um, so what most opposed to you about this role, the role you play in your company, I think he said DaVinci

Speaker 2 2:43

recruitment, a sourcing company for other companies. So what opposed to me sometimes is the benefits that comes with it. Sometimes you get a lot of benefits, so why not close to me a lot, and I like it there. Okay,

Speaker 1 2:58

okay, so, um, thank you. So, since you like it, there, can you maybe take me through, or maybe say something about how, what does a successful company culture look like to you?

Unknown Speaker 3:11

Successful company culture looks to me? Um,

Unknown Speaker 3:15

well, to me,

Speaker 2 3:19

the culture you have to involve other nationals that you have employed in your company, okay? If you don't involve them, what is the essence of the company like looking at what we do also? So, okay, and then involving the employees taking out their views, okay, to improve on the company. That one's a successful one for me, if you don't do that, probably you are not successful.

Speaker 1 3:43

Okay, okay, I have an interesting question for you. Is about personal growth. Okay, so I want to know, how have you changed over the last five years,

Unknown Speaker 3:54

over the last five

Unknown Speaker 3:56

years, over the last five years, okay? After mind

Speaker 2 4:05

the last one here? So let me quickly. In Canada, I was a greater entries for a company. So before coming here, and the work I'm doing now doesn't lie to what I was doing before, too, it kind of, I've veered off the gear. So, yeah,

Speaker 1 4:25

good. I hope you understand, understand. Okay, so, um, what has been the most valuable lesson of your professional career? Valuable lesson

Speaker 2 4:40

paying attention to critical issues. Okay, yes, that's the lesson I learned in the sense that there was a time you were in a meeting I wasn't paying attention to Frank, I wasn't paying attention. And after the meeting, my manager has to assign me a role that I have to play, which has to do. With me paying attention to the meeting, so I have to go back to my manager for further information, clearly meaning I didn't pay attention in the meeting. So that lesson that I think I have gotten over there paying attention to critical issues.

Speaker 1 5:18

Okay, that's nice. Okay. So would you like to um, describe a time when you exceeded people's expectation at at work, or maybe

Unknown Speaker 5:28

a lot, lot, a lot, a lot,

Speaker 1 5:30

or maybe something private or personal to your life where you exceeded, oh yes,

Unknown Speaker 5:35

yes, at work, there was this time that

Speaker 2 5:39

my bosses were not around. They have to go out for meeting. Yes, and then I think we were left with three of us in the office, yeah. So definitely, as as the long, one of the longest employee over there, yes,

Unknown Speaker 5:57

automatically become like the boss for that day.

Speaker 2 6:01

So what I did was that I took up an initiative that even if I call my bosses, I won't get to them, because they will be in a meeting, so I have to act in their position. Wow. So that's what I did. Wow.

Speaker 1 6:14

Yeah, and I'm, I'm glad you really fit into that natural

Unknown Speaker 6:18

that I was happy for myself that day.

Speaker 1 6:22

That's nice. That's nice. Okay, so about your professional goals or business insights, I would like to know if you were, if you were going to start your own business, or what would it be like? That's

Speaker 2 6:36

a nice one. You know. Yes, the aim is to be an investor, to be financially stable on your own, not to be dependent on some people's money that they will pay you monthly. I probably might not be satisfied with so I intend going into business a lot, going to logistics, sometimes export and import business too. Yes. Oh, wow.

Speaker 1 7:04

That's what big businessmen do

Unknown Speaker 7:08

these days. I'm a busy I am a big man. I'm

Speaker 1 7:12

glad to know that's nice. That's nice. Okay, so, um, what are your plans for the next five for the next five years to come. That's a

Speaker 2 7:21

nice one. You know, next five years, I'm doing a two years masters course here. So after here, I'm planning on going to Canada, where I was doing some kind of work, before coming years, to find some financial company to engage myself in, because that's probably my area so nice, and build my schools from there, gather some money and go back to my country to establish myself, my export and import business. Oh, wow,

Speaker 1 7:59

that's that's nice. That's nice, okay, um, I have this one too for you. Um, what blogs or website do you visit regularly?

Speaker 2 8:09

Wow, I am an informative person. I look out for information. I like to be updated always with a lot of things going on. So mostly I'm on Twitter. I visit Twitter a lot, and over here too, I can't go away with Telegram, because basically that is the media for Russia. So I am always on telegram Twitter, sometimes to really stress, I go on Snapchat or Instagram. Okay, yeah,

Speaker 1 8:39

okay. That's that last night. Then I think you are kind of all around, let me say that. Okay, so um, about communication and collaboration. Um, how do you how do you prefer to communicate with co workers?

Speaker 2 8:56

Um, for me personally, to be frank, I like texting. I like, course, yeah. I like all kind of communication unless I'm not in the right position to answer or reply to those communication so I like, I am all around person. I don't have a favorite type of communication. Yes.

Unknown Speaker 9:18

Okay, okay. So,

Speaker 1 9:22

would you rather work alone or with a team? Are you a team player or you are all left alone to the tax?

Speaker 2 9:32

I like this question. I like this question. You know, working alone sometimes is good, but not always good, okay, I prefer Teamwork. Teamwork together. You go far. Okay, I like that.

Speaker 1 9:48

Thank you. Thank you, Mister John. Oh, yeah, so um, how do you manage conflict with co workers?

Speaker 2 9:57

Conflict Management resolution, right? Yeah, completely library, that's the big one. Okay, okay, let me give this. There was a time in the office that two female were arguing, serious one, okay, you know females their emotions at play, yeah. I don't know how to handle them, yeah, so I have to bring in a third person, okay, separates them so I could hold one, the other person to could hold one. Okay, when they get settled, you have to sit them down, find the root cause of the issue and resolve it amicably. I think that's the best way I did to resolve that conflict at that time.

Speaker 1 10:42

I think your strategy help. Kept down the situation

Speaker 2 10:46

then, okay, probably it might not be the effective one, but I tried my best, you

Unknown Speaker 10:50

know, yeah, since, since the

Speaker 1 10:54

you find the root cause of the issue or the problem, I think it helps. Okay, so, um, I want to know about your company, fit and values. Okay, so, um, how would you describe your company's culture? Or, yeah, your company's culture? How are you going to describe it culture?

Speaker 2 11:14

Company's culture? Yeah, I think their people oriented. They care about people, okay? And looking at what we do, okay? You know, we have to internal sourcing company. You have to recruit people to work for other people. So their people

are rented. They look out for their employees. You know, people to check up on you. If you're not able to come to work, what's the issue? They have other coverages, health insurance. So if you're not well, okay, you look up to you that you get to the hospital, get fit, and then get to work.

Unknown Speaker 11:49

That's, that's what I like. That's,

Speaker 1 11:50

yeah, that's nice of them. Okay, so the the I have a mega question again, um, I would like to know what superpower would you bring to our company, your company. I'm talking about what superpower, superpower? Wow, what are going to bring on board innovation? Innovation? Yes,

Speaker 2 12:11

I like, I like innovation. So whenever, wherever I am, I like the place to be innovative. You can't be traditional for so long, you know, you have to adapt to the new environment. When you come to when you I was in Canada. Canada is a very developing nation. You know, they don't stay at one place. Sure. They have to adapt to the new changes. So innovation. They are very innovative. So in my new company, I am proposing some reforms to the manager, so hopefully he will take it up. Yeah,

Speaker 1 12:44

oh, that's that's nice. I think my last question for you here under the company's faith and culture, I I want to know why you did choose to apply to your company where you are currently working.

Unknown Speaker 12:59

Why did you apply there?

Speaker 2 13:01

You know, at first, when I came to Russia here, yeah, I applied to some different companies, okay, yes, because I was not having enough money on me to survive, okay, so I have to look for companies to work. So after getting some companies to work, I gather some few money, okay? And then over there I was not happy, you know, so I was just for the money, yeah, sure. Even though I like money, I have to be happy as well. So if you are not happy there, that's why I left there, you know. So to the new place. I think they are. I like where I am because they align with my values also, it's also okay, and then the paywall to you know,

Speaker 1 13:42

okay, all right, sure. Um, don't worry, we'll get to the bottom of this interview. But there are few more questions to be asked for you, to answer for me, please. So, um, now about stress management. I know you all go through one stress or the other, so I want to know how you try to manage your stress. So my first question is, how do you handle stress, or tight deadlines? Stress?

Speaker 2 14:14

Not simple for me, okay, what I do when I'm stressed? I take a walk, okay, not when there are a lot of footings to do. When, there is when we are less busy in office and I'm stressed. I take a walk, okay? And then when I see that I'm very stressed, yeah, I take sometimes I take leave, okay? A day or two leave, then the deadline, trust me, there is no time that I have. No sorry, how to put it, I always beat time, you know, okay, sure, because of my plans in in on my phone or my on my calendar, okay, I have alarm. I have deadlines that have. To meet. Okay, if I'm the deadline is tomorrow, probably today. I'm finishing it. I don't want any kind of trouble in my line of work. Yeah. So that's it. I

Speaker 1 15:10

believe, um, people that find a way or two to, you know, handle stress or tight,

tight deadlines, they are kind of um, productive. Okay, so since you're productive, then I want to know what's your secret to productivity, planning, planning. Yes,

Speaker 2 15:32

okay, all right. There was saying that he who fails to plan, plans to fail or something. If you don't plan, you're definitely failing. You're failing. You're failing. You're not meeting productivity. No,

Speaker 1 15:42

okay, all right, sure. Um, last one for years, um, where, when, how do you do your best work?

Unknown Speaker 15:53

Where do I do my best work? When?

Unknown Speaker 15:55

How, when, when?

Speaker 2 15:59

Um, so, let me release my productivity when you'll be like, early in the morning. That's when the energy is fresh. So okay, you do a lot of things then. And how, how, I think, is organizational behavior, okay? But you organize yourselves very well to meet set targets. Okay? You set your targets. That's how you meet them, yeah. And if where, where that one is very relative, if you're in office, that's a place to where I think the way is relative, a bit confusing to

Speaker 1 16:33

maybe the way could be maybe less messy place. Maybe

Unknown Speaker 16:39

your productivity comes from that angle.

Unknown Speaker 16:42

Wherever I find myself, I do my best.

Speaker 1 16:47

All right, we are going down to the bottom, but I am interested in knowing about your leadership management style, okay? I see this leadership potential in you, because you once told me that you were left alone with three or two other colleagues at work, and where you fit into the managers you know role, and you did very well. So I want to know how would a manager best support you

Unknown Speaker 17:23

best support me.

Speaker 2 17:26

Me, to me, the best we can support. We, if you need something that is work related, yeah, we don't have provide. We actually provide, okay, to get the work done, yeah, and then encourage us emotionally. Sometimes we will not be having the emotional brain to fit in the office that day. So sometimes we need courage, emotional courage, motivation, some other things, and then some other side, extracurricular activities, you know, okay, okay, that's the best way to training other things, you know. Sometimes, not always about where we like. Sometimes there's supposed to be some fun activities. Okay,

Unknown Speaker 18:10

that's, that's nice. Okay, so, um,

Speaker 1 18:14

can you, do you? Do you really have a management style of leadership?

Speaker 2 18:21

Everybody does everybody needs to my mind is definitely about people like, people include everybody, including like, democratic style of leadership, you know,

Speaker 1 18:35

so, so you mean to say, um, the management style that motivates you to do your best at work. Is people oriented? Yes, people oriented? Yeah. Oh, that's, that's nice. Um, permit me again. I would like to share this example with me once a once more. Can you share an example of a time when you collaborated with colleagues from, you know, diverse backgrounds to achieve a common goal. Since you are no more or currently, you're in Russia, you are no you're not in Congo, neither are you in

Unknown Speaker 19:12

Canada. So can you share that? Wow,

Speaker 1 19:17

ever since you arrived here, did you one way or the other, collaborated with any peers? Yeah?

Speaker 2 19:25

Oh, yes. You know, as students, as we are, before working, we have different citizens nationals here. Yeah, sure. So there are so many instances that even at work, we have normally form groups of five or four people, nice, perform presentation, yes. So there are a lot of instances where you collaborate with different people, and it's amazing. Even at the workplace, it's not always. Russians are there? I have some friends. Um, what's the name, Pakistan, Afghanistan, okay. And then, and African, Africans who are there? Okay? And then one African who lives in the States, United States, we study here too. So

Speaker 1 20:15

that's nice. That's That's nice. But yeah, so I want to know about your learning style and decision making. Are you? Are you a visual learner or Okay, so what type of learner Are you? I like

Speaker 2 20:35

the learning style whereby you train me and then you add visual skills. You know, I don't like the story. You can tell me story, but I don't like too much of text. Okay, yeah, sometimes you forget. But if you see if it shows like pictures or some things you could remember.

Speaker 1 20:54

I think yours is kind of a mix of blend, yes, yes, yes. All right. Um, so I want to know again, and what was the last time you took a risk? Professionally,

Speaker 2 21:04

professionally taking a risk? Wow. I think this one has to do with Congo,

Unknown Speaker 21:12

after my

Speaker 2 21:15

senior high school year was working with this

Unknown Speaker 21:20

investment company, okay,

Speaker 2 21:25

I have to make a good decision to my superior, like my supervisor, to take a risk and take buy. What's the name an investment package for a client, okay? You know, even though they were not seeing what I was seeing, I think it was a risk

for me. If it goes sideways, they will come to me and blame me, you know? I think that was one of the risks I took. Can't blame it. People's money that way, as I was just a graduate from high school, you know, yeah.

Speaker 1 21:59

But one people could what really put you in that position to suggest to your manager, you

Unknown Speaker 22:05

know, you know,

Speaker 2 22:08

I believe in data. I believe in numbers, you know. So if you make your analysis right, you get whatever you want to do, you know, sometimes people will not see the picture that you are seeing. So I believe in data, performing analysis on the data, and then you see what you are doing. Okay, um,

Speaker 1 22:23

so what advice will you give to someone starting out in your career? So I want to know, in your field, what advice would you

Speaker 2 22:31

be smart. It's not always about hard. Work be smart. Yeah, work smart. Work smart. Yeah. Interesting. Be lazy. When you are lazy, you work smart.

Speaker 1 22:39

Interesting, interesting is about collaboration now or team dynamics. Are you an introvert or extrovert? And why? Oh,

Speaker 2 22:53

wow, I'm a kind of like the plane, the blend of the two. Sometimes you you see me to be an introvert sometimes means to be an extrovert. It depends on the situation. In my mood, okay, yeah, why? Why my mood? The situation the weather.

Speaker 1 23:13

Understand, then the weather here is playing a big role. Yes, yes, it's playing a big way. You know, sometimes Russia

Speaker 2 23:19

have to wake up. It's a hell lot of work, and

Unknown Speaker 23:25

I understand. I think there's

Speaker 1 23:29

no end. Yes, yeah, okay, um,

Unknown Speaker 23:33

so I want to do

Speaker 1 23:37

at this stage in your career. Do you see yourself as more of a mentee or a mentor.

Speaker 2 23:46

This one is interesting, both in the sense that I am a mentor to some people, probably to my those that I'm older than those I've encountered in on my way my genius, and then I'm mentoring to people who are mentoring me involved understand that's nice.

Speaker 1 24:15

Would you mind to tell me, how do you contribute to posturing a positive and

inclusive team environment. You foster a positive and inclusive

Unknown Speaker 24:29
team environment?

Speaker 2 24:32
Um, how do I contribute to fostering a positive and inclusive team environment? Well, when I'm in a team I do my best to contribute. My part to whatever we are bringing on board or whatever is on board, you know, I put in my inputs, okay, yeah, and then probably resolve issues that might arise. So that's how I I contribute to. Of positive environment

Speaker 1 25:02
teamwork. Okay, so we are at the final stage of the of the interview. Okay, so it comes with challenges and mistakes when was the last time you made a big mistake at work?

Unknown Speaker 25:28
Big mistake? Yeah,

Speaker 2 25:33
I think it has to do with not

Unknown Speaker 25:39
paying attention.

Unknown Speaker 25:40
Attention. Yeah, like you said, no,

Unknown Speaker 25:42
yeah. Me. It's

Unknown Speaker 25:45
a big one.

Speaker 1 25:49
You know, describe yourself as, as as as a leader or a follower. That's hot,

Speaker 2 25:58
um, one way or the other, you could be a leader one or the other. You'll be a follower in some situations. I hope you understand. So it depends on the situation. Sometimes you are a leader, sometimes you're a follower, okay, it's not something static, that you'll be a leader today. So no, it varies. Yeah, okay,

Speaker 1 26:21
okay, so this question is for you. Since you are working in a company that source talent or bring on board, you know, talent, skilled personnels, I would like to know what would you change about your current process or business model,

Unknown Speaker 26:46
you know, sometimes

Unknown Speaker 26:50
what you have to change is that

Speaker 2 26:55
we know Russia here, there are different nationals who don't speak the Russian language. Okay, yeah, yeah. Sometimes, when they are coming to employ them, you look at they will be able to speak the language, yeah, which is a big factor in the employment process. And we normally don't employ them because they can speak the language. To me that we have to change it. You know, sometimes the person is

fit for the work, but because of the language barrier, you are able to and then who should definitely impact on our turnover or productivity?

Unknown Speaker 27:27
You get it, yeah,

Speaker 1 27:28
interesting. That's, that's a nice answer to the question. And then, um, for wrapping up, I will want to know, or for you to describe what you do at your current position, once again, remind me of that.

Speaker 2 27:46
We look out for people to work. We employ people like those who are not in employment and those who are willing to work with us. We hire people for work. Okay,

Speaker 1 27:56
how would you like to organize your interaction with your supervisor? I this

Speaker 2 28:02
one, I think we set up a formal meeting. Okay, yeah, most of times not formal. Do you just walk knock on his office? And then when having an interaction, sometimes he has to be former, you know? Yeah,

Unknown Speaker 28:21
okay, um, I Okay, um,

Speaker 1 28:24
what did you like dislike most about your job, or what motivates you to do this job?

Speaker 2 28:31
What I dislike is the working hours. You know, Russia, most of the work you have to do it 12 hours straight. Sometimes you don't even have the time to rest.

Unknown Speaker 28:43
So but what motivates you to do the job?

Unknown Speaker 28:45
Money, money, as I said earlier, money,

Speaker 1 28:49
that's that's okay. And then my final question to you, okay? And then I really appreciate your time,

Unknown Speaker 28:58
though. It's nice My pleasure, you know.

Speaker 1 29:01
So my final question weighs down to you. I want to know, how do you know you have succeed? We have succeeded in doing something, maybe at work, I

Speaker 2 29:15
think when I meet targets and I've succeeded, yeah, and in my personal life, when I say something, have goals, when I accomplish them, I know I have succeeded. Yeah, that's basically it, setting meeting targets. Yes, yeah. That's nice.

Speaker 1 29:33
That's interesting. That's nice. Really, from this interview, I've really, you know, learned a lot from you. I can see your goal or rented, I can see you have this skill I will call hardworking and you and from your journey, you know, from

Congo, Canada Street to Russia,

Unknown Speaker 29:56
yeah, you're doing right? Yeah. I like.

Unknown Speaker 29:59
You know, I like traveling too. So

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