

Speaker 1 0:02

Hi, fan, hi, it's been a while. Yes, I'm I have been good. You have been good, right? Are you? I'm also fine. I'm also fine. It's very good. Yeah, he promised. I promise to have an interview with you, and also promise to be available for the interview. And finally, I'm glad that you are you have avail yourself for the interview. So without much I do, I want to start the interview. So are you? Are you ready? Yes,

Unknown Speaker 0:30

I'm ready. Okay,

Speaker 1 0:32

so can you please tell me your name and your

Speaker 2 0:36

country? Okay, my My name is pan Yi Fang. This is a Chinese name. I'm from Taiwan. Okay,

Speaker 1 0:43

thank you. Okay, so today's interview is about your personal and then your professional life. Okay, okay, so I will ask you a few questions to get some answers from you. So the first section we are going to start with is motivation and excitement at work. So I want to ask, what gets you excited about coming to work?

Speaker 2 1:08

Oh, oh, I good salary. Good, good promotion. Okay, yes, okay,

Speaker 1 1:17

so what motivates you to do your best, your best work.

Speaker 2 1:23

Promotion can motivate me to do my best work. Work.

Speaker 1 1:29

Okay, so what most opposed to you about this rule?

Unknown Speaker 1:37

Um, I think,

Speaker 2 1:42

Oh, the same promotion. I want to have a good salary and good promotion.

Unknown Speaker 1:48

Okay,

Speaker 1 1:51

so what would this rule challenge you? What would this rule challenge you?

Speaker 2 1:56

Challenge me. I think challenge is it's difficult to collaborate with people at work, especially they are from different countries. Have different backgrounds.

Speaker 1 2:09

Okay? So what does a successful company Okay? Culture look like to you? A successful company culture? How does it look like to you?

Speaker 2 2:20

It should be people centered orientation.

Speaker 1 2:24

Okay, sure. Okay, thank you. So we are moving down to self awareness and

personal growth. Okay, so what surprises people about you?

Speaker 2 2:34

I think in the beginning, when people are not familiar with me, they will think I'm quiet, but with time, they're working actually, I'm talkative.

Speaker 1 2:45

I like that. Like that. Key is, what did you like most or least about your last company?

Speaker 2 2:55

The most part I like is, as I mentioned, my produce company, they are people centered orientation and during COVID 19, actually this, they make a very flexible policy for employees to work from home. I like this the most. Okay,

Speaker 1 3:14

okay, that's that's good to know. And then I want to ask again, how have you changed over the last five years? Over

Speaker 2 3:30

the past five years, I gained my bachelor degrees and become a workers in company, and then I decide to resign because I want to gradually

Unknown Speaker 3:49

training my

Speaker 2 3:54

education. Yes, academically, okay,

Speaker 1 3:57

so over the five past years, you mean to say you have a hold bachelor degree, and then you have worked for some time, and then you also wanted to further your studies academically, yeah, yeah, yeah, okay, and professionally as well, yeah, yeah, right, okay, so doing that, that means you are trying to advance your career too, yeah, right, right. Okay, um, I understand too. You're a worker, and you also you are a student. As well during your master's program.

Speaker 2 4:25

Currently, I'm a student at East doing my master's program. Okay,

Speaker 1 4:30

that's that's good to know.

Unknown Speaker 4:38

And then I would also like to ask

Speaker 1 4:43

what has been the most valuable lesson of a professional career? Valuable lesson you have learnt? Oh,

Speaker 2 4:54

I will, I think, because I told you that it's difficult to. To collaborate with different people, right? Yeah, so I think the most valuable lesson from this, from my previous working experience, is I,

Unknown Speaker 5:15

I learned how to collaborate with people.

Speaker 1 5:20

I think, I think I'll get your point. So trying to say that your previous role, you find it difficult to collaborate with people at work, yes, so now you are trying to work on it to improve better upon how to collaborate with people at

work. Yeah,

Speaker 2 5:38
yeah, yeah. This is my point. Okay,

Unknown Speaker 5:44
can you

Speaker 1 5:46
tell me about professional goals and business insights, Where? Where? I will ask you that if you are going to start your own business, what would, what would it be like? I

Speaker 2 5:56
think in the future, I would like to operate my own cafe shop. I'm not sure whether area is the country will be in Taiwan or Russia, still not sure. Okay,

Unknown Speaker 6:11
okay, okay, cafe shop, interesting.

Unknown Speaker 6:16
What are your plans for the next five years?

Speaker 2 6:20
Five follow, next five years, I would like to have a coffee shop. Have a

Unknown Speaker 6:27
coffee shop. Yes, okay,

Speaker 1 6:32
so what are the three things do you need to succeed in this position? Oh,

Speaker 2 6:38
I think in this position I need to have a good revenue. The second is, I need to

Speaker 2 6:54
have a partnership with people who has experience in this field of having coffee shop business.

Unknown Speaker 7:06
Okay, anyway, that one, I think, is three, but

Unknown Speaker 7:08
still, the one is

Speaker 2 7:13
to know, to know how to expand the more

Unknown Speaker 7:19
Cafe market.

Speaker 1 7:21
Okay, so let's know more about Cafe industrial. Cafe market, yes, before you venture into the cafe, yeah.

Speaker 2 7:29
The first is money. The second is relationship with a partnership with people. The third is to expand on my market. Cafe market, okay,

Speaker 1 7:40
okay, okay, okay, so I want to also know okay that what blocks or website do you visit regularly? I

Speaker 2 7:53

think Instagram. Instagram, yeah, okay,

Speaker 1 7:58

what role does kindness or empathy, or whom you play at work. What role does kindness or empathy, if you you more play at work, yeah, if

Speaker 2 8:09

you are kind of with with your colleague at work, you will make things down much easier.

Speaker 1 8:16

Okay, okay, so you are the communication and collaboration stage. Okay, so I would like to know how do you prefer to communicate with co workers? How do you communicate with co workers?

Speaker 2 8:30

I think I will be kind with them, to take her into their opinions, to think at their stance.

Unknown Speaker 8:39

Okay,

Unknown Speaker 8:42

what okay, but then the

Unknown Speaker 8:43

question is, how do

Speaker 1 8:47

you prefer to communicate with co workers? So if I in a work, how is the communication format or setting like?

Speaker 2 8:55

Okay, I got you now. I will

Unknown Speaker 9:00

test them with the

Speaker 2 9:03

maybe like Telegram, WhatsApp or Skype and also email, and if it's necessary, we will set up an online meeting or offline meeting with each other. Okay, okay, so

Speaker 1 9:23

what are the three words would a current manager, a colleague or a direct report use to describe you?

Speaker 2 9:34

Hard, working, humble and

Unknown Speaker 9:39

friendly, friendly, okay, okay, okay.

Speaker 1 9:47

Would you rather work alone or with a team? Do you prefer to work alone or you work with a team?

Unknown Speaker 9:52

I think I prefer working with the team.

Speaker 1 9:55

Okay, that's that's nice. How do you manage conflict with co workers? How do you manage so if there is a conflict arising at your place of work, okay, how do you manage that? How do you resolve that?

Speaker 2 10:12

Firstly, I will try to involve them to understand what issue between them. But if I cannot solve this problem. Secondly, I will take them to the human resource department.

Speaker 1 10:25

Okay, that's interesting, good to know. So I'm going down to companies fits and values. How would you describe our company culture? As in your company culture, I

Speaker 2 10:40

will describe our company culture is people centered orientation, which I like the most.

Unknown Speaker 10:50

Okay, so

Speaker 1 10:54

what superpower will really bring to our company? So the company, what will you bring

Speaker 2 11:00

on board? I think my superpower to bring to the company is my communication skills. The

Speaker 1 11:07

communication skills, okay, okay, so why did you choose to apply here? Why did you choose to apply to

Speaker 2 11:16

because of silo, good seller, repackage the opportunity for the career is also good for me, for

Speaker 1 11:26

you, yes. Okay, so you mean to say that they have attractive or maybe nice salary packages, yes, but aside that there are other opportunities, yes, that the company aw to you, whereby you can tap in and then grow professionally, yeah,

Unknown Speaker 11:43

yeah, yeah, yeah, you are right. Okay,

Speaker 1 11:48

it's interesting. This is very interesting. I think I like, I like your answers to the questions, but I would like to ask, okay. What would you change about, okay, your company, office, or your website or hiring process or business model, I

Speaker 2 12:09

would like to change the office decor. Decoration,

Speaker 1 12:15

the office decoration, yes, okay. What about the hiring process?

Speaker 2 12:19

Hiring Process, okay, yes, is

Unknown Speaker 12:23

okay. The hiring process is okay,

Unknown Speaker 12:25
yeah, currently is okay, okay, okay. So

Unknown Speaker 12:31
I want to know how you you know

Speaker 1 12:34
it's about you, your work life balance and then stress management. Okay, so I want to know how do you handle stress or deadlines?

Unknown Speaker 12:44
I always plan in advance.

Unknown Speaker 12:47
Okay, plan in advance.

Speaker 1 12:51
Okay, okay, so I want to also know

Unknown Speaker 12:56
what's your secret to productivity as well.

Speaker 2 13:00
Also planning advance. This is very important to be productive. Okay,

Speaker 1 13:08
I also want to know what would what would be your ideal work schedule?

Unknown Speaker 13:16
I think I prefer in the morning.

Speaker 1 13:18
In the morning, yeah, okay, it's very so work in the morning is very early, very early. Yeah, okay, okay, so I want to know, yeah, where, when, and how do you do your best work?

Unknown Speaker 13:39
Where, I think,

Speaker 2 13:41
at the office, so when, when in the morning, how I think in the group, working with people? Okay, okay,

Speaker 1 14:01
so I want to go down to your leadership and management style, okay?

Unknown Speaker 14:09
I want you to describe your dream job. My dream job,

Speaker 2 14:13
as I mentioned before, good salary and promotion and enough vacation, is that

Speaker 1 14:21
a dream job? Yeah, no dream job, as in, where do you want to work at? What type of job do you want to do? What type of job do you want to do? What's your dream job? What's

Speaker 2 14:36
dream job? Oh, I understand, um,

Unknown Speaker 14:42
Bico industry. Industrial.

Speaker 2 14:44
And also the first is, I want to establish a coffee shop, because I was working previously in biker industrial. So. That's what I mentioned by conduction. But now my dream job in the future will be to establish a coffee shop. Coffee Shop,

Speaker 1 15:07
all right, want to be an entrepreneur.

Unknown Speaker 15:12
Okay, that's that's nice. What?

Unknown Speaker 15:17
What would you describe your leadership style? What?

Speaker 1 15:23
A leadership. Leadership star, how will you describe it? Leadership star,

Unknown Speaker 15:29
people centered orientation.

Unknown Speaker 15:34
People centered orientation. Okay, so can you

Speaker 1 15:39
tell us about a leader you have worked with that you really admire, and why?

Unknown Speaker 15:46
Because my

Speaker 2 15:48
previous supervisor, he was very hard working and decisive.

Speaker 1 15:52
Hard working and decisive. Yeah. Oh, okay, so I want to know this also about you. Can you share a moment or an example of a time when you collaborated with colleagues from the diverse backgrounds to achieve a common goal? Well,

Unknown Speaker 16:20
you mean conflict. Conflict.

Speaker 1 16:22
No like you collaborated with colleagues to achieve a common goal at work.

Speaker 2 16:31
We will, anyway, we will set up a performance to have a meeting regularly and communicate with each other via online meeting, because they are found abroad when I was in Taiwan. Yeah, and then finally, we'll step by step to achieve our goals. Okay, okay,

Speaker 1 16:59
what management style motivates you to do your best work.

Speaker 2 17:04
People center the orientation. So why? Because they involve, involve us to love

Unknown Speaker 17:17
decision making process.

Speaker 1 17:19

Okay, so, um, they involve everyone from both the hierarchy, higher hierarchy to the common staffs, yes, in decision making process. Yeah. Then that's that's okay. That's quite good. Yeah, oh yeah. So about your learning style and decision making, what type of learner are you?

Speaker 2 17:42

I think I'm a visual visual learner. Visual learner. Yeah, okay.

Speaker 1 17:50

What advice would you give to someone starting out in your career?

Speaker 2 17:55

My advice is to for person in my career, is to stay cultures. Don't be panic and try to improve your communication skills gradually, continuously.

Unknown Speaker 18:09

Okay, yeah,

Unknown Speaker 18:11

okay, so

Speaker 1 18:13

about teamworks and collaboration, okay, I also like to know, okay,

Unknown Speaker 18:20

how do you stay organized

Speaker 2 18:24

in advance? I plan in advance. Okay,

Speaker 1 18:30

are you would you like to describe yourself as an introvert or extrovert? Um,

Unknown Speaker 18:38

and why? Why I didn't go I

Speaker 2 18:43

think if I'm not familiar with the people in the beginning. So

Speaker 1 18:46

no, no, you didn't answer the question, are you an introvert? Intro or extrovert? Introvert, introvert. So why? Why? Why introvert?

Speaker 2 18:55

Because when I go to the new environment, I still try. I still need time to

Unknown Speaker 19:04

be get used to this environment. Okay,

Speaker 1 19:06

yeah, okay, so you're an introvert, right? Yeah, I have to work on that, but it's not bad. Everyone has his own reasons being an introvert or extrovert, so I understand. Okay, so at this stage in your career, do you see yourself as more of a mentee or a mentor? I think

Unknown Speaker 19:28

I'm a mentee, a mentee. Yeah, okay,

Speaker 1 19:31

how do you contribute to fostering a positive and inclusive team environment

Speaker 2 19:40

to us to to establish team building exercise is very important. Oh, and you should be, you should have a kind attitude to your team members.

Speaker 1 19:56

Okay, okay, that's, that's a. Key so I want to ask again that I want to ask again. Okay, that have you ever, or would you like to describe the best or worst team building exercise you have ever participated in

Unknown Speaker 20:20
team building exercise.

Unknown Speaker 20:24
Team building exercise

Speaker 1 20:26
either the best or the way

Unknown Speaker 20:30
company should to plan

Speaker 3 20:39
travel you. Would you

Speaker 1 20:46
like describe the best or worst team building exercise you have ever participated in? Have you? But I think you have worked in teams before, yes, in your working environment. So I want you to describe a moment where it was, it was kind of a waste, or maybe it's kind of the best to you, do you face any challenges in team building?

Unknown Speaker 21:15
Not really,

Unknown Speaker 21:19
not really. No. Okay.

Speaker 1 21:24
Okay, so I'm getting down to

Unknown Speaker 21:29
challenges and mistakes.

Speaker 1 21:32
Can you describe a time you face a challenge at work and how you handled it?

Speaker 2 21:38
Oh, when I type in the purchase order, or the quantity was supposed to one, 1000 but I type extra zero on this quantity, it's become 10,000

Speaker 1 21:54
so that is 10,000 say, Mr. Sorry, so you are trying to say that you know, the question to you is, can you describe a time you face a challenge at work and how you handle it?

Speaker 2 22:10
Yes, and finally, I reported this mistake to my supervisor, and we try to solve this problem with the

Unknown Speaker 22:20
client.

Speaker 1 22:21

Okay. So when was the last time you made a big mistake at work,

Unknown Speaker 22:26
maybe

Unknown Speaker 22:30
one two years ago.

Speaker 1 22:33
When was the last time you made one two or two years ago? Yeah, okay,

Unknown Speaker 22:36
when I was in Taiwan at work. Okay,

Speaker 1 22:39
okay. So what would you change about your office model,

Unknown Speaker 22:46
office model?

Speaker 1 22:47
Change about your office or website or process or business model? Oh,

Speaker 2 22:51
I would like to change your decoration to my office, your

Speaker 1 22:56
office. And then would you describe yourself as a leader or a follower. I

Unknown Speaker 23:01
think I'm a follower,

Speaker 2 23:04
okay? Because I'm not a decisive person. I need a long time to decide the things

Speaker 1 23:09
you need long time to decide. Yes, okay, that's that's good. Um, Miss Yifan,
right? Yeah, it's nice having you and making yourself available for the
interview. Thank you. I'm grateful. Thank you again, once again, thank you so
much. Thank you so much. Thank you. Have a good day.

Unknown Speaker 23:30
Have a good day too. Bye, bye. You.

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