**Interview 1**

Nationality: Chinese

Age: 27

Gender: Male

Industry: IT Industry

* **How do you understand that the job is being done well? (you achiving company's goals / you performing in the right direction)**

I believe doing a job well means that my work not only meets the project requirements but also makes a meaningful impact on the company’s broader goals. For me, it's all about seeing the tangible results of our efforts—whether that's faster application performance, happier users, or a real boost in business growth. When I look back at my work, I see that if the end result has moved us closer to our targets, then I know we’re on the right track.

* **What is the right way to make decision in your work (we try to identify decision stakeholders but please dont ask the quuestion "Who is making decision?" - that what we need to identify!)  
  -  Ask to describe smth related with interviwed person business - for example - ideal work environment, idea partner company (a supplier or buyer)/ ideal vacation day**

When it comes to making decisions at work, I like to think of it as a team sport. I trust that the best choices come when we pool our knowledge, look at the data, and consider all the potential impacts. It’s not about one person calling all the shots—it’s about having a conversation with everyone involved so that the decision fits our long-term vision.

I really enjoy working in an environment that values creativity, collaboration, and open communication. For instance, an ideal partner company or supplier is one that shares our passion for quality and innovation. And if I get a day off, my ideal vacation would be a mix of relaxing in nature, exploring cultural spots around Beijing, or even just a quiet day with a good book—anything that helps me recharge and come back with fresh ideas.

* **Please descrive your usual working day**

A typical day for me starts around 9 AM with a quick stand-up meeting with the team, where we catch up on what everyone’s working on and set our priorities for the day. I then dive into coding, troubleshooting, or planning system designs, with plenty of opportunities to brainstorm with colleagues. My afternoons usually feature meetings with product managers or cross-functional teams, making sure that what we’re doing is aligned with our goals. At the end of the day, I take a moment to reflect on what we achieved and jot down ideas for tomorrow.

* **Please describe your latest achivement (big or small) in your place of work (or previoues place of work)**

One achievement I’m really proud of is when I led a project to optimize our core application. By rethinking our caching strategy and fine-tuning our data queries, we managed to reduce response times by 30%. That improvement not only made the system more efficient but also gave users a smoother experience, which in turn gave our business a competitive edge.

* **Please describe place of work A and B (previous and current, your and the one of partners etc.)**

I’ve experienced two very different work cultures. In my previous job at a bustling startup I thrived on the fast-paced, ever-changing environment which taught me a lot about rapid problem-solving. Now, in my current role at a larger company I appreciate the more structured approach and the focus on long-term sustainable innovation. Both experiences have shaped me in different ways and taught me valuable lessons.

* **Please describe what your company does in general terms with details but not sensitive ones**

Overall, my company provides comprehensive IT solutions—from building and maintaining cloud infrastructures to data analytics and cybersecurity. We focus on helping businesses adapt and thrive in a digital world, ensuring that they remain competitive and secure in an ever-evolving technological landscape.

**Interview 2**

Name: Zakir Khan

Occupation: Steel mill owner

Nationality: Pakistani  
Gender: Male  
Age: 32

Hello, it's a pleasure to meet you and thank you for this opportunity. I hope you're having a wonderful day. I'd love to share a bit about my journey as an office manager here in Pakistan and how I view the successful execution of our work.

* **How do you understand that the job is being done well? (you achiving company's goals / you performing in the right direction)**

To me, a job is done well when the office operates smoothly and efficiently—ensuring that every team member can focus on their tasks without obstacles. When our day-to-day operations align perfectly with our company’s goals, whether that means meeting deadlines, maintaining a well-organized workspace, or fostering a collaborative environment, I feel confident that we are headed in the right direction.

* **What is the right way to make decision in your work (we try to identify decision stakeholders but please dont ask the quuestion "Who is making decision?" - that what we need to identify!)  
  -  Ask to describe smth related with interviwed person business - for example - ideal work environment, idea partner company (a supplier or buyer)/ ideal vacation day**

In my role, decision-making is a thoughtful and inclusive process. I believe the right way to make decisions is to gather insights from everyone involved, analyze the available data, and consider the impact on both our team and our broader business objectives. This approach not only helps in making sound choices but also builds a sense of collective responsibility and trust within the team.

I thrive in an environment that is both warm and professional—a place where respect and open communication are valued. An ideal partner company for us is one that understands the importance of timely support and shares our commitment to quality service. On a personal note, my ideal vacation day might include a quiet morning with a cup of chai, a stroll through a bustling local market, and an evening spent enjoying a good meal with family or friends.

* **Please descrive your usual working day**

A typical day for me begins with reviewing our office schedule and ensuring all logistical aspects are in order. I start with a quick catch-up meeting with the team to set priorities, and then I focus on organizing resources, managing schedules, and handling any immediate administrative challenges. The afternoon is usually filled with coordinating with different departments and making sure that everyone has what they need to excel. I always wrap up by reviewing the day's accomplishments and planning for the next day.

* **Please describe your latest achivement (big or small) in your place of work (or previoues place of work)**

One recent achievement that stands out was when I streamlined our office supply management system. By implementing a more efficient tracking and reordering process, I was able to reduce waste and save costs, which in turn allowed us to invest more in employee development and workspace improvements. This not only enhanced our operational efficiency but also boosted team morale.

* **Please describe place of work A and B (previous and current, your and the one of partners etc.)**

I’ve had the opportunity to work in two distinct office environments. In my previous role as a consultantI managed a smaller, fast-paced office where adaptability was key, and I learned the importance of swift problem-solving. In my current position I enjoy a more structured setting with clear processes and a focus on long-term planning. Both experiences have enriched my perspective on effective office management.

* **Please describe what your company does in general terms with details but not sensitive ones**

Overall, our company is dedicated to providing robust administrative support and operational solutions that drive business success. We focus on enhancing organizational efficiency through innovative office management practices, ensuring that every employee can contribute their best to our collective goals.

Thank you again for this conversation—I look forward to learning more about your team and exploring how we can create a productive and supportive work environment together.