A painting of a purple and white wall

Description automatically generated

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A white letter on a purple background

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1. Note

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Note  注意

Tue, Jun 25, 2024 . 6:05 PM  
星期二， 6月 25， 2024 .下午6：0543:20Owner: Tianmin Zhang 所有者：张天民

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0:08

Yeah, so,  是的，所以，

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0:14

yes,  是的

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0:19

what did you say I didn't hear you. You applied for a position with Allen recruitment, yeah, but I didn't say many job descriptions on their websites. They just mentioned that it graduate age.   
你说什么我没听见。你申请了艾伦招聘的职位，是的，但我在他们的网站上没有说很多职位描述。他们只是提到它毕业了。

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0:41

Yeah, they didn't give too much details about it. I saw that. But I think just the language is the most important focus for them, okay, and that,   
是的，他们没有提供太多细节。我看到了。但我认为语言对他们来说是最重要的焦点，好吧，而且，

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0:54

which you do?  你是做什么的？

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0:58

What? What do you mean? Which? Be   
什么？你是什么意思？哪？是

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1:06

here March, so your background, yeah, you have experience with it, right? Yeah,   
三月来了，所以你的背景，是的，你有这方面的经验，对吧？是的

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1:21

yes.  是的。

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1:24

Because your your masters is in data science, yeah,   
因为你是你的硕士是数据科学，是的，

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1:31

part of what they're looking for, because with it, there's going to be so much data.   
这是他们正在寻找的一部分，因为有了它，就会有这么多的数据。

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1:39

Yeah,  是的

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Description automatically generated

1:42

so did you like your new TV? Yeah, I like it. It's very clear. Strong. It's a lot stronger, yeah, just make sure with the metrics. You know, I said 20% and 15% and 25% read those and make sure that they make sense to you. Yeah, I am, I not sure how you evaluate. How can I describe? What did I do to increase the 20%   
那么你喜欢你的新电视吗？是的，我喜欢它。这很清楚。强。它要强大得多，是的，只需确保指标即可。你知道，我说过20%、15%和25%的人阅读这些内容，并确保它们对你有意义。是的，我是，我不确定你如何评价。我该如何描述？我做了什么来增加 20%



2:20

here? Reviewed and created cap tables, enhancing data accuracy by 25% so you due to the way that you implemented that procedure, it was more efficient, and therefore it increased the accuracy, and the impact was 25%   
这里？审查并创建了上限表，将数据准确性提高了 25%，因此由于您实施该程序的方式，它更有效率，因此提高了准确性，影响为 25%



2:40

so the idea is, no one is going to call a company and ask, did they have good customer service by 100% did they have 25% accuracy? You know what they're going to do is this gives them an idea of what you can do for them. So for you with the percentages, it's just important that you understand how you did that? Yeah,   
所以这个想法是，没有人会打电话给一家公司问，他们是否 100% 拥有良好的客户服务，他们有 25% 的准确率吗？你知道他们要做什么，这让他们知道你能为他们做什么。所以对于百分比的你来说，重要的是你要明白你是怎么做到的？是的

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3:04

not clear. So collected and analyzed traffic data, contributing to a improvement in traffic flow models. That would be the way that you collected the data and the way that you Managed and analyzed that data, again, it improved the efficiency, and it resulted in a 10% improvement in the traffic. Oh, I see. It's not about necessarily you having a direct impact. It's your work having a direct impact. Yeah,   
㗵。因此，收集和分析了交通数据，为改进交通流模型做出了贡献。这将是您收集数据的方式以及管理和分析数据的方式，同样，它提高了效率，并导致流量提高了 10%。哦，我明白。这与你不一定有直接影响有关。这是你的工作有直接影响。是的



3:41

entire team, yeah,  整个团队，是的，

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3:47

go back to some of the questions that I wrote tomorrow. Do you understand what tomorrow is? Um, I think they will ask me some behavior questions, just basically, why you choose our company. What's your interesting about this role, or why you think you are suitable for maybe, like space?   
回到我明天写的一些问题。你明白明天是什么吗？嗯，我想他们会问我一些行为问题，基本上，你为什么选择我们公司。你对这个角色有什么兴趣，或者为什么你认为自己适合太空？



4:13

There are so little information in the job description. Yeah, I   
职位描述中的信息太少了。是的，我



4:20

the less it will be telling you they'll be doing a lot of the talking. They'll tell you about the company. They'll tell you about what the role involves. It's an IT graduate program, so giving you experience of a lot of a lot of different areas in a business from an IT perspective. So you'll be working under the IT directors directorate, but maybe in different departments in it, so that you get exposure to different areas within it. That's normally work. So they're going to focus maybe on screening you, so it's not an interview tomorrow. Tomorrow is what's called a discovery call, especially because it's 15 minutes. It's a discovery call or a pre screening call. Basically, they have five set questions that they need to ask to make sure that you're suitable for the role. So do you have the eligibility to work? That's your sound. G Do you have fluency in the language? That's your Chinese Do you have understandings of it, and how were you using it when you were working?   
它越不会告诉你他们会做很多谈话。他们会告诉你关于公司的信息。他们会告诉你这个角色涉及什么。这是一个 IT 研究生课程，因此从 IT 的角度来看，您可以体验企业中的许多不同领域。因此，您将在 IT 主管理事会下工作，但可能会在其中的不同部门工作，以便您接触到其中的不同领域。这通常是工作。所以他们可能会把重点放在筛选你上，所以明天不是面试。明天就是所谓的发现电话，特别是因为它是 15 分钟。这是一个发现电话或预筛选电话。基本上，他们需要问五个固定问题，以确保您适合这个角色。那么你有工作的资格吗？那是你的声音。G 你的语言流利吗？那是你的中文 你对它有了解吗，你在工作时是怎么用的？



5:29

And then they'll talk about your motivations, why you want to do this, you know, and for you to develop a career here, to get experience within Ireland, you know, you're passionate about it in that space, and you're happy with a graduate program that it gives you a lot of different perspectives, gives you a lot of varied experiences.   
然后他们会谈论你的动机，你为什么要这样做，你知道，以及你在这里发展事业，在爱尔兰获得经验，你知道，你对这个领域充满热情，你对研究生课程感到满意，它给了你很多不同的视角，给你很多不同的经验。



5:49

Does that make sense? Yes.   
这有意义吗？是的。



5:56

Any questions about anything so far? Um, maybe I thought, maybe tomorrow, they just asked me some very basic questions, and not much my background or my experience. So let me tell you a little bit about my interactions with Allen recruitment. Okay, so I, previously, I was a Talent Acquisition Manager for a few companies, wow,   
到目前为止，对任何事情有任何疑问吗？嗯，也许我想，也许明天，他们只是问了我一些非常基本的问题，而不是我的背景或经验。所以让我告诉你一些关于我和艾伦招聘的互动。好吧，所以我，以前，我是几家公司的人才招聘经理，哇，



6:31

agencies to support me. And Alan recruitment is one of the agencies that I always take with me. So they like me. Every company that I go to, I bring them, I say, Come, come, come, help me. And they like that, because everybody is fighting for business. And I like them. I like the way they work, so I will work with them all the time. So I know the owners very well. I was thinking to give you a stronger opportunity what I can do is I can say to them, I can email see the owner. I say, Hi, Rebecca, I've sent you over a really great candidate. Chan min, I know she's interviewing with you today, and I'll send her the email either today or tomorrow. So either will be tomorrow or today. I know she's interviewing with you. Hope everything goes well. Can you just let me know how you get any questions? So that's basically putting my name beside your name, and they'll give you extra Oh, wow.   
支持我的机构。艾伦招聘是我经常随身携带的机构之一。所以他们喜欢我。我去的每一家公司，我都带他们，我说，来，来，来，帮我。他们喜欢这样，因为每个人都在为生意而战。我喜欢他们。我喜欢他们的工作方式，所以我会一直和他们一起工作。所以我非常了解业主。我想给你一个更强大的机会，我能做的就是我可以对他们说，我可以发电子邮件见主人。我说，嗨，丽贝卡，我给你送来了一位非常出色的候选人。陈敏，我知道她今天要和你面试，我今天或明天就给她发邮件。所以要么是明天，要么是今天。我知道她正在和你面试。希望一切顺利。你能告诉我你是怎么得到任何问题的吗？所以这基本上是把我的名字放在你的名字旁边，他们会给你额外的哦，哇。



7:37

Oh, that's so great. That's so great. Thank you, because it'll make you a stronger candidate. And I know for a fact they'll do everything they can to help you. Then they'll do they help me. I help them a lot.   
哦，那太好了。太棒了。谢谢你，因为它会让你成为一个更强大的候选人。我知道他们会尽一切努力帮助你。然后他们会帮助我。我帮了他们很多。



7:56

Will just mean that you say when they ask you, how did you hear about the position. Oh, Stephen sent me the details of your your recruitment agency, and I've reached out because I know that it's a good agency, and I was told I will be in good hands, yeah. And for them, it's great, because they'll say, Oh, great. Thank you so much. We're so brilliant. Thank you for them. So basically how it works is, they're an agency. They've been hired by a company. The name of the company in the job description, but tomorrow, they might tell you a little bit more over the phone. They're working on behalf of a company who needs an IT graduate. So they're sourcing this, it graduate, and presenting that to the company, for the company to decide. So the interview would be with the company, the decision the screening through will be with the agency. So tomorrow, it's them screening you to make sure that you're the right profile that they want to send through to their client. And then once you're past that stage, the client will decide whether they want to for an interview. The interview for graduate normally Google teams or face to face, and there might be an assessment piece. So they might have a it assessment, some technical tools or things that you're using   
只是意味着当他们问你时，你说你是怎么知道这个职位的。哦，斯蒂芬给我发了你是你的招聘机构的详细信息，我已经联系了我，因为我知道这是一家很好的机构，我被告知我会得到很好的照顾，是的。对他们来说，这很棒，因为他们会说，哦，太好了。非常感谢。我们太棒了。谢谢你。所以基本上它是如何运作的，他们是一个机构。他们被一家公司雇用了。职位描述中的公司名称，但明天，他们可能会通过电话告诉您更多。他们代表一家需要 IT 毕业生的公司工作。所以他们采购这个，毕业，然后提交给公司，由公司决定。因此，面试将与公司进行，筛选的决定将由该机构决定。所以明天，他们会筛选你，以确保你是他们想要发送给客户的正确个人资料。然后一旦你过了那个阶段，客户就会决定他们是否要参加面试。毕业生的面试通常是谷歌团队或面对面的，可能会有评估部分。因此，他们可能会进行 IT 评估、一些技术工具或您正在使用的东西



9:22

or graduate. Assessment. So the personality side of things, psychrometric testing, not a lot, I think, for the personality side of things, the things you need to think about is, can I communicate well with others? So can I collaborate with others well? So communication,   
或毕业。评估。所以性格方面的事情，干湿测试，不是很多，我想，对于性格方面的事情，你需要考虑的是，我能不能和别人沟通好？那么我能很好地与他人合作吗？所以沟通，



9:48

time, dealing with difficult situations, critical thinking, problem solving and self awareness could be one too as well. Self awareness being, how can you take feedback? So a question that they always ask in the self awareness bracket is, give me an example of a time that you didn't that you had, or give me an example of a time that something didn't go well for you, or give me an example of your what's your weakness? You know, they might ask these types of questions, when things go wrong, or what's weakness? There's nothing wrong with saying anything, because things go wrong, people have weaknesses. It's being aware of it, and how do you manage it? That's the most important thing,   
时间、处理困难情况、批判性思维、解决问题和自我意识也可能是其中之一。自我意识是，你怎么能接受反馈？因此，他们总是在自我意识范围内问一个问题，给我一个你没有的时间的例子，或者给我一个例子，说明某件事对你来说并不顺利，或者给我一个例子，说明你的弱点是什么？你知道，他们可能会问这些类型的问题，当事情出错时，或者什么是弱点？说什么都没有错，因为事情会出错，人有弱点。它意识到了这一点，你如何管理它？这是最重要的事情，



10:40

you know, I had a lot of work in my previous role. So you can mention a previous company that you were working in. I had a lot of work involved a lot of time management. So I wasn't great with that at the beginning, because I didn't know all of the areas, but I set up a system for myself that I prioritize what needed to be done and when. And because of that, I was able to manage my time a lot better. So I have a system in place that I manage my time. I book in appointments with myself into my calendar to make sure I have tasks set for specific times. So for me, that's great. That person had a weakness, they were aware of it and they knew what to do. That type of mentality. Does that make sense? So it's a weakness.   
你知道，我在以前的角色中做了很多工作。因此，您可以提及您以前工作过的公司。我有很多工作，涉及很多时间管理。所以一开始我对此并不擅长，因为我不知道所有的领域，但我为自己建立了一个系统，我优先考虑需要做什么以及何时做。正因为如此，我能够更好地管理我的时间。所以我有一个系统来管理我的时间。我把与自己的约会记录在我的日历中，以确保我在特定时间设置了任务。所以对我来说，这很棒。那个人有一个弱点，他们意识到了这一点，他们知道该怎么做。那种心态。这有意义吗？所以这是一个弱点。



11:32

The weakness could be that you didn't manage your time. Well, Oh, I see give an example of a time that you didn't achieve a goal. I would say, you know, there was one project that I had that we had very high requirements, and we implemented new process the processes didn't work the way we wanted them to. We under delivered on the project. So as a result, we did a whole root cause analysis. We looked at everything, see where the gaps were. We put in measurements in place in the future, and actually spoke to the client, explained to the client what happened, and there was more roles to fill, just from a recruitment perspective. And with these new measurements, we were able to reach those and surpass, Oh, I see,   
弱点可能是你没有管理好你的时间。好吧，哦，我看到举一个你没有实现目标的例子。我想说的是，你知道，我有一个项目，我们的要求非常高，我们实施了新的流程，但这些流程并没有按照我们想要的方式工作。我们在项目上交付不足。因此，我们进行了全面的根本原因分析。我们查看了一切，看看差距在哪里。我们在未来进行了测量，并实际与客户交谈，向客户解释了发生了什么，并且从招聘的角度来看，还有更多的职位需要填补。通过这些新的测量，我们能够达到这些并超越，哦，我明白了，



12:19

yeah. Can I use I tried. I'm not sure whether it's a suitable, it's a I told HR that I have a weakness. And like everything, I start at first. I'm very curious about everything, so I always ask questions, even it's not part of my job. Some people will it's good to learn, but some people feel it's annoying because I always ask questions or always be very curiosity. But in the end, I think it's a good things, because after I learned my job, I feel I very familiar with the workflow. Is that okay? I also like things like that,   
是的。我可以使用我试过吗？我不确定它是否合适，这是我告诉人力资源部我有一个弱点。就像所有事情一样，我从一开始就开始。我对一切都很好奇，所以我总是问问题，即使这不是我工作的一部分。有些人会觉得学习是件好事，但有些人觉得这很烦人，因为我总是问问题或总是很好奇。但归根结底，我认为这是一件好事，因为在我学会了我的工作之后，我觉得我对工作流程非常熟悉。可以吗？我也喜欢这样的东西，



13:16

flipping a coin. It depends who you talking to, because I know for a fact I was working with a manager. If you said that to the manager I was working with, they would have said to you, you know, you're not focused on your job. You're focused too much and others very kind of it's not very focused on you to start asking questions about other areas of the business when you don't even know your own yet, because you're new. Yeah. Focus on your so. And another person could say, oh, that's really great. It's so good that you have an interest in the whole business going. It can go well, it's not safe.   
掷硬币。这取决于你和谁交谈，因为我知道我正在和一位经理一起工作。如果你对和我一起工作的经理这么说，他们会对你说，你知道，你没有专注于你的工作。你太专注了，而其他人却非常关注你，当你甚至还不了解自己的业务领域时，就开始询问有关其他业务领域的问题，因为你是新手。是的。专注于你的所以。另一个人可能会说，哦，这真的很棒。这太好了，以至于你对整个业务感兴趣。它可以顺利进行，但不安全。



13:54

That could be exactly the same. I asked a lot of questions. I used to ask a lot of questions at the beginning, because I'm very interested in all areas of the business, and now what I've learned is that comes with time. So initially I focus on my role as understanding what I need to do and how that feeds into the business. And then the more I learn, the more I learn about the wider business, two together at the same time. Oh, it's better.   
这可能完全相同。我问了很多问题。一开始我经常问很多问题，因为我对业务的所有领域都非常感兴趣，现在我学到的是随着时间的推移而来。因此，最初我专注于我的角色，即了解我需要做什么以及它如何为业务提供信息。然后我学得越多，我就越了解更广泛的业务，两者同时结合在一起。哦，更好。



14:23

You're respectful of the work that's in front of you. You understand boundaries, because the same as you when I started previous companies before, I wanted to know everything, I was like, oh, what does that do? And you know what we can do all of these things. Like, yeah, just focus on what's in front of you?   
你尊重摆在你面前的工作。你懂得界限，因为和你一样，我以前创办以前的公司时，我想知道一切，我想，哦，那有什么作用？你知道我们能做些什么。就像，是的，只专注于你面前的东西？



14:44

Good idea. So they're like, no, no. That's like somebody else's job to do what you need to do.   
好主意。所以他们说，不，不。这就像别人的工作是做你需要做的事情。



14:52

It's kind of good to show respect to everybody in their areas just to focus on what you have in front of you, especially if you're new, yeah, yeah, you're right. I'm sorry, I want to focus on what's going to come up tomorrow, because all of what we talked about that's not going to come up tomorrow. I think what's going to come up tomorrow will be this typical question always comes up, tell me a little bit about yourself. So the Tell me a little bit about yourself. Do you know what that question means? I think I should introduce my work, my academic background, my personality, a little bit.   
尊重他们所在领域的每个人，只是为了专注于你面前的东西，特别是如果你是新人，是的，是的，你是对的。对不起，我想把注意力集中在明天会发生什么，因为我们谈论的所有内容都不会在明天出现。我想明天会出现这个典型的问题总是会出现，告诉我一些关于你自己的事情。所以告诉我一些关于你自己的事情。你知道这个问题是什么意思吗？我想我应该介绍一下我的工作，我的学术背景，我的个性。



15:39

You tell me a little bit about yourself. So hi, Tiananmen, really, how do i pronounce your first name? By the way? Tianmin Zhang.   
你告诉我一些关于你自己的事情。嗨，天安门，真的，我怎么发音你的名字？顺便一提？张天敏.



15:54

Tianmin Zhang. Thank  张天敏.谢谢



15:58

you for coming today, though, I know you applied to this position, and they might have told you a little bit more about the position at that point. So why don't you tell me a little bit about yourself? Um, I am pursuing my master's degree at the Trinity College Dublin, and my major is applied, social data science, and during this year, I learned about men statistical machine learning and research design during my courses, and it enrich my work skills, because After that, I feel like I can do many work projects and before, I worked as a front end, front engineer two years and it's just the front end, but I still try To learn back end and and false thanks to enhance myself, because I always passionate learning, and now I'm writing my dissertation at the same time, I'm volunteer at the at another Start Up financial company to use my data analysis skills to build cap tables for them, and for now, I hope I can, I can have an opportunity To enjoy a great company that can utilize my um   
不过，你今天来，我知道你申请了这个职位，他们当时可能已经告诉你更多关于这个职位的信息。那你为什么不告诉我一些关于你自己的事情呢？嗯，我正在都柏林圣三一学院攻读硕士学位，我的专业是应用，社会数据科学，在这一年里，我在课程中学习了男性统计机器学习和研究设计，它丰富了我的工作技能，因为在那之后，我觉得我可以做很多工作项目和之前， 我做了两年的前端，前端工程师，这只是前端，但我仍然努力学习后端，并错误地感谢提高自己，因为我总是热衷于学习，现在我正在写我的论文，同时，我在另一家创业金融公司做志愿者，利用我的数据分析技能为他们构建上限表， 现在，我希望我能，我有机会享受一家可以利用我的嗯的伟大公司



17:43

I career now,  我现在的职业生涯，



17:49

obviously,  明显地



17:53

okay, it's good, it's good, and it gives me a good overview. So you're starting with kind of why you came to Ireland. So I came to Ireland to study my masters and to gain some work experience in my chosen field. You talk about your academic background, that's absolutely fine. The one thing you want to do is you want to create a connection at the end. So at the end you can say and with my background and my passion, because I'm passionate about it, it's an interesting for me. Yeah, I feel   
好吧，这很好，很好，它给了我一个很好的概述。所以你从你为什么来爱尔兰开始。因此，我来到爱尔兰攻读硕士学位，并在我选择的领域获得一些工作经验。你说你的学术背景，这绝对没问题。你要做的一件事是你想在最后创建一个连接。所以最后你可以说，以我的背景和我的热情，因为我对它充满热情，这对我来说很有趣。是的，我觉得



18:30

but also I feel like there's a lot of opportunity for me to grow and learn.   
但我也觉得我有很多机会成长和学习。



18:36

So you want to bring value and grow and learn that way. It's a two way relationship from both sides. You've got something to give them, they've got something to give you. They can then see it connect. Yeah, there's a path for you. If somebody in and just says, This is what I can bring you, this is what I can bring you, and they don't say what they're getting, somebody could be like, well, they'll leave in a few months, because I don't think they want anything from us. Oh, yes,   
因此，您希望以这种方式带来价值、成长和学习。这是双方的双向关系。你有东西要给他们，他们有东西要给你。然后，他们可以看到它连接。是的，有一条适合你的道路。如果有人进来，只是说，这是我能带给你的，这是我能带给你的，他们没有说他们得到了什么，有人可能会说，好吧，他们会在几个月后离开，因为我认为他们不想从我们这里得到任何东西。哦，是的



19:09

an area of growth and development is great. Okay?   
一个增长和发展的领域是伟大的。好？



19:16

Why you pursued a career or why you're pursuing a career in it? What about this program? Interested?   
你为什么从事一项职业，或者你为什么要从事一项职业？这个程序怎么样？感兴趣？



19:26

Because I'm naturally interesting about tech, so about front end development. Basically, I learned by myself. So I think my passion about that so, so this is why I apply the master degree at TCD. Want to enhance myself. I want to do what I really love.   
因为我天生对技术感兴趣，所以对前端开发也很感兴趣。基本上，我是自学的。所以我认为我对此充满热情，所以这就是我申请TCD硕士学位的原因。想提升自己。我想做我真正喜欢的事情。



19:57

And about this program, I know your program plan its excellent way. I will have a great teaching tutorial. And also, I think my work experience and my passions can can contribute your company.   
关于这个程序，我知道你的程序计划非常好。我会有一个很棒的教学教程。而且，我认为我的工作经验和我的热情可以为您的公司做出贡献。



20:24

That's all okay.  没关系。



20:27

Then I'm gonna ask you about your language skills. So you're fluent in Chinese, yeah, my mother language is Chinese. How do you feel about working in an English speaking environment?   
那我就问你语言能力怎么样。所以你能说一口流利的中文，是的，我的母语是中文。您如何看待在英语环境中工作？



20:41

Um, you mean, use Chinese or use English, English speaking environment. I think it's good because I already used to AIDS after I arrived here, there's no much Chinese, so I use English talk with my professor, professionals and my friends, and even I have part time job, I will talk. I will use English talk with my employer. So I already used two sets.   
嗯，你的意思是，使用中文或使用英语，英语口语环境。我觉得这很好，因为我到了这里就已经习惯了艾滋病，没有太多的中文，所以我用英语和我的教授、专业人士和我的朋友交谈，即使我有兼职工作，我也会说话。我将与我的雇主进行英语交谈。所以我已经用了两套。



21:16

What area of it would you say that you're most passionate about? I think first it's from the end, because it's a safe area for me. I have a voice. I know how to do that. But another it's a data, data about anything about data, because my major is a data, and I think it gave me it already. It already taught me how to use the data choice to realize some, quite some business problems. So I think these two, it's a great it's a great for me now, but I'm very exciting learn everything about it, everything about tech. So every any area for me is a perfect now, great. And would you be, if necessary, able to go to the office for at least three days a week? Yes, of course. I don't meant I   
你认为你最热衷于哪个领域？我认为首先是从最后开始，因为这对我来说是一个安全的区域。我有发言权。我知道该怎么做。但另一个是数据，关于数据的任何数据，因为我的专业是数据，我认为它已经给了我。它已经教会了我如何使用数据选择来实现一些相当多的业务问题。所以我认为这两个，现在对我来说很棒，但我非常兴奋地学习它的一切，关于技术的一切。所以现在对我来说，每个领域都是完美的，太棒了。如果有必要，您是否能够每周至少去办公室三天？是的，当然。我不是说我



22:23

okay on site,  现场还行，



22:26

yeah, I don't mean that. And what's your salary expectation? About salary for now, I didn't expect very specific number, because I'm focused on what's about. My career depends on it. I just focus on I'm not expecting in salary stuff, and I think that your company will give me the salary support what my value. So I demand for now, and although you're finishing your study this summer, yes, so you apply for your standpoint. G, yes, and you'll have two years of your standpoint. G, then yeah.   
是的，我不是那个意思。你的薪水期望是多少？关于现在的薪水，我没想到会有非常具体的数字，因为我专注于什么。我的职业生涯取决于它。我只专注于我不期望的薪水，我认为贵公司会给我工资支持我的价值。所以我现在要求，虽然你今年夏天要完成学业，是的，所以你申请你的立场。G，是的，你将有两年的立场。G，那么是的。



23:21

Is 720,  是720，



23:25

26 and end of 26 Yeah, I think so yes, pretty much covers everything for today. What I'm going to do is I'm going to go through the rest of the applicants as well. I'm going to have a few more screening calls if we feel that the role will be a good fit for you, then we'll contact those next steps with you. Okay, I'm very appreciate about your time. Thank you so much. It's very glad to talk with you. Do you have any questions for me about anything about this program. Anything I need to learn before because depends on maybe I still need to learn more to familiar with my future job. Okay, don't ask that question and your name.   
26 和 26 的结尾是的，我想是的，几乎涵盖了今天的所有内容。我要做的是，我也要通过其余的申请人。如果我们觉得这个角色很适合你，我会再打几个筛选电话，然后我们会和你联系这些后续步骤。好的，我非常感谢你的时间。非常感谢。很高兴与您交谈。你对这个项目有什么问题要问我吗？我以前需要学习的任何东西，因为也许我仍然需要学习更多才能熟悉我未来的工作。好吧，不要问这个问题和你的名字。



24:19

Do you want to have a strong ability to learn, because obviously this role will involve you learning a lot, but you don't want to identify. Don't want them to think that you're missing things right now at the moment, you know they know what you have. They know what you don't have. So you don't want to say to them, is there anything else I need to learn to be good enough to have the entry point for this position, what you want to ask is, Is there anything else I need to prepare   
你想有很强的学习能力吗，因为显然这个角色会涉及你学习很多东西，但你不想认同。不要让他们认为你现在缺少一些东西，你知道他们知道你拥有什么。他们知道你没有什么。所以你不想对他们说，我还需要学习什么才能足够好才能获得这个职位的切入点，你想问的是，我还有什么需要准备的吗



24:48

that I need to know about this position? What does the team look like? Oh, what does the team look like? What's the culture like? What is the typical day to day in this role? Like, those types of questions. Oh, I see.   
我需要知道这个职位吗？团队是什么样子的？哦，团队是什么样子的？文化是怎样的？这个角色的典型日常工作是什么？比如，那些类型的问题。哦，我明白。



25:07

Because this is a recruit. You can ask them, What does the process look like? They might say, all of these things are ready to you. You might have to ask that question. But if they don't, then you can say, I'm just wondering what the next steps in the process are,   
因为这是新兵。你可以问他们，这个过程是什么样的？他们可能会说，所有这些事情都为你准备好了。你可能不得不问这个问题。但如果他们不这样做，那么你可以说，我只是想知道这个过程的下一步是什么，



25:24

pretty much tomorrow, what they're going to go through. It's going to be very, very short tweet, and to the point because it is a pre screen, and then they'll decide from that, if they want to move forward to interview, I'll be very, very surprised if they don't   
差不多明天，他们将要经历什么。这将是一条非常非常短的推文，而且切中要害，因为它是一个预筛选，然后他们会从中决定，如果他们想继续面试，如果他们不这样做，我会非常非常惊讶



25:47

when I email them, very surprised if they don't put you forward for interview. At least it's up to the client. The client will decide, I think your interview will be strong. I'm going to put a personal summary with you when I when I email them, I'm going to give them a little bit of a summary about you, so that then it's stronger for them to bring that with them when they're talking to the client. Yeah, so I'll say that I spoke to you, I've screened you as well. You're a great client, and that you have a good ability to take on board any training that's given to you very passionate about this area, would be a great idea. So then they should be able to send you through to the client. It just depends, to be honest with you, it depends on how many applications that they have and how strong those applications are. But I think your background, even from being your experience, you're at the top level of the applicants that they'll have.   
当我给他们发电子邮件时，如果他们不让你参加面试，我会感到非常惊讶。至少这取决于客户。客户会决定，我认为你的面试会很强。当我给他们发电子邮件时，我会和你一起做一个个人总结，我会给他们一些关于你的总结，这样他们在与客户交谈时就更愿意带上它。是的，所以我会说我和你谈过，我也筛选过你。你是一个伟大的客户，而且你有很好的能力接受任何对你对这个领域充满热情的培训，这将是一个好主意。因此，他们应该能够将您发送给客户。老实说，这取决于他们有多少应用程序以及这些应用程序有多强大。但我认为你的背景，即使从你的经验来看，你也是他们所拥有的申请人的顶级水平。



26:48

Communication wise, you're very good at communicating. I like your communication style. It's very clear, very polite, very professional. Oh, thank you. I just, I just tried not too nervous, and I feel, Oh, it's a better, it's a smoother.   
沟通方面，你非常善于沟通。我喜欢你的沟通方式。非常清晰，非常有礼貌，非常专业。谢谢。我只是，我只是试着不要太紧张，我觉得，哦，它更好，它更顺利。



27:06

Nerves. Is normal, not nerves. If you're not nervous, it's weird,   
神经。是正常的，不是神经。如果你不紧张，那就很奇怪了，



27:13

interview setting, it's normal. People expect you to be a little bit nervous. That's fine, but you don't come across too nervous. You come across excited, interested. You know, that's good. Okay, let me tell you a story. It's funny. One day I have a I had a deadline about our assignments, and next, the next morning about the assignment. So I didn't fall asleep. I just sleep about two hours, and the next morning, I had a interview.   
面试设置，很正常。人们希望你有点紧张。没关系，但你不会太紧张。你很兴奋，很感兴趣。你知道，这很好。好吧，让我给你讲一个故事。这很有趣。有一天我有一个关于我们作业的截止日期，第二天早上，关于作业。所以我没有睡着。我只睡了大约两个小时，第二天早上，我接受了采访。



27:47

It's a, it's it's also it program, program, it graduated program, and I passed the first interview. I'm so surprised, because I'm not nervous at all, and I think, Oh, it's a Bloomberg. It's too big for me. So I just not nervous, but   
这是一个，也是它的项目，项目，它的毕业项目，我通过了第一次面试。我很惊讶，因为我一点也不紧张，我想，哦，这是彭博社。这对我来说太大了。所以我只是不紧张，但是



28:07

very nervous and relaxed. So I passed the first interview and the second interview, it's a very difficult it's all about technology. So I didn't expect so I feel you didn't   
非常紧张和放松。所以我通过了第一次面试和第二次面试，这是一个非常困难的面试，一切都与技术有关。所以我没想到，所以我觉得你没有



28:23

prepare enough for it because you thought that was easy. There's no need to the second one is that, no, it's a because it's a it mentioned it's a data about financial data. So I asked a lot of people about financial things, I didn't prepare anything. So I just, I just prepare the wrong thing. So they asked me a lot about tech, and they they also expect I can write code with them as I can't do that. I just, I didn't expect it. So I feel   
为此做好充分的准备，因为你认为这很容易。没有必要第二个是，不，它是一个，因为它是一个关于财务数据的数据。所以我问了很多人关于财务的事情，我什么都没准备。所以我只是，我只是准备了错误的东西。所以他们问了我很多关于技术的问题，他们也希望我能和他们一起写代码，因为我做不到。我只是，我没想到。所以我觉得



29:10

future not writing code. AI will be writing code in the future. We will be giving prompts, we will be giving instructions, and then the AI will write the code. That's how it's going to happen in the future. Software developers, I'm worried about their future. Engineers, I'm worried about their future. They have to find a different way of doing things. For sure. Obviously, I think creativity and innovation is from people, but the actual coding side of things, I don't think we need to rely so heavily on those skill sets anymore. I think we covered easily. But look the way I look, if that role didn't happen, it wasn't meant that's how I look at it. It was meant for somebody else. It wasn't meant for you. If you don't get the job, then that means it wasn't meant for you. It was meant for somebody else. So what I would do is 10 my learnings. So now you learned you need to read the job description fully and prepare all areas from my cover, so you know that in the future. So with this you don't have a job description yet. This is a pre screener. So what I would ask at the end of this call tomorrow is, if I am being put forward for any role. Is it possible to see a full job description? Oh, because they haven't sent this is a cloud for Chinese. It graduates.   
将来不写代码。人工智能将在未来编写代码。我们将给出提示，我们将给出指令，然后人工智能将编写代码。这就是未来将要发生的事情。软件开发人员，我担心他们的未来。工程师们，我担心他们的未来。他们必须找到一种不同的做事方式。确实。显然，我认为创造力和创新来自人，但实际的编码方面，我认为我们不再需要如此严重地依赖这些技能。我认为我们很容易涵盖。但看看我的样子，如果那个角色没有发生，那并不意味着我就是这样看待它的。这是为别人准备的。它不是为你准备的。如果你没有得到这份工作，那就意味着它不适合你。这是为别人准备的。所以我要做的是 10 我的学习。所以现在你明白了你需要充分阅读职位描述，并准备好我封面上的所有领域，这样你以后就知道了。因此，您还没有职位描述。这是一个预筛选器。因此，在明天的电话会议结束时，我要问的是，我是否被提名担任任何角色。可以看到完整的职位描述吗？哦，因为他们没有发送，这对中国人来说是一朵云。它毕业了。



30:37

They're going to screen you, and they're going to decide which role that they think that you'd be a good fit for, it seems like, but I'll talk to them while I want to see and I'll ask them to keep me updated. Oh, that's great. And I think maybe, if I'm not suitable for maybe, maybe, if I failed about this role, maybe they can help me other roles, because they are agency role.   
他们会筛选你，他们会决定他们认为你适合哪个角色，但我会在我想看的时候和他们谈谈，我会要求他们让我了解最新情况。哦，那太好了。我想也许，如果我不适合，也许，如果我在这个角色上失败了，也许他们可以帮助我担任其他角色，因为他们是代理角色。



31:13

That's the thing. This is many roles. Yeah, so   
就是这样。这是很多角色。是的，所以



31:20

one job. It seems to be that it's about a few jobs, so that's good. I think they'll look at options for you, not just one. Oh, that's so great. Or a great agency. I've worked with them, I told you before. So I trust them. Wow, I trust them. I know they're good, so I want to just connect with them to let them know, special   
一份工作。这似乎是关于几份工作的，所以这很好。我认为他们会为您寻找选择，而不仅仅是一个。哦，那太好了。或者一个伟大的机构。我之前告诉过你，我和他们一起工作过。所以我相信他们。哇，我相信他们。我知道他们很好，所以我想和他们联系，让他们知道，特别



31:48

treatment, that's the most important thing. Oh, thank you so much. Do you have   
治疗，这是最重要的。哦，非常感谢。你有吗



32:01

any questions for me about anything?   
有什么问题要问我吗？



32:09

No, yet. Do you feel ready for tomorrow? Yes, I think I need to organize the whole sauce and make some notes. Yeah,   
不，还没有。你准备好迎接明天了吗？是的，我想我需要整理整个酱汁并做一些笔记。是的



32:30

prepared with Tell me a little bit about yourself. That's going to be the most important part, telling you an overview why you're interested in the role, what you want to do with this you know what path that you see for yourself in the future   
准备 告诉我一些关于你自己的事情。这将是最重要的部分，告诉你为什么你对这个角色感兴趣，你想用它做什么，你知道你未来会为自己看到什么道路



32:47

around your skill sets? Oh, if they ask me wiser, I need to base that support in the future. How can I answer you don't, because this is a 12 month role. They said 12 months with possibility of extension. So within those 12 months, you don't need visa support because you have one. Oh, clever. Okay, yeah,   
围绕您的技能组合？哦，如果他们问我更明智，我需要在未来建立这种支持。我怎么能回答你不知道，因为这是一个 12 个月的角色。他们说 12 个月可以延期。因此，在这 12 个月内，您不需要签证支持，因为您有签证支持。哦，聪明。好的，是的，



33:17

once I can cover that with my standpoint G, but if everything goes well, and there'd be an opportunity for a permanent role that would require some level of sponsorship, yeah, but they know this. They know all of this because they know you're in a 1g they know it's two years. They know you can cover the 12 months. So if they ask you, do you require sponsorship for this role? No, you don't. You have full eligibility for at least 12 months. Yeah,   
一旦我可以用我的立场 G 来涵盖这一点，但如果一切顺利，并且有机会获得需要一定程度的赞助的永久角色，是的，但他们知道这一点。他们知道这一切，因为他们知道你在1g，他们知道这是两年。他们知道您可以覆盖 12 个月。所以如果他们问你，这个角色需要赞助吗？不，你没有。您拥有至少 12 个月的完全资格。是的



33:51

they tend to sponsor because it's very global industry. You've got people working everywhere. It's very multicultural, so you've got a lot of people from different nationalities, pre covid, before covid, a lot of companies didn't even know, so that's why they didn't do it. But when covid happened, everybody had to stay at home. So they talked and they opened up that sponsorship a lot more. So now sponsorship is normal, very easy, very straightforward. Oh, good point. So many resources for you. Let's just and you don't have any opportunities with that. I have a list of at least, I think, 150 200 companies that all provided sponsorship last year that are in access for you. Wow. Wow.   
他们倾向于赞助，因为这是一个非常全球化的行业。到处都有人在工作。这是非常多元文化的，所以你有很多来自不同国籍的人，在 covid 之前，在 covid 之前，很多公司甚至都不知道，所以这就是他们没有这样做的原因。但是当新冠病毒发生时，每个人都不得不呆在家里。所以他们进行了交谈，他们更多地开放了赞助。所以现在赞助是正常的，非常容易，非常直接。哦，好点子。为您提供如此多的资源。让我们就这样吧，你没有任何机会。我想，我有一份至少150 200家公司的名单，这些公司去年都提供了赞助，可以为您提供赞助。哇。哇。



34:42

Lot of options.



34:45

I think Alan will be a good I think they have a few options there. I'm very positive about it. Wow. Thank you   
我认为艾伦会很好，我认为他们在那里有几个选择。我对此非常积极。哇。谢谢



34:59

so much from our process, you were talking about the package and things. Let's wait and see, because there's no point in you committing to five sessions with me when you don't even know what the next steps are yet. Have your conversation tomorrow, see how it goes. And then when you get involved in interview preparation, we can talk about the packages a bit more, because the interview preparation normally takes two sessions. One is go preparation with you, telling you about the STAR technique, how to give you really strong answers, and then giving you all of that information to go away think about prepare your answers, and then I'll do a mock interview with you, where we'll go through all of that like it's an interview. Okay, great   
从我们的流程中可以看出，您正在谈论包装和其他事情。让我们拭目以待，因为当你甚至不知道下一步是什么时，你承诺与我进行五次会议是没有意义的。明天谈谈，看看进展如何。然后当你参与面试准备时，我们可以多谈谈套餐，因为面试准备通常需要两节课。一个是和你一起去准备，告诉你STAR技术，如何给你真正有力的答案，然后给你所有这些信息，让你去思考准备你的答案，然后我会和你做一个模拟面试，我们将像面试一样经历所有这些。好的，太好了



35:47

position for any position, because all the interviews in Ireland, they tend to be the same structure. They're competency based interviews. Yes, face any interview.   
任何职位的位置，因为爱尔兰的所有面试，它们往往是相同的结构。它们是基于能力的面试。是的，面对任何面试。



36:02

Yes. That's great  是的。真棒



36:06

first, because I'm a whole idea of me doing what I'm doing. Just to give you some clarity, I got made redundant last year. So when I was made redundant, it was kind of scary, because I was thinking, oh gosh, nothing is secure, especially within tech multilingual. So I always like did recruitment in the first place, and I know that there's other people that charge double and three times what I'm charging. I didn't want to do that because I want to make it accessible for people who are looking for work and people who are looking for work don't have a lot of money. I know that. So for me, the goal isn't money. The goal is supposed to I see other people going into work. I know I'm doing my job right. That makes me happy. The money that I'm charging is just for the time that I'm spending, because I do spend time doing this. So I get for everybody, but at the same time, I will make sure that whoever is using the service isn't using more than what they need.   
首先，因为我完全想做我正在做的事情。为了给你一些澄清，我去年被裁员了。因此，当我被裁员时，这有点可怕，因为我在想，哦，天哪，没有什么是安全的，尤其是在技术多语言领域。所以我一开始就喜欢招聘，我知道还有其他人的收费是我收费的两倍和三倍。我不想那样做，因为我想让那些正在找工作的人和那些没有很多钱的人都能接触到它。我知道那件事。所以对我来说，目标不是钱。目标应该是我看到其他人开始工作。我知道我的工作做对了。这让我很开心。我收取的钱只是为了我花的时间，因为我确实花时间做这件事。因此，我为每个人提供服务，但与此同时，我将确保使用该服务的人不会使用超过他们需要的东西。



37:08

You know, because you have to spend your time wisely as well as your money. Yeah.   
你知道，因为你必须明智地花费你的时间和你的金钱。是的。



37:19

Does that make sense? Yeah. It was so great because at first it's most difficult.   
这有意义吗？是的。这太棒了，因为一开始它是最困难的。



37:30

What's most difficult at first, we're looking for job. We are not very clear everything, and especially it's a different culture, different company. Yeah, exactly. And that's my my background and my experience is all of that. Like I was working with 52 different markets. That's 52 different languages that I was working with. So I'm used to working with people from all different cultures, and I know the Irish culture really well, UK and Ireland, I know really well. So to be able to help people and how to navigate that market, you know, and how to approach that, especially Chinese. Because I've worked a lot with Chinese companies, I know how different the approach is. It's so different. So it's nice. When I'm spoken, I'm speaking to Chinese clients, and they're like, it's so different in China, like I know, here, it's so soft in its approach, and it's very kind of it's around the point you're not as direct. In China, everything is so direct, you know, and sometimes very hard and very pressurized, whereas here you it's a little bit more delicate. You have to navigate very smoothly.   
一开始最困难的是，我们在找工作。我们不是很清楚一切，尤其是这是一个不同的文化，不同的公司。是的，没错。这就是我的背景，我的经历就是这一切。就像我在 52 个不同的市场工作一样。这是我使用的 52 种不同的语言。所以我习惯于与来自不同文化背景的人一起工作，我非常了解爱尔兰文化，英国和爱尔兰，我非常了解。因此，要能够帮助人们以及如何驾驭这个市场，你知道，以及如何接近它，尤其是中国人。因为我经常与中国公司合作，所以我知道这种方法有多么不同。这太不同了。所以这很好。当我说话时，我是在和中国客户交谈，他们说，在中国是如此不同，就像我知道的那样，在这里，它的方法是如此温和，而且非常亲切，就像你不那么直接一样。在中国，一切都是那么直接，你知道，有时非常艰难，压力很大，而在这里，它更微妙一些。您必须非常顺利地导航。



38:48

Yeah,  是的



38:51

it's very, very lucky for me to meet you. You are very professional.   
我非常非常幸运能遇见你。你很专业。



39:00

Already have the communication style. It's perfect, brilliant, really friendly, really professional, like I told, just be yourself. That's the most important thing. And the way, the way I see things, is, if it's meant for you, it will not pass you. If it's not meant for you, take what you can learn from that and be rest assured, knowing that that role has gone to whoever it was supposed to go to. So well done. You gave somebody else,   
已经有了沟通方式。这是完美的，辉煌的，非常友好，非常专业，就像我说的，做你自己。这是最重要的事情。我看待事物的方式是，如果它是为你准备的，它不会通过你。如果它不适合你，请从中学到什么，并放心，知道这个角色已经交给了它应该去的人。干得好。你给了别人，



39:28

and then you take what you need to learn from that situation and do better next time for yourself. Yeah, I will meet my job eventually. I'm sure of that. 100% sure, yeah, tomorrow, see how it goes. I'll talk to them. I'll email that. Actually, I'll email her tonight, okay, and after I had I have a call tomorrow, and I will tell you everything. Yes, do, do, do, do, WhatsApp me and let me know how you go. I'll also tell you any communications that I have with them, just so that you're in the same page. You know you're aware of everything too. Oh, thank you so much. If you do have any more questions or think of anything before tomorrow, because I know it's a lot of information right now. So if when you're thinking later, you WhatsApp me and I'll answer you. Can go through some questions with you, but you might cover it. Okay,   
然后你从这种情况中学到你需要的东西，下次为自己做得更好。是的，我最终会完成我的工作。我对此深信不疑。100%确定，是的，明天，看看情况如何。我会和他们谈谈。我会通过电子邮件发送。事实上，我今晚会给她发电子邮件，好吧，在我打完电话后，我明天会告诉你一切。是的，做，做，做，做，WhatsApp我，让我知道你过得怎么样。我还会告诉你我与他们的任何交流，只是为了让你在同一页面上。你知道你也知道一切。哦，非常感谢。如果你在明天之前还有其他问题或想到任何事情，因为我知道现在有很多信息。所以，如果你以后想，你WhatsApp我，我会回答你。可以和你一起解决一些问题，但你可能会涵盖它。好



40:39

I'm always available. Okay, thank you so much. I will   
我总是随叫随到。好的，非常感谢。我会的



40:49

find from my own side, is I really like the fact that sometimes when clients feel alone in the process, it's very overwhelming. When you're trying to look for a job by yourself and you're getting no answer. You're getting rejections. You have so many questions, and nobody to ask questions, nobody to talk to those about so I'm here with you. You're not alone anymore. That's the most important thing. Oh, thank you so much. Yeah, sometimes I just, I just don't know whether I'm doing the right thing or wrong thing, or thing, or my sauce, it's weird, or it's a So, thank you. So thank you for supporting me. Oh, wow. That's pretty good.   
从我自己的角度来看，我真的很喜欢这样一个事实，即有时当客户在这个过程中感到孤独时，这是非常压倒性的。当你试图自己找工作时，你没有得到答案。你被拒绝了。你有很多问题，没有人可以问问题，没有人可以和他们谈论，所以我和你在一起。你不再孤单了。这是最重要的事情。哦，非常感谢。是的，有时候我只是，我只是不知道我做的是对还是错，或者事情，或者我的酱汁，这很奇怪，或者是 所以，谢谢。所以谢谢你支持我。哦，哇。这很好。



41:39

That's my turn is, that's all, Wow, that's great. It's so great. But if you've any questions just what's happening, I wish you the best of luck tomorrow. Okay, how did you feel about the session today? Are you happy with everything? Yeah, I'm happy for everything. I feel. I feel I have more confidence about getting jobs that I usually like to I'm very confident. You're a wonderful client to have. I'm delighted. So let me email them, and I'll let you know when I've emailed them too as well. Okay, thank you so much. Lovely evening. Evening. You too. Hi, Jen, bye, bye,   
轮到我了，就这样，哇，太棒了。太棒了。但是，如果您对正在发生的事情有任何疑问，我祝您明天好运。好的，你对今天的会议有什么感觉？你对一切都满意吗？是的，我为一切感到高兴。我觉得。我觉得我对找到我平时喜欢的工作更有信心，我非常有信心。你是一个很棒的客户。我很高兴。所以让我给他们发电子邮件，当我也给他们发电子邮件时，我也会让你知道。好的，非常感谢。美好的夜晚。傍晚。你也是。嗨，珍，再见，再见，

43:20

* AI Chat  AI聊天
* Outline  大纲
* Comments 评论



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