

# 应届生 校园招聘 2019 招聘

求职大礼包

## IMI 篇

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#### 内容声明：

本文由应届生求职网 YingJieSheng.COM (<http://www.yingjiesheng.com>) 收集、整理、编辑，内容来自于相关企业的官方网站及论坛热心同学贡献，内容属于我们广大的求职同学，欢迎大家与同学好友分享，让更多同学得益，此为编写这套应届生大礼包 2019 的本义。

祝所有同学都能顺利找到合适的工作！

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# 第一章 IMI 集团简介

## 1.1 IMI 集团概况

IMI 集团官网:

<http://www.imiplc.com>

### IMI 集团简介

英国 IMI 集团作为英国的一个主要的工业集团,是在英国伦敦上市的跨国公司,1995 年底在英国伦敦的股票市场的市值达 12 亿英镑。整个集团 1996 年的销售额高达 13.16 亿英镑,其主要工厂设在英国、南北美洲、欧洲大陆和亚太地区。IMI 集团业务活动通过建筑产品,饮料机械及流体动力和特殊工程四个部分来开展。

埃迈诺冠商贸(上海)有限公司是由国际知名的英国 IMI 集团(IMI plc)全额投资的外商独资企业。今年是诺冠进入中国的第十一年。

英国 IMI 集团作为英国的一个主要的工业集团,是在英国伦敦上市的跨国集团公司,1995 年底在英国伦敦的股票市场的市值达 12 亿英镑。整个集团 2003 年销售额为 15.73 亿英镑,并入选 FTS4Good 指数及道琼斯永续性指数。集团主要工厂设在英国、南北美洲、欧洲大陆和亚太地区。IMI 集团业务活动通过建筑产品,饮料机械及流体动力和特殊工程四个分部来开展。

诺冠集团公司从事 IMI 集团的流体动力分部,是世界著名的气动产品制造和供应商,为全球客户提供气动和电动机械解决方案。诺冠集团公司通过精选的经销商网络及通过遍布全世界 26 个国家,16000 多名员工的国际网络,生产供应全系列的气动控制和自动化产品。诺冠集团公司生产供应的全系列的产品包括气缸、控制(调节)阀、气源处理装备、气管及接头;应用方案包括执行机构、气动的集成或模块技术,可确保客户从诺冠这一可信赖的供应商那里即能采购到所需要的气动产品。同时,诺冠集团公司每年设计并生产成千上万种特殊的产品,以满足客户的特定要求。遍布全世界各地的 12 个主要制造生产基地都进行产品设计和开发,均持有 ISO9001 的质量标准证书。诺冠集团分担 IMI 集团流体动力领域,2003 年销售额占集团销售总额的 48%,利润总额的 52%。2004 年诺冠集团的销售增长率为 15%,而诺冠中国的利润增长率为 25.8%。

诺冠中国是英国 IMI 集团在中国大陆投资的第一家公司。公司总部座落于上海的漕河泾新兴技术开发区,设有销售技术服务部、物流部、生产制造部、项目部、人事部、财务部等部门,在北京、西安、广州、成都、深圳、青岛、南京、武汉、香港、台湾等设立办事处。目前诺冠还将在中国设立第 4 个技术中心(其它三个技术中心分别位于美国、德国和英国)。公司是 2004 年度 F1 赛事的赞助商之一。公司未来的战略目标是将集团公司在国外的先进技术引进中国并本土化生产、销售及出口,培养及招聘优秀员工等。

## 1.2 IMI ——室内环境

IMI Indoor Climate 旗下主力品牌之一 TA,于 1962 年获得世界上第一个平衡阀专利,TA 作为水力平衡领域的开拓者和领导者,产品范围涵盖水力平衡系统的全系列产品,不仅包括静态平衡阀、动态流量平衡阀、测量孔

板、电动平衡二通阀、压差控制阀、动态平衡电动调节阀、控制阀等阀类调节控制产品，还拥有具备辅助设计和产品方案应用功能的 TA Select 水力计算软件，内置 TA 平衡法的 CBI 平衡调试仪。这些产品构成完整的全面水力平衡控制解决方案，从新建项目到老楼改造，从项目设计到安装调试，TA 均能提供一整套产品和服务，帮助客户实现暖通空调系统的水力平衡，获得既节能又舒适的室内环境。而 TA 另一重要产品 TA-Aqua+ 水处理仪，则在预防处理空调系统内孳生的军团菌等方面发挥着重要作用，其工作特性采用物理方式除去水系统中常见的生物膜，即细菌的孳生地，来达到有效杀灭以及预防冷却塔和饮用水中孳生的致命细菌与微生物，如军团菌，大肠杆菌等。较现有的化学方式更为安全有效，被称为预防军团菌的强大武器。

作为占有德国 50% 以上恒温阀市场的 Heimeier 是 IMI Indoor Climate 另一大主力品牌，Heimeier 产品全部在德国生产，其精准无误的高品质，使之成为行业领域中的高端产品。外形独特的 K 旋钮和 Heimeier 标志已经成了德国国家住宅和办公室不可分割的一部分。这一卓越的成功历史，毫无疑问是建立在持之以恒的企业经营哲学基础上的：即秉承传统与创新相结合、质量、产品多样化以及与贸易商和安装服务商的良好合作伙伴关系。Heimeier 于上个世纪 70 年代就已经开始着手研究带有不可压缩填充液的传感器工作原理，这种工作原理不仅具有出类拔萃的调节精度，而成已经成为今天的绝对标准。Heimeier 恒温阀的其它典型特性，譬如双 O 形密封圈、M30x1.5 接口、炮铜阀体、旋钮标识便于操作等特点，均是 Heimeier 恒温阀获得成功的原因所在。如果没有绝对的质量意识，Heimeier 肯定不会有今日的辉煌。只有经过精心生产、严格检测、确保无误后，产品才能离开位于德国 Erwitte 的工厂车间。

IMI Indoor Climate 拥有 TA 和 Heimeier 等高品质的产品方案和服务，并且在全球设立了瑞典、德国、美国和中国等四大研发中心，为客户提供最及时的技术支持和最佳的室内环境优化解决方案，致力于在提高室内舒适度的同时让暖通空调系统更加节能，完善世界各地的室内环境。

## 1.3 IMI 的历史

In 1862 Scottish Victorian entrepreneur George Kynoch opened a percussion cap factory at Witton in Birmingham, UK. By 1881 it had grown to be Britain's largest ammunition manufacturing company but had also diversified – there was now a brass rolling mill, a patent lamp business and a printing works.

In 1884 control was passed into the hands of a board of directors

Growth meant that the business had become too large to be handled by one man and in 1884 control was passed into the hands of a board of directors. By 1900 there had been even further diversification, into the manufacture of soap, bicycle components and the rolling of non-ferrous metals. The next decade saw unprecedented growth and the creation of a metallurgical laboratory, which generated many technical developments that helped to propel the company's world leadership in metals technologies.

Internal combustion engine

The end of the First World War in 1918, presented the company with new opportunities represented by the burgeoning market for the internal combustion engine. In the following decade it became a major supplier of carburettors and radiators for both automobiles and aircraft. The company also had a new name, Nobel Industries, following a merger with a Swedish company. This was a buoyant period and there was diversification into new product areas like zip fasteners.

The Witton site became the head office and principal manufacturing base of ICI Metals Division

In 1927 Nobel Industries became one of the four founders of Imperial Chemical Industries (ICI) and the Witton site became the head office and principal manufacturing base of ICI Metals Division. In the years leading up to the Second World War it was the UK's largest supplier of copper and copper alloys and had significant business in heat exchangers and sporting ammunition.

The visit of Princess Margaret in 1980 to IMI Titanium

After the years following the ending of the Second World War the development of new products continued. In the 1950s one of the most significant achievements of the company's engineers and physicists was the perfecting of the process by which titanium could be produced on a commercial scale. The company continued to diversify and by the early 1960s it was the most important contributor to ICI's profits.

In 1962, the one hundredth anniversary of George Kynoch's cap factory's opening, the company was renamed Imperial Metal Industries Ltd

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The Queens award for Technological achievement awarded in 1988

IMI's ambitions and distinct identity resulted in a stock exchange listing in 1966, with the parent ICI retaining the majority holding. In 1978 ICI sold its remaining interest and IMI became a fully independent public company. The boom years of the 1980s saw the company move towards higher-margin finished products like pipes, tubes and fittings, and in 1989 world-wide sales exceeded £1 billion for the first time.

The capacity and range in the current core business areas were expanded

The 1990s were characterised by restructuring. It was the beginning of a continuing process resulting in the group's present structures and business focus. Metal smelting, metal founding and construction-related businesses were divested. Simultaneously, capacity and range in the current core business areas were expanded.

In 2003, IMI moved from Witton to new international headquarters at Lakeside, Birmingham Business Park. With x000m<sup>2</sup> of modern office facilities in a high technology environment, Lakeside is conveniently located close to Birmingham Airport for fast international connections.

In 2003, IMI moved from Witton to new international headquarters at Lakeside, Birmingham Business Park. With 2,700m<sup>2</sup> of modern office facilities in a high technology environment, Lakeside is conveniently located close to Birmingham Airport for fast international connections.

In 2005 IMI completed the disposal of Polypipe, bringing to a close the portfolio repositioning initiated in 2001. IMI now consists of five strong businesses in clearly identified global niches: severe service, fluid power, indoor climate, beverage dispense and merchandising systems.

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The Truflo Group joins IMI in 2006, extending the reach of IMI's Severe Service business as well



as its Fluid Power capabilities.

## 1.4 IMI 流体动力

诺冠公司作为全球气动行业的领军企业之一，其气动产品可全面覆盖几乎所有的气动产品范围，大体可分为：气动执行元件（气缸、气马达、摆动气缸、皮囊气缸、气动手指等）、气动控制元件（换向阀、调压阀、速控阀等）、气管路装置（空气处理装置、管接头、气管、消音器等）、其他辅助元件（气缸开关、压力开关等）。目前比较有优势的产品有 VS 系列阀岛，LINTRA 无杆气缸，紧凑型气缸，皮囊气缸，SMAPT 智能型气缸、V51 管式连接阀比例压力阀，空气过滤装置，海隆流体控制阀 FAS 微型阀，宝硕除尘阀等。

诺冠的宗旨是为客户创造竞争优势。我们具有竞争力的流体控制技术和产品源自诺冠的工程师多年的经验和专注于向客户提供有效的解决方案的使命。对于客户而言，他们可以获得更高效的机器设备，提供设备的运行效率，并且减低成本。

如果你想了解更多 IMI 集团的概况，你可以访问 IMI 集团官方网站：<http://www.imiplc.com>

## 第二章 IMI 集团笔试、网申资料

### 2.1 IMI SHL 答题感受

地址：<http://bbs.yingjiesheng.com/thread-1766641-1-1.html>

刚刚做完 SHL 的网测

感受如下，给还木有做的童鞋：

1.时间紧，建议将时间分块，做到一半时看下用时多少，再调整下做题节奏。并且多练习每个 part 前面的联系（难度和真题一样）以及 SHL 官网给的 practise(阅读难度将高于真题)

每个 part 有大约花费你 15 分钟的不记时练习（这就是为啥考试时间为 18 和 25 分钟。但邮件里说大概会花费你 45 分钟的原因）

2.会出现一些关于经济和管理的专业词汇（SHL 的特点），不用太过纠结于含义，按题目意思找对应就好。

当然，如果因为关键词没看懂理解不了题意，只能后悔下自己平常的积累啦。

3.Verbal 题目难度随机。Numerical 感觉前面的题和最后的题比较简单，所以要调整下自己的时间。

最后祝大家在求职寒冬都有好的 offer,被 IMI 钦点录取。^^

## 2.2 SHL 笔试刚做完...小小建议

地址: <http://bbs.yingjiesheng.com/thread-1765706-1-1.html>

有点晕乎,比之前在官网上的练 numerical 部分难度大了很多,做到后期有点焦虑,总觉得来不及看题目也来不及计算.图表偏向复杂,很多变量和参数.做的时候各位同学一定要保持脑子清醒,知道算法的题个人意见是不要放过,本来我会放弃一两道计算麻烦的题目,后来甚至发现出现了我压根不懂得怎么算的题目.所以如果知道计算方法,尽量快速地得出正确答案.别犹豫,也别放弃.

verbal 的部分做模拟测试的时候就一直觉得时间很紧,正式 assessment 还是觉得时间非常紧迫,有时候过一遍文章脑子里仍然是空空的.如果有些同学适应雅思阅读,建议就像烤鸭时候那样,先读题找关键字再跳到文章中间根据关键词语阅读相关句子答题.个人觉得这样可以减少一点阅读量,提高一点速度,心里也不用这么发虚.

卤煮现在心里还是虚虚的,考试时间很短,但是在这个过程中,一会儿希望时间走慢点,一会儿又觉得太折磨了希望快点结束.

其实总结一下,英语好适应英语阅读的筒子们做起来会少很多负担.大家可以利用 deadline 之前的时间疯狂练习一下,希望大家考出好成绩

## 2.3 早死早超生, 测试完成

地址: <http://bbs.yingjiesheng.com/thread-1765707-1-1.html>

分享几点测试经验来攒 RP 哈~

1. 两个测试都是英文的, 虽然最开始的导览界面可以选择语言, 但是到开始测试之后就只能是英文的了
2. Verbal Test 是 19 分钟 10 个文段 30 道题, Numerical Test 是 25 分钟 6 张图表 18 道题
3. SHL 测试一贯是没法往回检查的, 不过我觉得时间是足够用的, 所以虽然不要在一道题上死磕, 但是也不用太匆忙, 还是要保证正确率的

最后祝大家 OT 做得顺利哈~

## 2.4 IMI 2014 年网申截图

地址: <http://bbs.yingjiesheng.com/thread-1723349-1-1.html>

IMI 网申的页面看起来很舒服, 基本上就填一些信息。

4 道 Open Question

1. A good IMI leader is always persistent in the face of challenges. Please describe the most difficult situation you have encountered in your life. How did you handle it? What was the result?
2. Innovation underpins IMI's engineering advantage towards our competitors. How do you define "innovation"? Please give us an example of the most innovative thing you have done.



3. In IMI we highly value the talents who take accountability for delivering excellence and create momentum and pace that drives results. Would you share with us an example where you set stretching goals and followed through to ensure the delivery of the desired result?

4. Imagine if you were the CEO of IMI Group, please plan a three-year business strategy which would maximize IMI's business growth whilst being compliant to the economic trends in China.

## 2.5 做完网申的体会

地址: <http://bbs.yingjiesheng.com/thread-1766316-1-1.html>

感觉这次 IMI 的 OT 比想象中的难一些, 主要是时间上不太够。

1. Verbal 和 Numerical 部分都是英语的, 两个时间都很紧, 在一道题目上不要停留太长时间。
2. 建议测试的前的练习仔细做一下, 熟悉一下题型, 感受一下速度。
3. 在 Numerical 的部分有些比较麻烦但不难的计算, 尽量用简便方法, 也能得到答案

## 2.6 2012 IMI 网申 OQ

IMI 的网申可真是挺早的, 既然 IMI prefer engineering, 那像我这么品性纯良的 engineering, 自然不会放过 chance 啦。啥? 让我别啰嗦, 直接说题目啊, NO, 活了这么大, 我最大的特点就是啰嗦, 而且也会啰嗦下去。

先说点网申的感受吧, 整体感觉是, 页面干净, 分类清晰, 进度条提示明确, 还有颜色指示。填写的时候是左右分栏的, 左边填写, 右边显示填写结果, 我还挺喜欢这样的方式的。真不好意思, 填写的时候忘记截图了, 但是大家 apply 页面就懂了的, 你们都这么聪明, 就不需要我截图了吧呜呜哈哈~~~~有一点需要强调的是不可以粘贴复制, 这和往年的要求一样, 所以大家就打字吧, 在 certificate 一项中, 虽然说, less than 1000 letter, 我不知道是不是我特能说, 还是咋的, 反正总提示我页面出错, 你们也可能会遇到这样的状况, 这就表明你在 certificate description 啰嗦了, 说多了, 少说点!!! 简练点!!!! 说重点!!!! 给点建议吧, 对每一条 certificate 的 description 都最好是统一格式的, 比如分为得奖原因, 获奖比例神马的, 大家有好的建议也可以写出来一起探讨, 方便 HR 们的阅读嘛~~记得打字前多吃点东西, 网申结束后, 我都饿了!!!!我现在就特别的想吃蛋糕!!! 啥? 让我严肃点?

NO, this is my style, I will not change

遇到不知道该怎么写的地方可以点储存并退出, 日后想好了再填, 其实也没什么想不想好的, 只要把 OQ 提前想好, 这个选项可直接忽视。好吧, 你们可以看出来我确实啰嗦吧, 马上上 OQ

1. Imagine if you were the CEO of IMI Group, please plan a 3-year business strategy which would maximize IMI's business growth whilst being compliant to the economic trends in China. (no more than 8000 letters)
2. Give an example of when you made an extra effort to build strong relationships with others inside or outside an organization. To what extent were any of the people challenging to relate to? What methods did you use, and what were the results? (no more than 8000 letters)
3. What is your short, medium and long term career plan? What are the advantages and disadvantages with your career plan? Why and how will you deliver the results in the future in order to realize your career plan? (no more than 8000 letters)

其实每年的题目设置思路都差不多, 我想说, 我还没答呢, HR 和管理员好人, 若你们觉得这个有泄密之嫌, 马上删掉啊, 我一直都是乖孩子, 恩, 啰嗦的乖孩纸不过真心申请的人, 不用我说, 在申请的时候就可以看到这个 OQ 的~~~每道题不可以超过 8000 letters, 我估计啊, 按照上面那个 certification 的路子, 这题也不会让你写很多词, 所以啊, 抓住大方向。一定要形成 systematic answer, 要有逻辑, 建议采用最威武, 最 YY, 最屡试不爽的

小学语文作文写法：总分总。这是给的一点建议。不过大家都这么厉害，根本也不用我多说啥的嘛，我只是又啰嗦了一下而已，原谅我吧

最后，祝大家网申 IMI 愉快，已经开学了，进入找工作的季节~~~调整好心态，每天都乐呵呵的努力向上，一小步一小步的持续不断（一定记住就算是一小步，也要 never stop）的前进，幸运就一定会撞你的腰（呜哈哈，是不是想到了，我被青春撞了一下腰这个歌呀~~~

## 2.7 IMI 校园招聘网申

刚才在线进行了 IMI 的网上申请，这里跟大家交流一下。

在你注册开始申请过程时，首先会有两页 IMI 的企业介绍，你可以看一下，也可以直接 next。然后就开始填写申请资料了，包括个人信息，家庭信息已经教育、工作经历的，没有实习、培训经历的，在你选择 no 后系统便会直接给你掠过这个版块，开始下一项。虽然要求填写的信息都很基本，但他们的 open questions 还是有点让人费脑子的。这里大家可以先熟悉下：

**Please answer below questions in a most concise way with no language limitation, either Chinese or English.**

- 1. Further to China Stimulation Plan (4 万亿经济刺激计划), on your view, how would you evaluate its implementation up to now? Any suggestion you would like to provide to it?**
- 2. Describe a situation in which you had a conflict with your peers. How did you address it and what was the result?**
- 3. Where is your limitation you feel? What kind of thing could impact your limitation?**
- 4. What's your career plan? What are your advantages and disadvantages relating to this career goal? Why and how could you deliver the results in the future?**
- 5. If you fail in the process of IMI China Leadership Program assessment, whether you would consider any other working opportunities in IMI China? If so, what role do you expect to undertake within IMI China? What's your expecting salary range?**

大家可以先事先考虑一下，怎样回答这些问题才能让自己胜出吧。

## 2.8 IMI 性格测试

108 页，全英文，104 道题，英语倒是不难，短句子，题目全是四个选项让你选最符合你的和最不符合你的。

比如，A,善于说服别人，B,喜欢遵守规则，C,喜欢长期看待问题，D,有很好的适应能力，让你选 most 和 least，全是这类题目，

重复的问题会有很多遍，感觉基本就是为你的性格取向排序。

如果你排序出现矛盾点了，估计就尴尬了。

最讨厌的是，我都忘记前面选得哪个了。估计我会属于人格分裂的人吧。

做了我一个多小时，做完头都有点晕了。

还没测试的 tx 们好好做吧~

## 第三章 IMI 集团面试及综合经验资料

### 3.1 IMI 2015-12 月 8 日 ac 面全程

本文原发于应届生 BBS，发布时间：2015 年 12 月 12 日

地址：<http://bbs.yingjiesheng.com/thread-2020566-1-1.html>

10 月初就申请了 IMI 公司，11 月底才接到电话面试，电面全程就像之前前辈说的那样~ 围绕 tell me a situation about blablabla~

然后第二天早上上海的 HR 就给电话说昨天的电面过了，我也是非常的醉醉的。（说实话真的感觉当时电面说的


一塌糊涂 )


Anyway，也算有机会第一次去参加 ac 面，还是用一周多的时间好好准备了下的（虽然我是英国留学回来的，但是还是对全英面试感觉虚虚的）比如说：

- Introduce yourself (这个还是要好好准备的，因为很多场合都要用到，不仅仅是为了面试，还需要让你的组员对你有一定的了解)
- What do you know about IMI (说实话，IMI 的官网上的信息资料还是很少的，尽量多了解一些吧)
- Your motivation (这个预测必问的，也确实问了 xD，是什么动机让你来 IMI 的啦，你为什么想来 IMI，你认为自己的能力为什么符合 IMI 之类的)
- Career planning (职业规划的问题，觉得公司主要是考察的是你的工作稳定性和对未来的规划吧)
- Examples (这个部分尤其的重要，一会我会主要谈到这个方面，因为全程的 2 对 1 面试很多问题都是围绕你之前对的课题来展开的)

好了，我差不多就准备了这些东西，其实到了那边感觉完全不够啊~。废话不说了，直接上记忆中的“12 月 8 号 ac 面”



首先，不得不说 IMI 是一家很人性化的公司，对每个来面试的学生们都很好。比如说给我们定了豪华酒店，和往

返机票，还会报销从机场到酒店的车费（就这个待遇，这个 ac 面也是很值得参加的 ）。12 月 7 号下午到

了上海，当然先去找上海的好吃的~~ 不然怎么对得起第二天的面试 。晚上在酒店里复习了下 IMI 公司的资料之类的，然后就准备入睡，发现完全睡不着啊！有木有！好紧张啊！relax~ calm~ ZZzzz。Anyway，还是睡了一会的，早上 6 点多就起来了，下楼吃了点东西就朝公司那边走去了。因为面试开始时间是 8 点 20，还是

去了有点早。。。活活在公司外面冻了好久。然后等所有人到齐了，就开始了。。。。



- 一共 6 位 **candidates**（还有 2 个韩国哦爸 ），聚在一个休息室，那边的 HR 给我们进行了半个小时的介绍，我们也随便聊了聊，当时的气氛还是很轻松的。
- 9 点，首先是 2 对 1 面试，一个是运营部或者 HR 的，一个是技术部的面试官。接着会进行 4 部分的面试，第一部分包括自我介绍，你对公司的了解，你来 IMI 的动机，你更倾向于 **individual** 还是 **teamwork** 去完成一个项目之类的基础问题进行交流。第二部分就是会围绕你做过的项目展开了，比如说你之前有过哪些小组项目的经历，你在做 **team projects** 遇到过最大的困难是什么，你是怎么解决的、你在这个 **project** 中学习到了什么，这个部分主要是去了解你的经历。第三部分是你对一些 **situation** 的处理问题，比如说你没有遇到过很难沟通或者不太合群的组员，你是怎么处理的、面对 **multiple tasks** 你是怎么处理的并且举例、你认为最为一个 **leader**，最重要的是什么，有没有当过 **teamleader** 举例。这个部分重要的是看你面对各种 **situation** 的处理方法，不能只是干干的去讲解面对这样的情况怎么处理，最重要的是要结合你之前的经历，就是结合你第二部分的回答内容，当然有全新的例子更好。第四部分，当时面的比较紧张，所以第四部分都忘记问的什么了，但是我记得最后一部分虽然不是技术方面的，依然需要大量的实例进行支撑。全程大概 70 多分钟，还是很 **tense** 的，大概问了有 40 多个问题吧。总的来说，主要是要记得并且很清楚你之前做了哪些有意义的课题或者活动，然后并且对可能被问到的问题进行准备，不然当时你会不知道说些什么。
- 接着可以休息一会，10 点半开始第二个面试项目。这个部分是给我们所有人一个产品和介绍书，里面包括各类的技术参数，用法，组装之类的内容。之后里面包括 3 类问题。**Mechanical, Electrical, 和 manufacturing**，每类里面包括 2 到 3 个问题，你需要从所有问题里面选出 2 个你认为你最擅长的，然后 **base on** 这些问题从资料中你去了解这个产品，可以做一些笔记。时间是 1 个小时，在这个时间里，房间里有电脑，你可以去查一些其他资料，当时我就是想着看介绍就可以了，就分析了很多错误的结论，后悔莫及啊。准备完了以后，资料会被收起来到一个文件夹里，接这你拿着你准备的资料进行一轮技术面。技术面依旧是 2 个面试官。会围绕你选择的问题展开很多小问题，你是怎么看的，你是怎么计算的，为什么要这样选择，你做出这样的决定有什么影响，还有其他方向的考虑吗~ **blabla~**。所以在这个部分，一定要抓紧时间，想到可能的所有关于问题的方向，还需要联系 **customer focus** 来准备你的回答。
- 然后就到中午了，公司准备了 **subway** 的菜单，你随便选点吧。（这时候真没啥心情吃饭 )
- 2 点时候进行下个项目 - **online test**，这个很简单，就是跟之前做 IMI 的 **test** 差不多，但是题目较少，很快就可以做完。
- 最后一个，也是我觉得最困难的一部分，就是 **group discussion**（6 个 **candidate** 对应 6 个考察人员），这时候就是考察每个人综合能力的时候了，感觉准备的再多也没用，都是要临场发挥的。我们小组的课题是关于 IMI 公司接下来项目的选择。给 6 个人一人一个不同的 **product**，然后选择出 2 个最好的。在这个

问题上，我认为需要考虑到整体大局，而不是仅仅一个原因或者理由，所以一定要思维敏捷，提出可以引导 team 进行的方案，并且可以提出比较创新的想法。不仅需要在适当的时候大胆说出自己的想法，还要在别人说的时候认真记录和交流。因为时间真的很紧张，只有半个小时，所以在适当的时候打断一些人不合适的想法也是可以的，可以为整个 team 争取时间，还可以看出来你的引导能力。时间到了以后，考官们会针对我们讨论的过程问一些相关问题。这时候一定不要放松~ 争取可以抢到回答的机会，但是当然不要你不太清楚答案你也去回答，这样反而会减分。

这就是整个 ac 面的过程，小组讨论完了和所有工作人员合照完就可以离开了。我想说~ 这一天真的是很！难！



忘！，出公司大楼的那一刻整个人感觉都不行了，这一天下来实在是太累了。接下来一到两周可以知道是



否可以拿到 offer，希望可以得到录取通知吧~（一切还是看缘分）。因为看到论坛里关于 IMI 的信息甚少，希望可以给明年申请 graduate program 的毕业生们提供一点实用的信息，希望你们可以用到。谢谢拉~ 希



望大家都可以顺利拿到 offer~~~

## 3.2 全程英语，刚刚完成了 IMI 的电话面试

本文原发于应届生 BBS，发布时间：2015 年 11 月 19 日

地址：<http://bbs.yingjiesheng.com/thread-2009156-1-1.html>



完全不像论坛上说的这么简单啊!!!!



一共连问了 8 个问题有木有!!!!



卤煮依靠着蹩脚英语和英国哥们侃了 25 分钟被虐成渣有木有!!!!



北京今天下雨，英国的电话完完全全听不清楚有木有!!!



哎，感觉希望渺茫。不知道有没有童鞋还申过，发个贴求人品吧！



我的面试已经全程录音了。可以给小伙伴们分享，作点贡献也好!!



### 3.3 面经太少，我来贡献一个

本文原发于应届生 BBS，发布时间：2015 年 6 月 25 日

地址：<http://bbs.yingjiesheng.com/thread-1971001-1-1.html>

刚刚视频面试完，面试我的是一个温柔漂亮的姐姐~但其实我算是一对一面试很后面的了吧，可能大家都快面完了。

中英文各半，前半段是英文，问了对 IMI 的了解，问了一些学校里的事儿，比如说在校期间最大的成就啊什么的(太紧张，其他问题我都忘了.....)。然后 HR 姐姐就开始说中文了，我个人觉得是比较像宝洁八大问的问题，比如描述一个你做过的 deadline 很紧迫的事情，描述一个意见相左的事情之类的。

全程 30 分钟，不是压力面试，大家还可以放心(我看前几年那些少的可怜的面经里说各种问细节被逼到死角什么的.....当时还挺害怕的)。

最后 HR 姐姐说 12 月 10 日在上海会有 AC 面试，12 月初会给通知。

【转】

### 3.4 IMI 管理培训生经验分享

本文原发于应届生 BBS，发布时间：2015 年 6 月 25 日

地址：<http://bbs.yingjiesheng.com/thread-1971002-1-1.html>

**Jacky Ji** (同济大学汽车工程本科)

Join IMI China Leadership Program in July, 2008:

? 1st Placement: Personal Assistant to Managing Director of Norgren, Greater China from July 2008 to Mar. 2009 in Shanghai China

? 2nd Placement: Operation Specialist of Norgren, Greater China from Apr. 2009 to Mar. 2010 in Shanghai, China

? 3rd Placement: Project Coordinator of In-door Climate from Apr. 2010 to Oct. 2010 in Sweden.

? 4th Placement: Global Marketing Analyst of IMI Severe Service from Nov. 2010 to June 2011 in Shanghai, China

"I graduated from Tongji University with engineering background. In my job-hunting progress, I was always looking



for an engineering company offering committed long-term development, an opportunity to grow business awareness via wide exposure. And finally that leads me to IMI, to china leadership program.

During my three year's graduate life, I had the opportunity to work in 4 different positions, 3 different companies and 2 different locations. Working with people from top management team to general operators, speaking in different language, dealing with challenges in living and working aboard, experiencing cultural difference, all of these helped me grow and become professional.

In the placements, you really can feel that you are involved into the business, your line managers will give you some real stuff to handle. For example, in my second placement, I was asked to design a visual management system for a 8000m2 factory and in the third placement I need to find out 3 case studies for IMI's investor's day.

Challenge and opportunities could occur every single day, so I always told myself to be prepared. As a graduate, you need to find out a way to work brilliant and quickly understand how the business is running. In my first placement as a PA to the managing director of Norgren Greater China, I need to work a lot with the senior management team in the company, who are extremely busy people. So I learnt a lot on how to make your request simple and clear. In the second placement, sometimes I dealt with the operators to implement 6S in the factory, it also need skill to communicate with them. You know it is never easy to change someone's behavior. For the third placement, in order to select the best case studies for the company, I contacted different people in various continents. It is really great experience to feel the culture difference in those phone calls.

Besides, I've already taken part in training to build up my leadership, project management, presentation and communication skills, ready for all the exciting challenges in the future.

After the 3 year's journey, you get to learn a lot about IMI and you learnt a lot of your own strengths and weaknesses, and that would help you to manage your own career path. For me, I realized that I would be very satisfied once I finished my project and working with different people, so I ended with a role in project management for Norgren's technical center."

#### **Grace Zhu (复旦大学高分子工程本科)**

Join IMI China Leadership Program in July, 2009:

? 1st Placement: Sourcing Quality Engineer of Global Supplier Chain from July 2009 to Apr 2010 in Shanghai, China

? 2nd Placement: Assistant to Sales General Manager of In-door Climate from May 2010 to Feb 2011 in Shanghai, China

? 3rd Placement: Project Coordinator of Cornelius from Mar 2011 to Aug 2011 in Abingdon, UK.

"As a global engineering group with growing leadership positions in focused niche markets, IMI work with leading international companies in over 50 countries to deliver innovative engineering solutions to address global trends such as energy efficiency, healthcare and increasing automation. CLP is part of IMI Global Graduate Development Program that is a professional training scheme for future leaders. I believe that IMI could offer me a great career to

launch my potential.

It's a brilliant opportunity to work in 4 different job functions with people from different cultural backgrounds. I have accumulated varied work experience in procurement and quality management with GSC Asia, Sales and business development with ICG China, logistics planning with Norgren China and project management with Cornelius UK in more than 2 years. IMI has 5 business platforms in different industries from nuclear field to beverage dispensing that enable me to gain extensive knowledge and foster my professional growth.

IMI is a truly global company with operations in more than 30 countries that provide me with the international exposure of working with different cultures and languages. Especially for my overseas placement with Cornelius UK, dealing with the challenges of living and working abroad is a memorable experience, beneficial to my personal and professional growth. With the diversity of business platforms, IMI has a set of guiding values that are embedded in every aspect of what we do and that's the IMI Way. It's our commitment to always doing the right things right.

IMI is a big family where I get to learn about my strengths and weaknesses, apply what I have learnt from previous placements to future work, and try different roles to find out where my professional interests lie. Leadership, team management, customer focus, interpersonal effectiveness, innovation and strategic awareness are the key competencies that we focus on throughout the training program, which help us to become senior managers within IMI in the near future. I am looking forward to my career with IMI onwards, and believe it will bring me more exciting and refreshing moments!"

**Phoebe Yuan (同济大学机械工程本科)**

Join IMI China Leadership Program in July, 2009

? 1st Placement: Engineering Project Assistant of Norgren from July 2009 to Apr 2010 in Shanghai, China

? 2nd Placement: Sales & Assistant to Nuclear Sales Director of IMI Severe Service from May 2010 to Apr. 2011 in Shanghai, China

? 3rd Placement: Project Manager of Buschjost, Norgren from Apr 2011 to Oct 2011 in Germany

"The moment I met IMI, I could feel how deeply IMI cares talent development, the moment I chose IMI, I knew that IMI could offer me great opportunities to my personal and professional development. During these years under China leadership program, I went through four different placements across functions and business platforms, now I do believe that IMI is the right choice to my career development.

During these placements, I have the chance to board my engineering knowledge in the area of engineering, business development, key account management, project management, sourcing, whilst in different industries like pneumatic, nuclear, commercial vehicle. These connections between functions and industries make me think more comprehensively towards every problem happened in my job. Besides, I have also benefited from IMI GGD (Global graduate development) workshop which provided with additional professional training like financial knowledge, interpersonal effectiveness, leadership and team management, time management, etc.

Every placement will offer me some new things which I never met before, always challenging, I never feel bored about what I am doing. I do enjoy these placements, but of course the most interesting and challenging is the one working in Germany, half year working in a completely strange country, to feel different culture and working style, to develop global business sensitivity, to build effective network, to improve German language skill which all contributes to make me a real international talent. All this diversity has given me a clear picture of our business, which will prepare me incredibly well for my future roles, future career path.

Although there exists diversity cross the globe, cross business platforms, I do think that IMI Way is an approach to bring us together, it guides us always to do the right thing. Engineering advantage is another key target for IMI. IMI converts industry knowledge and market insight into design-engineered solutions, which creates competitive advantage for our customers.

After CLP program, I believe I will find a niche position within IMI group, with continuous development trainings and opportunities offered by IMI, I also believe my career dream will reach in a very short future. "

【转】

## 3.5 11.6 新鲜电面

地址: <http://bbs.yingjiesheng.com/thread-1761791-1-1.html>

第一次全英文电面，楼主还是很期待的！

14: :30 准时电话进来，英国人，语速很慢，发音特标准！

首先确认名字，上来就问我你已经 long prepared 吧，☺\_\_\_☺b 汗呀。。。有应届生在，当然要准备下啦，你觉得我会问什么问题？（past experience, internship,etc）



那些问题都不问啦（中了圈套），你出过国？

平时怎么学英语的？（blablablabla）

你最喜欢什么牌子？（一阵各种扯）

Why EAP?(blablablabla)

大概就这些问题吧，英国哥哥真的很 nice,还有小幽默，祝大家好运，发帖攒 RP

## 3.6 11/5 电面经

地址: <http://bbs.yingjiesheng.com/thread-1760253-1-1.html>

今天可谓是一个非常煎熬的一天，早上从 9: 00 开始就有点坐立不安了。第一次英语电面啊，各种怕听不懂，讲不来。

小插曲是！电话来了！预备！接！发现。。。手机死机了!!!!（牌子是小米，大家以后掂量着办）

楼主进入坐立不安\*10 的模式

还好 10 分钟以后同一个号码打来！

回顾一下问题：第一个问题 经典题：你今天下面打算干嘛！答：我在实习！

第二个问题：在哪实习！答：罗氏！对方表示是个好的公司！答：是很好！不过没有 head count for freshmen！（放心，我还是很诚心地找工作的）对方表示 pity！

第三个问题：你实习多久了！答：半年！对方中国学生好像经常很长期的实习：答：是，中国竞争这么激烈！不实习=没工作 问：你 prefer 多长时间的实习！答：时间不重要，关键在于学东西

第四个问题：你学了什么！楼主进入脑残模式：一英语 因为我们有很多外国同事（你表因为英语不好挂我）二 一些商业知识 三 对行业的了解（楼主太脑残了！一个工业集团和制药行业的了解有毛线关系，简直想抽自己两巴掌）

nice day 了最后就！我道歉了下我电话死机的问题

我的感受，我觉得面试时外包的。。。 第二 对方英语很清晰，语速很慢 比英语四六级都好懂 明天和明年的同学不用担心听不懂！

## 3.7 0511IMI 电面小结

地址：<http://bbs.yingjiesheng.com/thread-1760480-1-1.html>

我今天才电面的，感觉他家电面应该快进入尾声了，所以对今年的同学可能没什么用了，但面经还是要发一下的



， anyway, 下面是我的题目，

1. Describe a typical day in your life.
2. Where do you know about IMI?
3. Why do you think you are suitable for IMI?
4. Why do you prefer foreign company?

大概就是这些，5 分钟。

我的这几个问题可能还算比较典型的吧，对于这种超快速的电面，其实就是在感觉你的英语口语能力，除了那几个最常规的问题（Why you want IMI? Why IMI want you? What do you know about IMI 等），其他的问题其实也没什么好准备的，因为准备了也没用，他不会问啊，他的问题都是随机的，而且是基于你所回答的内容的，所以：与其准备那些有的没的的问题，还不如主动把他引导到你擅长的问题上！

他家的面试量好像挺大的，能不能存活下来就看造化了

## 3.8 11.04 EAP 电面面经

地址：<http://bbs.yingjiesheng.com/thread-1760207-1-1.html>

10.25 号给预约了 11.04 的英语电面

先用中文确认了信息，姓名。

1. how is your day.-- Good, it's a nice day.
2. where are you now? --Beijing

- what's the weather in Beijing? --雾霾  
it's bad weather why do you say it's a good day? --因为有面试啊  
3. what did you have for your breakfast? Why more Chinese young people choose western food. --  
纠结中西早餐中  
4. what's your most impressive engineering project in Beijing --鸟巢，因为跟男朋友有关  
5. why do you choose EAP, two reasons. --因为是学工科的，想多积累  
一共 6min 多，不是说会有 20min 吗？英语表达还是不行啊！

最后，2 周会通知结果，have a nice day。

ps，英音真心好听啊！

攒人品，希望有好结果！一起加油！

### 3.9 IMI 10 月 28 号电面

地址: <http://bbs.yingjiesheng.com/thread-1758090-1-1.html>

预约的 3.45 分 约 4 点钟打过来 清晰的英式口语 很舒服  
面试内容很随意 交代我们只面试 5 分左右

1. 自我介绍 30s 我估计 20 秒都没用上 唉！`
  2. 你说你喜欢唱歌，现在好多中国人 年轻人喜欢 KTV 各种 KTV 你对中国人唱歌怎么看（无语的问题）
  3. 你在哪里现在 你喜欢那里吗 我说北京 喜欢夏天 冬天冷 不想家乡南方暖和
  4. 你是南方的 你觉得你环境适应性怎么样
- 通篇和随意的问题 完全随机抽问 唉 匆匆完事了

### 3.10 贡献几道电面题-11.1 上午

地址: <http://bbs.yingjiesheng.com/thread-1757854-1-1.html>

- 1 How r u doing today?
- 2 The plan for the rest of the day?
- 3 Thesis title? (因为问题 2 提到 thesis) Application background of your research? sponsored by company? (No. By government) 顺着问 Sponsored by government 是 common 还是 special case?
- 4 Three words why you apply for EAP program ?
- 5 Why training is attractive to you ? (上一题提到 training)
- 6 Price or Quality? Which word is more important to you ? Why?

### 3.11 11.1 电面

地址: <http://bbs.yingjiesheng.com/thread-1756593-1-1.html>

8 分钟前电面刚结束。由于本人第一个汇丰的电面挂得很惨，不知道这次 IMI 怎么样。。。问得挺简单的，我觉得比较幸运了，没有问关于 IMI 的，我觉得这是因为我不是理工科的原因

1. 自我介绍
2. 你说你本人比较负责，举个例子吧
3. 用 3-4 句话介绍一下你的专业
4. 为啥去美国读书啊
5. 在美国的最大收获是神马

我的特点就是说不长。。。虽然感觉 GG 比较敢时间，但是貌似我真的说的比较短，他都沉默着在等我。。。2 周后等消息啦

## 3.12 英语专业杯具的电面

地址: <http://bbs.yingjiesheng.com/thread-1757001-1-1.html>

今天下午的电面。。。尴尬的一把辛酸泪  
先是自我介绍 刚说了一半就打断了 问我为什么要认真学习？  
汗。。。楼主要是知道为什么就好了。。。学习确实没什么用。。。  
从这个问题开始 就是一连串的尴尬问题。。。  
然后问我学英语有什么用？  
我擦。。。我擦。。。  
楼主要是知道学英语有什么用 就不用这么苦逼了。。。  
英语根本就没有用。。。所以谁能告诉我这个问题怎么回答？  
我觉得这小哥根本就是故意为难我。。。净问些没法回答的问题  
最重要的是 强烈鄙视了我的专业。。。  
还问了觉得哪个行业有前途 为什么？  
只能祝后来人好运了

## 3.13 11.1 中午的电面

地址: <http://bbs.yingjiesheng.com/thread-1756422-1-1.html>

上周五收到电面通知电话，兴奋到爆~结果上 BBS 一看，发现大家都有电面，而且貌似只是测英语口语，更重要的是看到了那么多兄弟姐妹电面 pass 了还是立马被拒，有一种电面之后 HR 在综合考虑的赶脚.....到昨天才开始准备，看了一晚上觉得啥也记不住啥也说不顺，已经到了崩溃的边缘，伴随着各种会很不早点准备以及剧烈的肚子痛睡去了....今天中午 11:30 左右开始紧张，好....紧....张.....

12:00 接到电话，

ME:hello

HR:hello....然后确认中文姓名，然后问 interview process 进展如何？

我说你是说 IMI 吗？

他说 NO 是问我其他面试都进展如何？

我说还可以，上午参加了个德企的面试，是终面



小哥说啊，那一定很 pressure

我说恩那，4V1 啊，但是他们都很 NICE....(我是多么无趣....我就该说好紧张，各种被攻击嘛！这样才有聊...反应微慢...)

然后小哥问我刚才面试最 TOUGH 的问题

然后开始正式面试

Q1: 你觉得 price,quality 哪个重要?

Q2: 中 1billion 怎么花?

我说我在英国确实经常看到有人买 lottery,但自己木有买过，如果我中的话....此处被打断

Q3: 咱们换个问题，你为啥不买 LOTTERY?

我说了几句，然后他又继续追问我...然后就说结束了....

全程都叫我的中文名字，木有自我介绍，也没问我的英文名....

时间总共 5 分钟，我倒是不紧张，但是我总是说完了还空几秒他才说话，怀疑自己说的少....T\_T

总体庆幸没问我 IMI 咋样啊？why imi 啊？之类的问题。主要问题还是根据你说的话来追问。

大家放心，接起电话听到那熟悉美好的英音就不紧张了.....

攒 RP~

### 3.14 10.28 电面内容

地址: <http://bbs.yingjiesheng.com/thread-1756407-1-1.html>

1. 问 how are you
2. are you a student
3. how do you feel about graduation
4. do you think it is easy to tranform from a student to a work person
5. have you ever done any internships
6. what do you think intern can bring the company
7. if the mayor of SH has money to invest, what do you think he should invest on

### 3.15 11 月 1 号 第一次发面经

地址: <http://bbs.yingjiesheng.com/thread-1756352-1-1.html>

下午 2: 30 非常准时的 call

问了下好，是否紧张 blabla

如何准备面试的- 我说逛应届生啊，看面经啊。。他说这算不算作弊，让我囧了一下

问了下英文名，为什么选这个名字

中西方人选名字有何差异

有人为了面试去做整容手术我怎么看

两个字形容 CLP

bye bye~ over~~

祝大家好运

### 3.16 11.1 面经 攒 RP!

地址: <http://bbs.yingjiesheng.com/thread-1756276-1-1.html>

电话 11: 26 分打进来, 持续了 5min.

应该是个英国 GG, 很好听的英音, 我决定从此美音转英音了。

- 1.Are you ready? 我说 yes I think so. 他听成了 I'm not sure. 跟他解释了一下, 他说 that's all right.
- 2.introduce yourself. 说到一半打断我, 转向下一个问题。
3. climate change 是否 serious issue? why?
4. Did you do something about this issue? What did you do?
- 5.GG 说他在中国发现很多中国人都乱扔垃圾, 对此你怎么看?
- 6.你认为你一个人可以改变环境问题吗? 当然不可以, 大家一起努力。

大概就是这些了, 有些细节记得不是很清楚, 期间我每次回答完问题他都说 that's interesting, HR GG 人很 nice, 最后等回复, have a good day 就结束了。

同学们加油, 问题很随机, 不要紧张。祝大家也祝我自己都好运!

God bless!

### 3.17 11 月 1 号 IMI 电面 --- EAP

地址: <http://bbs.yingjiesheng.com/thread-1756061-1-1.html>

电话约的是 9: 20 稍晚了一些打来的

native speaker, 发音很标准的~

1. How are you doing? ---Good (网上查了下, 就是在英国聊天开口搭讪用的随意的一句话, 最好不要回答 Fine,thank you. and you?)
2. 今天之后有什么安排? ---回答在实验室做项目, 编程 (项目是西门子的项目)
3. why choose SIEMENS' projekt?
4. have you worked as an intern in SIEMENS? ---No, but I worked as an intern in Continental Automotive Aisa Pacific Corporation.
5. Is Continental America company? ---Of coourse not. It's German company.

6. Tell me your main job?---讲下实习主要干的事，其中有专业缩写，会打断问你缩写全称是什么...
7. Do you want to be a leader in IMI? (大意)---我申请的是 EAP， 想做技术类的
8. IMI has 5 Units. Which one do you want to join? ---不知道 5 个 Units 英文是什么，就说 I know IMI from campus talk and I want to join the main department. 哈哈~

结束就说后面会通知什么的...Bye bye

大概 6 分钟左右吧

## 3.18 11.1 号早上 9 点 CLP 电面回忆

地址: <http://bbs.yingjiesheng.com/thread-1756053-1-1.html>

HRJJ 帮我安排的时间段是 9:00-9:30，接到 J 的电话时间是 9:04。

可能有些同学会认为这算迟到了四分钟，但我认为凡在这个时间段内打来电话都算守时，所以我的电面就如期且大致如下展开了。

相互问候;

自我介绍 (差不多讲完了);

身处何境，并简单对其描述 (重庆在下雨，我戴了耳机接电话，J 听到了雨声);

price 较 quality, 哪个 more important;

IMI 哪里 attract 你;

相互感谢，等待回复，再见。

全程 6min，过程中会有被 J 打断的情况，所以控制好自己的节奏和情绪。

感觉就口语而言，我今天表现有些失常，可能跟感冒有关，希望不会让 J 太无语。

我被问到的问题不多，但还是希望可为大家提供参考。

谢谢 HR 们帮我们精心安排电面，也对那些电面我们的工作人员致敬，希望 IMI 事业蒸蒸日上。

大家加油，一起努力吧。

## 3.19 2012 年的电面问题汇总

地址: <http://bbs.yingjiesheng.com/thread-1756046-1-1.html>

这次准备电面的时候看到之前有人总结了 2011 年的电面问题，很有用。所以我也准备了一份，是汇总了一下 2012 年的电面问题，以及部分 2013 年的问题。有些问题是我从别人面经里面翻译成英文的，请原谅我的渣翻.....另外根据我的电面经验，IMI 的电面还是很随机的，他会根据你的回答来提问题，所以事先准备其实只是让自己不紧张而已，真正电面的时候很可能问不到这些问题。但是话又说回来，准备好这些问题，对之后的面试也有用。不过需要注意的是，IMI 部分的问题一定是要准备的！被问到的几率非常大！

**IMI**

1. What do you know about IMI?
2. How did you know IMI?
3. Why do you choose IMI/CLP/EAP?
4. How do you prepare for IMI?
5. Which department do you like?
6. Using one/three word to describe the CLP of IMI. Why?

#### Daily life

1. How are you doing?
2. What do you have for Breakfast? Do you prefer Western or Eastern breakfast?
3. Your Chinese/English name and its meaning.
4. Do your parents satisfied with your performance?
5. How is your job hunting? Is it difficult?
6. Where do you want to travel?
7. What will do you in your leisure time?
8. What will do after the interview?
9. How is your interview process?
10. What did you do in the morning?

#### Personal

1. Introduce yourself.
2. Which person do you admire? Why?
3. The biggest failure in your life?
4. Do you think you are a good leader?
5. The biggest difference between university and society? What challenge did you face when you were out of school?
6. What do you think is the life after work?
7. What did you do when you are an intern?
8. How did you arrange your time between study, student club and intern?
9. What's your biggest achievement in your intern?
10. How would you feel when you receive your certification?
11. Do you have opportunities to practice your English?

#### Opinion

1. Are you located in Shanghai? Tell the difference between your hometown and Shanghai?
2. How is the weather? What do you think about the poor air quality and the pollution?
3. What do you think of China's economic situation? And why?
4. What problems do you think the Chinese graduates are facing? Have you prepared to face the problems? And how?
5. How to prepare a speech/presentation?
6. Do you think women could be better leader than men? Example?
7. What is the gain for a company to hire an intern?
8. Image you win a lottery of 1b pound. What will you do with that money?
9. If you have one more hour every day, what will you do? Why?
10. Do you hear about the Free Trade Zone?
11. What do you think of the recent food scams in China?
12. Do you think online tests fair?

13. What do you think the life will be in Shanghai when you are 25? Will it be hard?

14. What do you want to achieve by your 30s?

15. What do you think of plastic surgery?

#### Study

1. What are the main courses? Are they difficult? What's the challenge? How did you cope with it?

2. Do you feel stressful during study? How to get used to the pressure?

#### Overseas

1. How long did you study abroad?

2. What do you think are the differences between China and US/UK, including study and other aspects?

3. Do you have communication difficulty?

## 3.20 2013.11.1 快节奏五分钟电面

地址: <http://bbs.yingjiesheng.com/thread-1756039-1-1.html>

IMI 的 HR GG 真的是太准时.....说是 9 点半, 还真就是 9 点半。废话不多说, 上面经。

1. What did you do so far in the morning? (吃早饭, 查邮箱看看有没有网申的通知邮件, 刷微博)

2. Did you have notifications in your mailbox? (有个公司通知去笔试)

3. Do you like the aptitude test? (喜欢, 因为很有挑战性)

4. Do you think the aptitude test is useful for candidates selection? (有用, 因为笔试一般都有好几部分, 测试不同的能力)

5. Will the candidates who pass the tests be qualified employee? (这个我不知道其他人怎么样, 我觉得如果我过了笔试, 我肯定会是个好员工=\_=逻辑已经不清晰了)

6. Some people don't have certifications from good university. Do you think they will be good employee? (是的, 因为虽然他们不是从好学校出来的, 但是他们照样还是会有很强的能力的)

7. Where did you learn you English? (.....学校学到的。而且我在英国读过一年书)

8. Which University? (约克, 那个城市真的特别好)

9. Do you want to live there? (如果我有签证的话, 我肯定会想住那儿的)

10. Why? (景色很美, 人也很好)

11. You said the people there are nice. Give me an example. (路上即使是陌生人也经常有人跟我聊天, 聊天气聊学习)

12. Chinese people don't usually talk to strangers. Why? (可能是因为大家不知道对方底细吧, 万一对方是坏人呢。然后 HR 很开心的笑了, 我不知道笑点在哪儿.....)

14. Ok, let talk about IMI. Use three words to describe the CLP. (小哥很着急的样子, 我每说一个词之后想解释一句, 这句话没说完他就让我说下一个词)

然后就结束了。其实感觉这个电面更像是聊天啦, 除了最后一个 IMI 的问题之外。所以我觉得后面如果还有电面的同学, 除了 IMI 的问题一定要准备之外, 其他的都可以不准备啦, 我昨天洋洋洒洒的准备了两千字的问题啊.....

## 3.21 泪奔的电面

地址: <http://bbs.yingjiesheng.com/thread-1755405-1-1.html>

电话声音很模糊啊，完全脑子当机啊，提醒后来面试的筒子们一定多测试一下通话质量，又紧张又听不清楚很容



易反应不过来。。。感觉这就是一场杯具啊。。。

好听的声音，很标准无口音，例行打招呼，问今天咋样，我说我很好啊，但是你辛苦吧，那么多面试。。他说恩很辛苦，但今天好多面的都是姑娘们所以也没那么辛苦了~



正式开始，先来个自我介绍，说了一会儿就停掉了，大概说的太老套，像背书。

接下去我自己卡壳太厉害，人家 how would you feel when you receive your certification...我都反应不过来 feel 是个啥意思了。。人家中文提示了一下 感觉。。。感觉。。。



我瞬间石化从头凉到脚木有感觉了啊亲！

顿了三四秒说很激动啊这一年不容易啊苦哈哈啊~

然后问我对整形手术啥看法，没啥看法啊。。最后还是走了励志路线，blabla 说啥只要努力不要在乎社会给你设置的标杆对吧。。

说完这个问题人家就跟我拜拜了。。。，总计就打了招呼问了俩问题，5分钟左右吧

感觉面试完全沉浸在反应不过来 feel 的阴影中

个人感觉是：多测试通话质量，保证通话清晰。总是 sorry 啊 pardon 啊很挑战考官耐性的。。

另外：不要盲目准备面经，其实考察的问题很随机，就是看你英语口语和听力好不好。别紧张别露怯。

这个要随缘。

IMI 确实给我很专业很负责的印象，尤其是论坛里忙碌的 HRJJ 和那么多电话要打的 HRGG。重视人力资源部门的企业一定是好企业，在校招过程中体会很深刻。

希望和 IMI 的缘分还没断。

掩面泪奔

## 3.22 10月31号新鲜面筋

地址: <http://bbs.yingjiesheng.com/thread-1755270-1-1.html>

发帖攒求职 RP。。。

定的是2点打来的，结果早了8分钟打来，正在刷微博哈哈哈哈哈不可自己中= =

一个英国 GG，感觉他也挺紧张的= =

第一问，今天过得怎样，电面完了有什么安排？我说准备准备别的面试。他问 interview process 到哪里了，我没理解是哪个 interview，就 pardon 了几下。。英国口音有时候会有点 confusing。。还问了下觉得网申 online test



什么的公平么。。。瞎扯了点。。。

第二问，一个 word 形容 CLP。

第三问，是不是有很多机会 practice your English。。。然后我说在美国读书实习的实情，就问实习中最大的一点收获是什么，结果我还没说完一句，就说 that's enough。。两周内给消息。。

然后就 have a nice day,bye bye 了。。

relax,take it easy and 随缘= =。

### 3.23 写个面经，热乎的~~

地址: <http://bbs.yingjiesheng.com/thread-1755233-1-1.html>

10.31, 13:10, 五分钟的电面，估计挂了~~中间有个问题没听太懂~~而且我语速太快了~~

英国 GG，一上来，How are you? 我说我很好，昨天是我生日，是新的人生 BLA BLA 他住我生日快乐~~

然后我说今天发生了个难过的事，我手机摔坏了

他问怎么发生的 我说摔了神马的

他说那你现在怎么办 我说修很贵，决定不理睬

他说那你买新的么 我说不买了现在还能用，就这么用吧 我买个保护措施

然后第二个问题我纠结了，他问我 25 岁的生活在上海怎么样，我真的没听明白啥意思啊 我说我没听清 能再说一遍么 他说你觉得 25 岁的生活在上海是艰苦还是什么？

我说不艰苦 我在这生活了很久 习惯了 我现在目标是找工作 BLA BLA

第三个是你在 30 岁想完成什么 我说我也不敢说自己能成为经理啥的 希望能在领域里 professional 能尽可能 promotion ,有 happy life

然后就 BYEBYE 了 攒 RP 吧~~

### 3.24 2013.10.30-新鲜 IMI 电面

地址: <http://bbs.yingjiesheng.com/thread-1754225-1-1.html>

按照之前的约定很准时打过来。

先核对姓名，Julian，中文不是很好啊。。

how are you? Good!

self introduction 被打断了。。

说志愿者经历，然后说你觉得自己是个很好的志愿者吗？I am!

one word to describe the CLP of IMI? 额...没准备，。。随便说一个吧

say more about the word you choose

Do you hear about the Free Trade Zone? 没听懂。。。重复一遍。。。ok 听懂了 yes I know!

Say something about it.....

2 周内通知

### 3.25 下午 1 点半电面 new 面筋

地址: <http://bbs.yingjiesheng.com/thread-1754250-1-1.html>

一个 nice 英国 GG 打来,  
先是 电话调试了下, 然后就问 where 毕业??  
楼主自己扯了一下, 顺带扯到访学事情。

下面的 topic 就是访学问题了。。。最深印象是什么? 楼主在那边是否遇到沟通障碍。。噼里啪啦说了一堆后, GG 都没打断, 然后最后结束时候, GG 说已经到时间了, 2 周内, email 或者 phone 通知。。

第一次电面, 第一次面筋, 希望自己过。。

### 3.26 分享下刚刚的电面

地址: <http://bbs.yingjiesheng.com/thread-1754120-1-1.html>

11: 49 am 一个电话打来  
我: Hello, this is \*\*\* speaking  
IMI: oh so your english name is \*\*\*. My name is John, im from imi group  
我: OH, Im expecting you. how are you?  
IMI: good. thank you.so would you like to introduce yourself and i will ask you some questions after that  
自我介绍 2 分钟的样子, 好像说太多了  
IMI: 问了下我的学校, 因为 sport mgt 方面很好, 所以他问我, 喜欢不喜欢运动  
我说喜欢运动, 游泳什么的, 之前 Intern 的时候下班去游泳, 可以更好的工作。  
IMI:你在哪里实习?  
我 blablabla  
IMI:What is the gain for a company to hire a intern  
我说 Intern 大多数是学生, 他们更珍惜机会, 更好的工作。然后说了 win-win.  
IMI: 你在英国时买过彩票吗? 这里有很多彩票  
我很尴尬的说木有  
IMI: OK, Image you win a lottery of 1b pound. what will you do with that money?  
我说哇好大一笔钱, 然后说会去创业。  
IMI: OK, this is the end of the assessment.  
我表示感谢就结束了。

时长 6 分钟, 但是赶脚就 2 分钟的样子哇, 现在回忆起来好像啥都没说就结束了。  
中间我有点紧张好像说的不是很流利, 但是现在也回想不起来了。

希望对各位有帮助！好运！

## 3.27 2013.10.30 电话面

地址: <http://bbs.yingjiesheng.com/thread-1754106-1-1.html>

趁着还没忘记赶紧上来发个贴，供大家参考！

11 点 15 021 的来电如约而至，是个老外 GG，先用汉语确认下身份，进入 English

说很喜欢我的彩铃，很有特点，问我怎么设置了（我真不知道我彩铃是啥.....） 答曰 不是我设置的 默认的(in default 还是 by default 纠结了一下)

然后问供应商是谁 答曰 CMCC 我也不确定问的是不是供应商，反正说 CMCC 他说 ok

接下来：你在地啊 我发现你是外地号码 答曰：我在深圳。

do you like Shenzhen? -yes

why? - 天气好 有大海 有沙滩 可以游泳（囧）

really? 深圳有沙滩吗? --大梅沙（实在词穷）

ok, let's talk about IMI, CLP 什么地方吸引你? -- 大公司，great place，balala.....

why IMI a great place? -----几个单词来回蹦了好几次

你认为女生在领导力方面可以男生一样好吗（大概这个意思）--- 第一次没听明白 问了一下，对方很 nice 的重复了一次

---- definitely yes!

你觉得哪个女性在领导力上做的非常成功 ----杨澜（我猜这个他应该知道），balala.....刚说到杨澜曾经是非常出名的正在综艺主持人 没说到事业成功领导力啥的，对方就 have to go 了。

用时 5 分 56 秒

语法错误应该很多，再就是 mispronunciation。。。。

表现一般，上来还是紧张 不能很好的表达自己，仅仅是为了把英语说出来。说两周内会有消息 不知道电话面的通过率有多少，再就是不通过的会不会被通知。

## 3.28 IMI---电面分享

约的是 10:30, 大约 10:50 打来的电话，先是告诉" the interview will last 4-6 minutes, there is no right and wrong, just give me your answer"

1、 'are you located in shanghai? " " tell the difference between your home town and shanghai?"

2、去年的题目"which person are you admire. why?"

3、"the biggest failure in your life?"

不知道为不违规，假如有泄漏的话请 HR 删帖，只是想给这个心仪的公司的版块增加些人气，让更多的人了解 IMI。就这几个题目，祝大家好运了！

加油！！

### 3.29 2012/10/30 IMI CLP 电面分享

约的中午 11:45，非常准时的打来了，赞一个。

中年男，纯正的英语发音，不知道算不算伦敦音，十分清楚，一点不用担心口音，大概 7min。

问题：

1. 你叫 XX (中文名)，为什么？ (囧，怎么问起我中文名的意思了，好吧瞎扯一下，说说我父母的期望啦，然后引到 Leadership 上)
2. 父母对你现在表现满意吗？你觉得自己能成为 leader 吗？ (Bingo，准备多时的问题了。父母当然满意啦，很支持我的决定 balabala。后面问题自然狠夸一通)
3. 你认为中国毕业生面临什么问题？ (面经上看到过，自然扯上一通，就业率啊 balabla)
4. 你认为你准备好面对这个问题了吗？如何准备？ (自然是准备好了，通过增强通用技能，包括领导力，沟通力，演讲能力 balabala)
5. 你如何准备一次演讲？ (恕不赘述了，balabala 扯一通)

总之，口音不用担心，对方也很 nice，听到你说到有意思的地方会和你一起大笑。不过一定要让对方听清你的回答，因为接下来的问题大都是根据你的回答问的。

祝大家好运！！

### 3.30 IMI 电面问题汇总及个人回答放送 (全英)

Why IMI

I What do you know about IMI?

Has business in more than 30 countries, a history of 150 years, and revenue of more than 2b pound in the past 2011, IMI is an engineering company providing innovative knowledge-based engineering solutions for market-leading customers around the world.

And IMI splits its group into 2 segments, 5 departments: Fluid Controls (Severe Service, Fluid Power and Indoor Climate) and Retail Dispense (Beverage Dispense and Merchandising).

I Why IMI?

I'm eager to join IMI for 3 reasons:

1. China Leader Program: The CLP is a trustful graduate program with a good reputation and I firmly convinced that I can launch my potential here and become a successful leader in the future.
2. Opportunity in China: According to the annual report, IMI shows its ambitious strategy for future growth in China. So I believe it's a great chance to give full play to my abilities.
3. Industry of IMI: IMI is an engineering company which matches my educational background. What's more, my father is engaged in the business of valve so I'm quite familiar with it.

I Which department are you most interested in?

FLUID POWER, it's the biggest one of IMI, has revenue of more than 700m pound, sharing 36% of the total revenue.

Focus on 5 key focus markets: Commercial vehicles, Life sciences, Energy, Food and beverage, Rail.

I Why do you want to join IMI's China Leadership Program?

It's a part of IMI GLOBAL GRADUATE DEVELOPMENT program which lasts more than 30 years and have educated many great leader including present CEO Martin Lamb. The CLP is a trustful graduate program with a good reputation and I firmly convinced that I can launch my potential here and become a successful leader in the future.

Why you

I Do you think you can be a good leader? (Why you?)

1. I'm a person full of passion; I used to be the forward in school soccer team. I like to take responsibility and lead my team to success.

2. I have a strong impact on others due to my excellent communication. When I lead a team, I always persuade others to achieve goals by inspiring and encouraging.

3. Last but not least, I'm a man of integrity and principle. So when I was the class monitor or the president of student union, people trust me and like to work with me.

I Do you have any work experience, if so what have you learned?

Yes, I have worked in GE energy as a summer trainee for 2 months, and now I work in a consulting firm as associate.

In these experiences, I received a vivid overview of supply chain and market. I also learned methodologies such as DMAIC (Define, Measure, Analyze, Improve, Control), 5M (manpower, machine, materials, method, measurement), lean 6-sigma.

And the most important is that I clearly realize what responsibility is, for it will have very bad effects to a team if someone miss his deadline.

I What's your English name and why?

Eric, 古代英语 (Old English) Ever Powerful Ruler [曾经强大的标尺] 应该翻译为: 永远强大的领袖

I What challenges have you faced when you were a leader?

When I work as the president of Students Union, the first biggest problem I met with was that there were too many members to make best use of the team. So I plan to streamline the organization with a decrease in both members and departments, but the inevitable ramification of that was not every department minister support it. Then here are my actions: Firstly I held a meeting to expound the necessity of the plan and promotion of efficiency that can bring to our team; secondly I deal with the problem of cutting department's ministers by helping them establish a totally new association which was independent from student union; the last step was to reduce the number of new members.

Finally we remained 10 departments (from 13) and 100 members (from 150), and almost everyone approved the project.

I Able to travel?

Great ability to adapt, flexible, travel along from south to north when I was 13.

I Do you have a 'can-do' attitude?

Yes, I think so. The strongest evidence is to make the decision to restudy in high school. Due to some special reasons from family and myself, I took a terrible performance in high school and only admitted to a second rank university. Then come to the decision to restudy, I spent all my efforts to study in the next year, and finally I was admitted by my dream university.

I Can you respond flexibly to changing demands?

Yes, experience in consulting, changing from our client, work over time for deadline.

I Do you have the communication skills and confidence necessary to build strong relationships with customers and colleagues?

I have excellent communication skill. In café, promoted more than 20 VIP cards which valued ¥70,000 and won the Best Waiter of Quarter for good service. When I work liaison of student union, I succeeded to contact with companies such as China Mobile, Samsung, and Gatorade and so on. Then I got more than 40,000 sponsors for my organization in total.

So I get a strong confidence to build strong relationships with customers and colleagues.

I Are you able to be creative and innovative in away that adds real value to a project?

In GE, stock report, initially come up with the project of Excess MOQ, help mgr. pull in, focus on items with big MOQ whilst small demand, finally save 40,000 dollars.

### Open question

I Who will have more advantages as a leader, male or female?

One-side saying, each has its advantages. Men decisive, flexible; women careful, considerate. One pays his efforts he will be a good leader both men and women.

I Who is your most adoring leader (business, politics)?

Jobs, not a perfect man, but he has incredible leadership for he can always change people's mind. All his life is pursuing the perfect product. Change people's live style.

I What do you think is the biggest challenge for the university graduates in China?

Employment, less expertise and more competitors, while in a period of economic recession, hard to find a job.

I What is more important for you, life or work?

Work is a part of life, they become inseparable, and so I think life comes more important, because all of our hardworking is aiming to build a better life.

I Is money important?

In a certain extent, yes. It's a measure of success, but not all of life. But for our graduates, I think the answer is NO, for I value the promotion opportunities and training most.

I What will you do when you own 10 million?

Find some like-minded people who have expertise or some other skills and start our own business.

I What do you think about new energy?

Facing the increased industrial pollution, the changing climates, we need to promote a clean new energy to reduce pollution and Improving Our Living Environment.

I Do you think if the electricity automobile will be popular in five or ten years' time?

According to the 12th Five-Year Plan of China, the government will put a lot of money in to electricity automobile. And now we can see the presence of hybrid electric vehicle in many cities. So I think it's a tendency to develop it.

I Illustrate about the new tech nowadays?

iPhone, cloud storage, WP8, touch pad, APP

I 3 years plan for IMI?

If I am the CEO of IMI Group, I will give more attention to the transformation of Chinese society: facing the increased industrial pollution, an aging population and the pressing needs of urbanization, China will put more efforts in the clean energy, urban welfare buildings and urban infrastructure facilities.

Therefore, in the next three years, we will invest more funds in the above-mentioned aspects. Strengthen the joint with the Chinese government and Chinese enterprises to localize the supply chain. The same time, in order to have a better management of local business and suppliers, it's also very important to establish a local talent team.



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