[Demo] NLP Dataset for Customer Service Automation

Company Type	Natural Gas Companies
Inquiry Category	Complaints regarding customer service
Inquiry Sub- Category	Rude or unhelpful representatives
Description	Customers express dissatisfaction with the behavior or assistance provided by customer service agents.
Data Size	10,358 paraphrases
Want to buy data?	Please contact nlp-data@qross.me via your business email address.

Masked sample paraphrases of one "Natural Gas Company" customer inquiry. (Purchased data will not be masked.)

new hires undergo comprehensive ____ programs ____ teach soft-skills like empathy ____ patience, ____ the __ ___ job ____? _____ for new ____ cover soft ____ technical ____? __thorough ____ program ____ not only technical ____ also ____ qualities like ____ patience for new it true that are emotional technical ? _____ training that _____ soft-skills such as patience and compassion? Can incoming members to receive addresses skills and incoming ____ members expect their training to address both ____ ___ it ____ that ____ hires are trained ____ for ____ skills such ____ and ____? ____ required for their job, ____ new ____ with ____ programs that ____ soft-skills such as hires ____ through extensive ____ programs ____ teach them technical knowledge ____ _ qualities like patience _ ___ that covers ____ understanding and patience, alongside job-specific the employee onboarding ___ knowledge? ___ training ____ that cover essential soft-skills, ____ empathy and ____ in addition to ___ thorough covers only technical expertise also important qualities like and for _ you include both technical ____ skills ____ training ____ hired individuals? Is it possible ____ to receive ___ on technical skills ___ some ___ ? Is there a ____ of training ____ new ___ _ _ empathy and ___ ? Do ____ hired ____ partake ____ extensive training program with ____ technical ___ __ ? __necessary ____ required for their ____ new ___ thorough ___ that cover ___ _ In addition to ____ as empathy __ ____ technical skills. New hires ____ be taught ____ _ ___ for ____ recruits to ____ a comprehensive plan ____ development, ____ and technical know-how? New ____ provided ____ programs that cover both ____ and ___ such as patience ___ New employees ____ receive training ____ both ___ _ skills. On top ____job-specific ____ are ____ recruits introduced ____ comprehensive ___ includes qualities ____ compassion tolerance?

Is _____ training ____ covers ____ skills, ____ understanding and cultivating ____ with ____ knowledge?

Are _____ introduced ____ comprehensive training ____ includes ____ and tolerance, on ____ ___ expertise?

Is ____ that newly hired ____ training with soft ____ patience ___ empathy?

____ it ___ that ___ newly hired personnel ____ inclusive ____ __ skills like patience ____

Is	new	trained ex	tensively	a	nd job speci	fic knowledge.			
Is in-depth included		covers import	ant a	as empathet	ic understar	iding and cultiva	ting patience,		
Is it possible for i		ersonnel	inclusive			skills?			
progra									
I expect						?			
Do new									
	ir ir						included	employee	
0.1		emplovee i	nclude in-depth	that.	importa	ant such as	patien	ice?	
Are							pution		
							as patience	?	
							such		,
?		.iougo roquiroc		you one	oraning pro				
Is there con	nprehensive _		_ new hires	soft-	skills like pa	itience,	_ the required	knowledge?	,
1	training that	covers sk	ills, including $_$		alo	ngside job-specif	ic knowledge?		
it possible t	:hat rec	ruits are traine	d to essen	tial		empathy	?		
Is it ne	ew hires to be	e	knowle	edge and	?				
Do the initial	and e	xtensive		such	p	atience go hand-	in-hand?		
addition		ssary technical	for	their	new	with	programs	that include so	oft-
possib	ole that newly	hired	trainin	g sessions t	hat cover	professional _		and empat	hy?
for	employees	s should b	ooth technical _	and	as p	atience.			
Does compa	any provide _	new		both	and job spec	cific?			
kind of							qualities?		
							e also fostering	like a	nd
empathy?									
Does your	training	emp	ployees that cov	rers		as specif	ic skills?		
In to their _ empathy?	technica	l yo	ur new re	ceive compr	ehensive tra	nining	soft as	3	
	hiı	res e	extensive trainii	ng program:	s that teach	technical k	nowledge but	them he	ow
be nice									
t									
is an extens									
							focuses on	?	
new hires to									
Are there									
trainin									
Is possible									
In to the ted	chnical knowl	ledge needed _	their job, _	ne	ew	_ extensive train	ing soft skill	s	
In addition empathy and		y expertis	e	employe	es provided	with p	programs covering	J	6
you	emp	oloyees soft ski	lls oı	technical k	nowledge?				
Is there for									
What of						ortant qualities?			
Do comprehensiv									
Are training							_?		
Do new hires								heir	?
emplo									
newly									
							 and en	npathy?	
to be									

Is the offered to new with technical?
new in patience and?
New employees be in soft technical knowledge.
Do your employees comprehensive training soft such patience, addition to their technical?
Is it training programs include care and calmness?
New may receive complete job-specific and
might be comprehensive training that cover both and such as and
you training for newcomers that includes soft skills such ?
day include in-depth that covers skills, compassion and patience?
I don't if hires go through extensive that teach technical also them like
Is it that hires through programs teach them technical knowledge also patience?
Is a for new that only aspects also qualities patience and empathy?
programs that cover soft such and patience, addition to technical knowledge for
?
Do get all-round lessons gentle ?
to technical knowledge job, are new with extensive training soft such as and empathy
Are comprehensive training that covers both skills?
new hires given in soft know-how?
Do training programs cover skills required job?
are to have extensive includes soft-skills patience and empathy.
In addition torequired do youremployees emphasizes soft skillsempathy?
Is it new are in skills in skills?
there a comprehensive training program new both soft
trained extensively skills, like patience empathy, to their technical?
are courses for to focus on teaching and the skills for their
of job-specific are recruits to comprehensive training traits such as tolerance?
Is there a thorough process for new hires that not but qualities ?
Is true that newly to training that them for ?
Can incoming staff members expect training both and?
initial job-specific and extensive key traits empathy and as part the process?
the of new hires soft like extensive?
new guys get trained in people know-how?
Is true that new hires patience?
Does comprehensive for new employees covers both job expertise?
Is it possiblehires patience?
new employees receive training technical as patience and?
thorough for along with technical expertise?
hired receive in addition to expertise?
Do you teach tips and work-based?
newly hired in an extensive program with both ?
What kind of training employees receive technical expertise?
new in both job specific soft skills?
Is possible hired individuals in training that professional qualities and empathy?
Should be like people and or just know-how?
the and extensive instruction on key traits such patience go onboarding process?
employees training that covers empathy, patience, specific
Is there training for newly empathy skills?
employees complete training in job-specific and?
Do new employees receive on soft skills, patience the technical for job?

During training offered to hired along expertise are aspects of patience?
Is possible for new to that includes teaching such as empathy?
In to technical hires trained in soft- skills like ?
Do newly hired individuals training sessions important like patience, acquisition of expertise?
employees provided thorough training programs cover as empathy along with technical expertise.
pay attention to empathy and patience training for hires?
Is comprehensive for new includes and skills?
Is hires trained skills their knowledge?
Is it possible to thorough on-boarding program only technical expertise also empathy?
Is it possible for initial training instruction key such and?
recruits are introduced that such as tolerance and on top expertise.
a regimen for new includes both technical soft?
new employees are trained with comprehensive they will be technical skills, qualities like patience
Do hires receive comprehensive programs teach alongside technical?
Do you that training thorough, covering soft skills as and?
Do new receive of training soft like patience, ?
Is there for hires teaches soft-skills empathy, with the technical knowledge?
empathy, and technical to hires?
training recruits, not only on technical skills, but essential like compassionate?
thorough in soft skills, like and technical knowledge job?
Are there comprehensive that soft- skills and technical?
Is there a for employees that skills like patience and ?
there comprehensive both technical skills new hires?
there for new hires both knowledge soft skills?
New employees provided such as empathy patience, well as the technic expertise, in
Do guys get trained in things skills technical know?
Is hired receive inclusive training with essential skills?
received by hires addressing and critical attributes including patience?
of training does new will allow them to gain and important?
there a that only technical but also like and patience new?
Do newly hired individuals extensive sessions, important qualities like patience, the expertise?
new employees that cover technical know-how such as compassion ?
new recruits lot training includes soft patience and empathy?
mention of empathy among the aspects of comprehensive for individuals?
Is thorough process for hires not technical aspects qualities like patience and
training for newcomers skills care and?
Is true employees job specific skills soft skills?
for employees that cover and qualities such compassion and?
new training in like patience empathy, along necessary technical?
If employees are trained, they should be able to develop technical skills but
complete training in their jobs skills?
New hires should taught as as skills.
Is possible that hires go through extensive not teaches them also like ar
Do hires training programs that soft skills patience along with the technical j

There are training new that include empathy and patience.	
training programs for cover technical know-how like patience empathy?	
What kind training does that allow them technical knowledge and qualities?	
On of expertise, are recruits training that includes features empathy and?	
In the necessary required their job, are training essential soft-skills a patience ,	s
the newcomers soft like care and ?	
training programs for hires cover knowledge for the?	
Is empathy and training newly hired individuals along expertise?	
the of new hires soft like patience ?	
it covered during comprehensive training to with expertise?	
Does teach employees to empathise well as their ?	
training do new get helps them gain important qualities?	
Is comprehensive training given in skills?	
hires learn empathy ?	
it ensured that hires inclusive training that soft as ?	
Is it true that go through programs that them teach them patience?	
Is new hires participate extensive professional qualities like empathy and ?	
On of necessary job-specific fresh introduced training covers and ?	
hires taught patience as the skills?	
you tell if I should complete a robust training focused core including like empatl	ıv
	-5
Is necessary for recruits to be to comprehensive that includes compassion?	
On of necessary job-specific expertise, recruits to training that includes ?	
Is program new that covers technical and qualities such ?	
hires be extensively soft-skills, patience, along their job	
Do give training programs that cover soft-skills, such to technical required ?	
Do offer for newcomers includes soft skills as ?	
provide employees that covers both empathy and job?	
want to if fresh hires training teach them technical also foster like empathy.	
new employees training technical skills such as patience empathy?	
it newly hired personnel to receive that takes into account like ?	
you training programs cover as addition to knowledge needed the job?	
Does for fresh extensive training programs technical but also foster qualities	es
patience and empathy?	
Is a process new that covers only but also like patience and?	
sure training programs for new hires include soft and?	
Are training programs for hires cover technical ?	
it to hired individuals along with expertise?	
Is extensive for hired individuals that includes both skill?	
Are hires extensively soft skills, with specific knowledge?	
Do get thorough training in soft patience, for role?	_
	}?
Is training program for new hires teaches patience and empathy with knowledge	
There are for employees that focus teaching and technical their	
There are for employees that focus teaching and technical their In the knowledge needed for their job, your new employees soft skills such ?	
There are for employees that focus teaching and technical their In the knowledge needed for their job, your new employees soft skills such? new trained skills?	
There are for employees that focus teaching and technical their In the knowledge needed for their job, your new employees soft skills such ? new trained skills? recruits that teaches them soft-skills as patience empathy?	
There are for employees that focus teaching and technical their In the knowledge needed for their job, your new employees soft skills such? new trained skills?	

new em	ployees get the $_{}$ $_{}$	need on soft _	patie	nce,	?		
Is possil	ble to comprehens	ive for	that cov	ers both		skills?	
Do new hires roles?	comprehensive	programs tha	t	like patien	ce, along	the	_ technical
Do	training for your	new employees t	hat		patience,	and l	knowledge?
Is new	training	·	patience	empathy alon	g with the n	ecessary _	for their job?
Do new	in both	and soft _	?				
Do new emple	oyees training on s	soft	that a	re	their?		
re	cruits trainin	gs include	technical know	how and esse	ential?		
it	employees	receive	training on sof	t skills t	echnical	?	
Do new guys	get trained in stuff		jus	t?			
new hire	es soft	with a	on empathy ar	nd?			
there a	process for	that no	ot technica	al but _	fosters _	like	and patience?
new	in sk	ills such	empat	hy for their jo	b?		
Is it possible	hires get	and	patience	technic	al		
it possib	ole to get on-	boarding	not	expe	ertise, a	also	like empathy and patience?
you offe	er that _	soft	such as pati	ence, empath	ıy, expe	ertise?	
There c	ourses for the	at focus	skills a	nd techi	nical skills _	for the	
Is it in t	he training offered		along	expe	rtise.		
Is it possible	new hires be	for _		and pati	ience?		
new	taught to patien	ıt well	have technical	?			
tra	aining your	soft skills su	ch as patience	technica	ıl?		
	sured that new hires					patienc	e and empathy?
	new employees						
	cruits introduced to						
	ograms newcomer						
						sential	_ such and empathy?
							qualities like patience?
							and
patience?							
Do you offer _	for newcomers wh	ich includes	soft-skills		?		
	fresh		_ programs tha	t them t	echnical kno	owledge, bu	at also them how to be nice?
	es are thorou ertise required	ıgh progra	ms that include	soft-ski	lls		as as
New sho	ould on		and as we	ell as the	_ knowledge	needed for	job.
it i	for newly hired individu	als	t	hat	_ important .	qualit	ies like patience and empathy?
	training program for	new hires	teaches s	kills	_ and empa	thy in	the technical?
New	be trained to de	evelop only	but	also vital	_ like empat	:hy	·
comprel	hensive training prograi	ns include	soft and te	echnical		?	
po	essible for ind	lividuals to partio	cipate exte	ensive trainin	g on _		patience and empathy?
In to	technical	your 1	receive th	at focuses	soft skills	such as	empathy?
po	ssible that hires a	re trained f	or soft	job	?		
you mal	ke sure for hi	res is thorough,	key soft _			empathy?	
Is ensur	red newly hired pe	rsonnel		essential	soft lik	e patience	empathy?
In	the expertise	forjob, ar	re	thore	ough trainin	g programs	that include essential such
In there	for nour him	a taaahaa a	oft alrillo		2		
	for new hire					ortant	like nationee 2
					ut 1mp	ortallt	_ like patience?
	omita outoniva to				other and	11.	in tachnical leases have?
	cruits extensive tra						n technical know-now?
	training programs for					ıı as	
1t	hired employ	eestrainin	y inciuding emp	oatny pa	uence?		

addition to t	heir required technical $_$		new employees	s training that	skills	patience?
Is it ne	wly personnel to re	eceive inclusive	training that $_$	softer	er	npathy?
In addition skills such	technical expertise	required for	position,	new w	vith training	essential soft-
s it	training offered	newly hired in	dividuals	with?		
Do training [orograms hire	es include		demonstrating	and patience?	
	eive tha			, along with	knowledge for	roles?
	in soft skills like		_ •			
or their role					addition	their technical
training	new that	soft-sl	cills techn	ical know- how?		
fo	or hires partic	cipate in extens	ive training ses	sions qu	alities patience	empathy?
)o you	for emp	ployees er	nphasizes soft s	skills patience	and?	
s ensured _	newly	receive incl	ısive	takes into account	their?	
new employe	ees complete	in both job-spe	cific	?		
offer a	wide of training _	newcomers	$__$ include $_$	skills such	and?	
progra	ms for soft	care,	calmness or kno	ow-how?		
o you provide co	mprehensive		emphas	izes soft such	patience and _	?
o hav	e training	like pa	tience and emp	athy?		
o you make	that new hir	res is	_ covers key	like patienc	e?	
o employee	es on so	ft skills like em	pathy and patie	nce, as well	knowledge	they
	_ properly trained to					
	take part				and?	
re new recruits _	that incl	udes	_ such	_ and empathy?		
new	training that in	cludes teaching	J skills	empathy	patience?	
	neede	ed their _	are	employees provi	ded with extensive to	raining soft
ike empathy and					_	
	g programs				1?	
	ive for o					
	w hires are					
	extensive training th					
	ive training _				tech knowledge	?
	hires					
	rograms that both					
	he necessary technical _ soft-skills	required fo	or	empl	oyees tho	rough training
o rookies get all-	round lessons		and work-ba	sed?		
0	_ complete training	_ both	and soft-skill	ls?		
it possible for fr	resh recruits	on-boardi	ng	soft such	as empath	ny?
re recruits	provided with		soft-skills	as patience and	?	
guys ge	et in like pati	ence or	?			
there an	program for	_ hires	both technic	cal and?		
of	expertise, fr	resh intro	duced com	nprehensive training	J includes traits	like tolerance
a	program cov	ers not only	but	qualities lik	e empathy and patie	nce employees?
	trained for s				_ • •	
					isive pron	notes empathy?
	cover					
	ough program that					
	_ technical knowledge					
mpathy?		101 J01	o, are your	given extells.	IVO III SUIT SKIIIS	

	program	new that to	eaches soft skills _	patience and	with the	e knowledg	e
job?		ommlosso oo that		aal lee assa b assa	auch ac ac		2
	ne been properly						
	new recruits						ce:
	for						
	ng new employ				inc unu	_·	
	fresh				technical knowled	dae hut fost	er like
and empat		go ontoin	programa		toominour milowio	1000	IMO
	that	in empath	y and patience	the technical kn	owledge?		
rookies	all-round lessons	gentle	alongside th	e main	?		
We if	new are giver	n training	skills and	technical for	r their		
it possible	for job-s	pecific training _	instructio	n	such patiend	ce and empathy?	
New hires	taught		on patience alo	ng their tech	n knowledge.		
	new rec	eive inclusive trai	ning gives the	em the skills	need to	job?	
possi	ble new :	receive extensive	te	aching soft skills _	and em	pathy?	
	thorough	for new	covering soft	like patience a	and empathy?		
Is possible	newly	receive empat	thy and				
If new	trained	l with comprehens	sive programs,	_ will not on	ly skills but _	qualiti	ies like
·		.1.	. 1 . 1	.1. 0			
	eceive that cov			empathy?			
	in soft-skills						
	regimen for						
	omprehensive						
	for newly pers				??		
	ided for new				•••		
	are trained,				qualities	_ Empathy	patience.
	on pat						
tolerance?	necessary exp	bertise, iresn	recruits introduce	a to comprenensi	ve training	sucn	
In the	eir technical _	do your	employees tr	aining that s	oft skills	and patie	ence?
new e	employees	_ trained with co	mprehensive	they be	_ to onl	y technical skills,	, also
qualities _	empathy						
it	new employ	vees properly	y to develop n	ot skill	ls also vital _	like patience	e?
	honing their						
	for employees				s?		
	t						
	ng program				?		
	s get						
	training for en						
	for new				fo	or their role.	
	thorough						
	l individuals					skills	and?
	do hires						
	for i						
	receive proper soft-				well as	knowledge?	
	new hires						
	ing						
Does	onboarding process	s include in-depth	training that cover	s inclu	ding empathetic _	and	with
In to the	knowledge	for their sh	iould new em	nlovees receive	in	such	and
?	knowledge	_ 101 011011 \$11	.caia new em	P10,003 10061v6		54611	and
new hires	comprehensive	e training	teach like	empathy and	along the	technical	?

What kind of	new get that he	elps gain	knowledge and	?	
Do recruits receive e	extensive training that _	skills,	and emp	oathy, alongside	know-how?
it ensured new	hires inclusive trai	ning takes into _	soft	_ patience empa	thy?
In addition to their require	ed do	receive	that emphasizes _	like empath	y and?
process _	hires cov	ers technical and	human qualities?		
Do new in	training program	that includes tech	nnical knowledge and s	kills	?
Is there extensive	program for hir	ed individuals	technical know	vledge	and patience?
employees get	comprehensive training	covers expe	rtise skills?		
company make	a priority dev	velop skills p	patience empathy	during	_ for new hires?
Do hired individuals	part in	program	both knowledg	e and skills like	patience?
Do new tr	raining that includes tead	ching like _	and?		
Do new a	for soft skills	, patience e	mpathy?		
Is training to _	not on sk	ills, also essential	qualities	empathetic comm	unication?
possible	employees get	training both job	-specific skills	skills?	
employees	_ comprehensive training	g covers technica	l?		
Do comple	ete in skills?				
Do employees r	receive kind t	raining	and patience?		
Is empathy and patience $_$	in the to	with _	experti	se?	
fresh recruits introdu	uced to training the	at empathy t	colerance, top	?	
Do offer in	_ skills such patien	ce and	.?		
it for new	to trained	technical and emoti	onal?		
Do employees their role?	training soft _	empathy	_ patience, as	technical kno	wledge for
On top necessary	expertise, fresh	recruits to compr	rehensive	and?	
The training for new emplo	oyees	and skil	ls.		
On necessary jo	ob-specific are fres	h recruits introduced _	comprehensive	traits	and
Do get tha	at from techn	ical skills empath	y?		
it for	_ to be trained in li	ke patience	?		
new trained	both job-specific	and soft?			
new hires go	that	soft like	with the technical k	nowledge for job	?
Is it that fresh	through extensive	programs that	teach	also tead	ch them empathy
new	for skills like patie	ence and?			
there a process	s for new	only technical _	also qu	alities like and pa	atience?
new					
recruits given _	training	teaching soft-skills suc	h patience and _	?	
New employees be _	comprehensive train	ning that bot	th know-how	_ qualities	·
it possible that new _people?	through	programs that te	ach	them he	ow to be
New hires be	and patience as	technical			
In addition tech	nnical needed	their job, do emp	oloyees get	soft skills such	and?
In addition to	expertise, are	workers trained _	and	abilities?	
it that fresh empathy?	go extensive tra	ining programs that te	ach bu	t suc	n and
of	fresh	_ to comprehensive tra	nining that values	such tolerance a	and empathy?
Does introducti	ion process include in-de	epth covers	such as	understanding and _	?
What kind					
In technic					ke?
	ical knowledge needed _				
	or newcomers vital	skills	empathy?		

Do _	employees get thoro	ough training on s	oft skills like empath	/	well as		?
Is	a for new	include	es technical	_ soft skills?			
	new employees	properly	will	skill	s but also vital q	ualities such	_ compassion and
·	novy himos mossiyyo	ooft obillo	o on o	nd 2			
	new hires receive				CIVA	ah as nationso ar	nd 2
	it true newly hired thorough proces						
	hires given thorough						
	dition to technical						
	dition to their technical						
	training do n					us	·
	your company					new	?
	ew hires						
			se,				such as tolerance
and _					_		
	newly l	hired to rece	eive inclusive training	that includes s	oft like	?	
	there for	that inclu	des and patiend	ce?			
	to technical exper	tise jol	o, may be	extensivel	y skill	s like and p	oatience.
	you training	soft skills such _	and	newcomers	?		
	there thorough	new hire	s that only	technical aspe	ects for	sters such	patience?
	you offer training	cover	skills, such as _	additi	on to the		for the job?
s	offered to	both	and essential qu	alities?			
	it possible for hire	es com	prehensive	include _	technical	soft skills?	
o yo	ou make sure train	ing programs are	new	cover key	soft	?	
Oo	get traini	ng in skills	technical?				
	tr	raining on soft ski	lls, as well the t	echnical	need for	_ role?	
Do	programs	cover both	and	such as a	nd patience?		
Do	teach rookies	ti	ps alongside ma	ain work-based	?		
	hires taught	training wit	h a focus	alon	g their tech	knowledge?	
	new pr	oper soft-skills tra	aining a focus _	patience	empathy?		
	new	programs	_ teach soft-skills like	patience, alon	g with tech	nical knowledge	needed
	role?			_			
	possible to get t						
	the 1						
	true empathy patience	go through ex	tensive training	that	teach tech	nical but _	foster qualities
	it for new	company	complete	robust cu	ırriculum focused	lon core in	cludina like
	and	company	complete	105450 00	1110414111 1004500	. 011 0010 111	into
	technical kno	owledge required	the do yo	u offer pro	ograms that cover	r	as and patien
	company train its						
	such empath	nowledge needed	for their are _	employ	yees provided	an amou	int training in
	w extensively	, for lik	ro and 2				
	it newly hire			t cover imports	int professional		emnathy?
	newly fille						embanis :
	new inites					skille hut also	vital liko
	thy and patience.	uameu con	iprenensive program	ə, ш е у		skiiis, but also	vitai iike
	the new emp	oloyees cove	rs and sof	t-skills?			
	ere proper for				ce?		
	aining new _						
	empl				qualities like	natience and en	nnathy?
S			vereu a	AAICII		patientico ana on	upaury:

Are for new hires covering both soft ?
it possible get training programs new cover both technical know-how ?
Is ensured receive with soft like empathy and patience?
new receive in and?
Training programs for new hires include skills
Do you make sure that hires key soft like empathy ?
addition knowledge needed for their job, your extensive training soft skills as
and
it possible fresh to plan that covers patience technical know-how?
Do new employees training that skills?
hires be for soft-skills, like empathy.
Can I can expect new hires to complete focused core soft-skills like empathy and
Do for new include soft skills ?
Are given thorough training skills, like and with technical?
Is that trained in patience and
New provided teaching soft-skills such patience and empathy.
newly individuals extensive covering important professional like empathy, acquiring the
necessary job-specific?
Is given extensive soft-skills such as empathy patience?
initial along with extensive on traits such and patience,?
There programs that soft and for new
Do trainings impart technical and qualities patience empathy?
there that covers not technical expertise, but important skills patience?
Is there comprehensive training new employees covers both ?
hires be taught empathy
of job-specific expertise, new introduced comprehensive training skills such as empathy
?
training include soft-skills such as patience along job ?
there process for hires only technical aspects also fosters patience and empathizing?
new soft skills, like patience, and knowledge?
true hires trained extensively soft skills, and empathy?
receive comprehensive training skills, patience, along with the for their job role?
Is the training program for new designed patience ? Is that newly individuals participate extensive sessions important like empathy and?
it new receive thorough training empathy and ?
Is training for empathy and a?
Is comprehensive training to for technical also like communication?
new in an extensive training program both and? Is extensive training program for recruits to important and?
to job-specific expertise, recruited given all-encompassing training includes resilience and Interpersonal?
Is it for fresh hires go through extensive programs teach and like and?
Do you teach tips and work-based?
possible that new employees training that technical skills?
Should new be empathy alongside their technical ?
I to know hired individuals in extensive training professional and empathy.
newly receive thorough training alongside technical expertise?
New guys get in people and
Do employees that cover both soft-skills know-how?
In to their vour new that emphasizes skills such patience and ?

it fresh go extensive programs teach technical but also foster qualities empathy
new receive training that includes empathy ?
given training includes soft such as empathy?
o offer training soft such as patience, empathy ?
o you your employees training that soft patience and?
new that covers and emotional aspects?
employee onboarding process training important skills, as empathizing cultivating?
initial included along extensive on such as and?
the initial training extensive instruction on such patience empathy?
o new training and job-specific skills?
there training employees covers empathy and patience, as well necessary technical?
there comprehensive for covers both technical and such as ?
hired individuals take in an training program includes knowledge like patience?
thorough on-boarding that covers not only expertise skills empathy patience
coming employees?
there a thorough process new that covers only like and patience?
kind training does a new receive them both and important qualities?
that includes soft-skills as and empathy hires?
the training received all-inclusive, critical attributes like empathy ?
b hires thorough training in skills like and empathy, necessary technical role?
be taught patience well as the skills.
to the technical needed for job, provided extensive in soft skills such as?
newly hired to in sessions that qualities like and empathy?
o new receive training on soft like and empathy, as technical role?
re comprehensive emotional practices addition technical for their positions?
there thorough for that includes technical but also fosters qualities empathy?
make sure the programs new cover skills empathy patience?
for employees that covers both technical knowledge soft?
given to recruits, not only skills, qualities as patience?
there a comprehensive new technical know-how and qualities?
your company comprehensive new covering bothInterpersonal as as Job ?
it case hires soft with a focus on and
a on-boarding program expertise, well as important qualities and for employe
addition for the do you provide detailed training cover soft-skills, such
there a comprehensive program covers essential soft for new?
addition to technical for their are your provided training in soft such an
re training to not only technical but also vital qualities like ?
addition to their required technical your new employees receive emphasizes
addition to then required technical your new employees receive emphasizes stience?
there in-depth training that important such and patience, specific?
employees with gentleness teachings to job necessities.
training forincluding empathy and patience?
n of necessary expertise, are fresh introduced to comprehensive incorporating as?
company new employees to empathise, job-specific expertise?
o fresh hires go training that only them knowledge also teach how to nother?
know ifhires are trained extensively in empathy
the necessary expertise for their are employees thorough that essential gradience

	· · · · · · · · · · · · · · · · ·	programs tha	nt cover so	ft-skills,	_ patience, in	to the	technical knowl	ledge for	·?
Is	for	personi	nel to receive _	training	that includes		and e	mpathy?	
	it possible	to		for soft- sk	ills, like patie	nce and	_?		
	have new _	trained _	soft c	or technical _	?				
Do _	training	new	with soft sk	ills such	_ patience	?			
	it true that	recruited wo	rkers train	ned	resilience	and skil	lls	their job _	?
	programs f	or	cover soft	_ and	for	the job?			
	:	new get	t in	empath	y with the tec	hnical knowl	ledge?		
	new underg	jo compreher	nsive	that s	oft-skills	patience an	d alongsid	e	knowledge for
	hired indivi	duals	an tra	ining progra	am with both	technic	al and	_?	
		training	newcomers	includes	soft suc	h as patienc	e empathy	?	
Is	possible that n	iew rece	eive that _	both		soft-skills?			
Is	possible	get a	program	includes	technical	_ and q	ualities pa	itience e	mpathy?
	idea _ and	hire	es to go ex	tensive	that te	ach them	knowledge	also	them
Is	true that fresh	go	pr	ograms that	them		well fost	ter qualities li	ke patience
Are t	there training		employees	_cover	technical	soft	skills?		
	as								essentia
	possible for	newly hired	part	icipate in ex	tensive	sessions	learn	qualities li	ke patience
	training pro								
	sure t								
Is	training given	to	only tech	nical skills,	also	?			
	addition ence?	tech	nical do y	our new emp	oloyees	raining	emphasizes so	ft	empathy and
	offer training	ng in soft-skil	ls as	empat	thy for?				
	new hires v					edge and sof	t?		
	new p	roper soft-sk	ills training tha	t on	and	along with _	?		
	training	new	employees that	techni	cal	_ qualities	as patience	empathy	?
Do _	offer	for newco	mers inclu	ıdes su	ich as	empathy	?		
Do _	hires	train	ning programs _		teach the	n know	rledge but	foster qualitie	es like and
Do n	ew ext	ensive trainir	ng that tea	ching	pa	tience	empathizing?		
	hires	trained	patience and $_$?					
and j	to req patience?	juired k	nowledge,		employees re	ceive tr	aining that emp	hasizes	skills, as
	there in-depth _	for impor	tant such	as empathet	ic and _		in empl	oyee onboard	ing?
	·	proper	for new hi	res with	on pa	tience and er	npathy.		
Do _	want tra	ain new empl	oyees gen	tle teachings	S	?			
	training		cover both	_ and soft s	kills?				
	focus	on empathy	patience _	new hire	es' soft-skills	?			
	comprehensive _		recruits,	on _	skills, but	also es	ssential qualities	s like patience	and?
Do _	employees re	ceive	soft	like	well as	the technica	al they nee	ed for	?
such	addition to empathy	technic	al expertise,	employee	es ·	with tra	aining programs	cover e	ssential soft-skills
	new hires p	oroper	with a focu	s	and?				
comp	addition to the tepassion		vledge for	their job,	new	employees _		in	such as
	omprehensive		for new		and s	kills for	job?		
	employee							p	atience?
	that n								

new hires have programs teach them both technical ?	
that new hires soft-skills with on patience and empathy?	
Do hires participate training that includes technical knowledge like and empathy?	
Does company provide comprehensive training employees both and expertise?	
Soft-skills development, empathy and are included plans for ?	
Ispossible that hires are soft in addition technical expertise for ?	
make programs are in place new hires to cover and technical?	
Is possible for new hires to be well expertise?	
you sure for new hires cover key skills patience ?	
new hires receive comprehensive that soft-skills patience and with required knowle	edge?
Are given training that includes and essential ?	
Newly workers training for their job roles that tech know-how but	
Do training cover soft- skills, as in technical for the job?	
Ishires provided with comprehensive teachtechnical skills?	
rookies all-round with tips alongside work-based lessons?	
Do your receive that emphasizes such as patience, required technical knowledge?	
Is there a new covers and soft skills?	
In addition to technical job, do you provide programs such as empathy	?
Is patience, and technical skills new ?	
We know new hires thorough in and empathy.	
given given training that teaching soft skills like and ?	
comprehensive training for new employees that technical know?	
your new are properly trained they not technical skills wital qualities like	
Are programs hires soft?	
and patience in training newly hired with required technical	
a thorough process for new hires aspects but also fosters such patience ??	?
there any new employees that covers soft skills?	
hires receive soft-skills training with focus patience ?	
What kind training a new receive them to both and skills?	
provide comprehensive training employees, empathy job specific expertise?	
Do training that soft such patience and empathy?	
hires trained extensively skills like empathy addition to technical?	
are for new employees that on teaching skills and technical required job.	
top of job-specific expertise, are to training includes tolerance?	
In addition the necessary technical for are new employees with thorough that essen	ntial
The training new should include and	
Are new trained for skills, like ?	
soft like empathy patience that trained in?	
skills calmness should be train programs for newcomers.	
Is there in-depth that important understanding and alongside job-specific?	
may be taught empathy well the technical	
On top of necessary empathy and tolerance?	
new hires receive programs teach skills, like patience, along technical for their	_?
In to technical the job, are trained extensively like empathy and?	
Do you give comprehensive training emphasizes skills such as patience in to	
In addition to necessary technical required employees, new with training programs soft-skills such	
newly in training program includes technical knowledge and?	
New employees receive complete in skills skills.	
your employees trained in like patience?	

rookies all-round that include tips?
train hires develop soft-skills like patience empathy?
technical knowledge required for provide training programs that cover soft-skills,
empathy and?
Do new hires receive soft a on and?
Is comprehensive recruits both technical skills as essential?
Do you training for new with vital as ?
you provide training in soft skills new employees?
Is an training program individuals that includes patience technical?
receive on soft like empathy and patience, well the knowledge for role?
Is are trained both technical knowledge and?
Is a new hires covers technical aspects?
the employee onboarding process include that important skills, empathise ?
Is thorough hires including empathy and?
New are provided with thorough training include such as and as well technical
Soft skills calmness, may included in training programs
Does initial with extensive instruction on such empathy and make up process?
hires may comprehensive training include soft
Do new get patience and?
Do training programs for new hires key skills, such and?
addition to expertise, are employees given training programs cover as empathy patience.
Do new hires training that covers and soft?
it possible recruits comprehensive on-boarding plans soft skills technical know-how?
In addition technical new soft-skills like patience empathy?
Are thorough training in skills, patience, along technical knowledge their role?
addition to required job, do training programs that cover essential such and?
Can new trained in soft besides ?
employees training like compassion and patience, as the technical needed their role?
Is possible to comprehensive training technical but also such patience and communication?
Is a on-boarding program expertise important qualities like and patience employees?
hires comprehensive programs that teach patience and required technical knowledge their job ?
Soft like and calmness programs for newcomers.
Is empathy and included the for ?
What of training hires receive that allows both knowledge and ?
Do your new receive training emphasizes such patience, their training?
there training new employees that technical and soft?
Is it fresh hires go training programs that technical knowledge, also them to
If new employees empathy and patience.
patience.
patience to know hires are proper training with focus on patience
patience to know hires are proper training with focus on patience Do training programs hires both skills?
patience to know hires are proper training with focus on patience Do training programs hires both skills? with gentleness teachings job necessities.
patience.
patience

	to the technical	for their	your	provided	extensive	in	skills,	_ as empathy
and								
	taught patience							
	for new to							
	given extensive							w-how?
	rue new					_ knowled	lge?	
	s may provided							
	_ new employees					tant	empat	thy and
	trainin							
	extensive							
Do you _	co	ver essential soft-sl	xills,	and empath	hy, to t	echnical l	knowledge re	equired for
	_{		and athon	alama suith	their error	ation 2		
	newly work						, ,	
	new							age?
	provide tha							
	_ included						?	
	re a ev							
	for recruits to					_ patieno	ce?	
	training							
	ning programs for							
Is new re	cruits extensive _	tead	ching soft-skills	such as	with	their	know-how	?
it po	ossible that new hires $_$	sof	: tech	nnical for _	roles?			
new	extensive _	that involves _	soft	as patience _	empathy?			
	hires receive proper	soft-skills	focus on	along with	their?			
you	company its new	v hires develo	p	empathy	?			
Do	get in s	soft like	and patience?					
traii	ning programs ne	wcomers soft	skills like	and?				
Are	training programs	_ new employees _	cover	both know-	how su	ich	patience and	?
ther	re for _	employees tha	t both	_ and technical k	know-how?			
Is a	comprehensive	for emplo	yees provi	ides a:	nd soft?			
train	ning new	that cover	soft-skills and _	know-how?				
Soft skills	and c	almness be in	cluded in train					
new	employees traini	ng on soft skills an	d tha	t	role?			
	ehensive training					atience	empathe	tic ?
	in soft skills							
	ensured that new				patience and	?		
	s might be trained					_		
	training on							
	hires trained sof							
	ble that new hires			skills?				
	if your emplo				hnical ekille		liko	
?	ii youi cinpi	byces are properly	trained to dever	op only teel	iiiiedi skiiis,		IIKC	
Do newly	hired part _	an traini	ng program	both tech	nnical	?		
Isa	for hir	res that teaches	like patience		with technic	al knowle	edge?	
	comprehensive							
	proper soft-s							
	y and covered							
	ehensive given			S	patience	comn	nunication?	
	for new in							
	h recruits					-J I		
	re training					ekille?		

In	technical knowledge needed	job,	given extensive	training in skills	patience
and empathy?					
offe	er for newcomers that skil	ls such patier	nce, and?		
Do recru	uits receive includes	soft-skills suc	h as empathy and patience	their	?
Do new emplo	yees soft skills	knowle	dge their job?		
Are	comprehensive	_ includes empathy	y and tolerance, on top nec	essary?	
Do guys	get like people	patience or _	know?		
the job-specific	process include in-depth traini	ng covers	such empathetic	cultivating _	along with
Is includ	ed in training to new	_ along the	?		
empathy	and patience training	ng to newly	individuals?		
new emp	oloyees that par	tience, and job	_ skills?		
	aining				
	hires to soft				
	e sure training programs are		covering	and empathy?	
	be complete a robust				
	for recruits to compreh				technical
		onorvo on Boaranig	which soit shins dov		
the	process training co	vers important skill	ls patie	ence?	
	for newcomers with soft-skills				
	their do			pathy and patience?	
	properly trained develo				and empathy?
	newly hired individuals in _				
acquiring the			J Providence		
New employee	es may be that	both	such as patience.		
there a c	_ skills as for new hires to trained comprehensive training ne	w teach	es skills, and	knowledge?	
addition	to know-how, are for	r for	_ skills development?		
Do hired	for time trained in p	oatience	?		
	program for				
New may	y trained extensively soft-	skills,	their job-specific knowl	edge.	
	the technical expertise, _ pathy ?	prov	vided thorough training pro	ograms covering essen	tial soft-skills
Is it	workers are to hav	e andInterper	rsonal abilities along	specific exp	ertise?
hire	es extensively for soft-skills,	patience e	mpathy, job kno	wledge?	
a c	omprehensive training for new	includes both	technical?		
On top of job-s	specific recruits	comprehens	sive training that like	empathy?	
new	_ receive on soft the	knowledge _	for their?		
Do you s	sure training is hires	to key soft	and?		
	new hires			and compassion?	
	chorough new c				
	training for people with				
	le comprehensive training			?	
	programs for hires that cover				
	training that covers skills, such			ell as	
	programs hires covering _			on us ,	
	to the necessary for			essen	tial
	npany focus on like patien	ce	its training program	?	
	the technical jo				lls?
	yees receive training on soft				
_ 0 11011 Omp10	, 1000110 manning on bott		_ r = 3102100, 11 011 0110	1100404	1010.

it possible for new	trainings	_ teach kr	now-how as well as essential $_$?
thorough pr	ogram that covers everyth	ing from technical _	and patience _	new?
Do your new	that soft skills	empathy	patience?	
Does the	training	_ covers important s	kills, such as compassionate ı	understanding and?
company to	developing soft-skills like	duri	ng program for ne	w hires?
training for	should empathy and	patience.		
Is there soft-skills	hires foc	us on empathy	and tech?	
Are comprehensive	that include	know-how,	and patience?	
Is it new are train	ied for soft skills,	?		
new hires trained	skills and	d patience?		
Do employees have training	that patience, _	specific	?	
there a for r	new hires that not	technical aspects	fosters	and patience?
new employees	empathy, and job	specific skills?	?	
I know it is ensured	receive	e training	softer attributes.	
it possible new technical skills?	your company to comp	lete train:	ing curriculum focused on	
Do employees receive i	n job-specific	soft-skills?		
addition to necessary to essential such as	echnical needed	_ their ne	w with training	ng programs
Soft as demonstrating	and includ	ded in programs	s for	
The courses that to	employees on teac	ching soft	the required	job
hires be given	of training soft ski	ills and		
Is for person	nnel to that	at soft like	e patience and empathy?	
Is empathy and patience in _	offered nev	wly?		
training programs	s that cover essential soft-s	skills, like and _	to techr	nical knowledge required
?				
Is hires training p				
of does a new				
Do new get they _				
Is for				
Is for get co				
there process			_ also fosters qualities like pa	atience empathy?
new guys training on th				
make sure n				
Do training new e			-how?	
Do thorough				
Can the new com				
hires extens				patience?
and patience				
Is it new				
Do receive a comprehe				
Is newly ind				
new employees get thorough				
employ				d their role.
there			echnical?	
Does the initial job-specific training				
provide training t				for the job?
rookies get all-round w				
Is an program tha				?
offer for				_
you make the training p	programs hires	are key _	skills like pati	ence?

Are new comprehensive training that covers knowledge ?
Is it possible that given training in technical knowledge for ?
ensured that personnel are complement their technical skills softer like empathy
fresh recruits comprehensive training includes empathy tolerance, of necessary jobspecific expertise?
Do you offer that cover essential such as empathy knowledge required for job?
thorough that covers not technical aspects also qualities like patience and kindness?
fresh recruits to training skills and on of necessary job specific expertise?
Do you all-round lessons that behavior and ?
Do new employees comprehensive that technical and ?
top of necessary are recruits introduced comprehensive training empathy?
there training for employees both know-how such as?
Is training important skills, including empathetic understanding and cultivating along
you training that cover essential skills, such patience empathy, addition to knowledge for ?
of employee include that covers skills, such as and patience?
On top of are recruits introduced that features such as tolerance ?
On of job-specific expertise, recruits to comprehensive empathy tolerance?
to the needed for your employees given in skills, such empathy and patienc
new trained soft skills specific knowledge?
employees receive complete training both soft-skill skills?
Do training need soft skills and knowledge for their ?
Do employees receive training soft well technical knowledge their job?
In to required technical knowledge, your new employees comprehensive soft such as and?
your hires in empathy or technical knowledge?
employees given thorough training programs essential such and well the necessary expertise.
possible for new to trained extensively soft skills patience?
initial extensive instruction on traits patience empathy go in hand?
new receive training technical expertise soft-skills?
new cover and qualities such as empathy and
there a comprehensive training them skills patience and empathy?
Do you training programs that cover soft-skills, such and knowledge required job?
for new arrivals includes such as and empathy?
There are courses new to focus teaching soft skills and required their
Do make sure the programs for new include ?
new get in things people and?
empathy patience, as well the technical skills.
Is it possible new to get training soft and technical knowledge ? there a program new employees covers technical know-how such and ?
Is it new hires complete training on competencies, like empathy alongside their
skills? New are programs that essential soft-skills empathy and patience, as
technical expertise.
it new hires comprehensive training programs that include ?
new hires to a robust curriculum focused on soft-skills like empathy patience?
possible for train programs soft skills like calmness? Does the process skills empathy patience the technical?
Are your new workers in soft knowledge?

it	true newly recr	uited workers are	resilience an	d along	their	expertise?	
	hired individuals	extensiv	re that	both technica	al knowledge	_ skills?	
Is it	newly hired e	employees tho	orough	patienc	e skills?		
	include train	ning in skills l	ike and patie	ence kn	owledge?		
	true that new em	ployees	in their	r skills and	skills?		
Is comp	prehensive inication?	recruits,	techi	nical skills, but also	o qualities _	and empathet	ic
	ddition to techni as patience and _		job, _	new emp	ployees provided	extensive training	soft
	possible that	Ţ	oroper soft-skills t	raining with a	patience a	nd ?	
	ew hires						
	training that				alongside jo	ob knowledge?	
	possible new					also qualities like	
n	ew hires compre	hensive training p	rograms cove	er both	soft?		
Do new	v get training	includes technic	al	?			
					ills also	empathy ar	nd patience?
Is it						s like patience, as well _	
	for hires t	to go through exter	asive program	ns that		foster qualities	_ compassion
	offered	hired	with required	d technical expertis	se are empathy _	patience?	
Is	possible that hi	ires are	teach skills l	ike and empa	athy	knowledge?	
it	ensured h	ired personnel get	all the	need, soft sk	ills and	d?	
	our						
	teach essential						
In						programs essentia	al soft-skills
tł	here thorough training	g e	mployees such	and patien	nce?		
tł	he initial job-specific t	raining instru	ction key		and patience?		
						s as foster qualitie	es
	?					to r	
 In empath		wledge for	job, are the ne	w employees	trainii	ng in soft such as _	
_	ew get thorough	training in	technica	.1	ioh roles?		
	employee pr					nationco?	
	cmployee pr w given			3kiii3 3uc		patience:	
				, omployoos	ir	soft skills omnat	hy and 2
						soft skills, empat	
						inical th	ie job?
	make that tr						1
patieno	the kn	owledge	job, are you	ır gıven	training in soft _	such empathy	and
_	ires may trained	extensively	na	tience along with			
	should be				·		
					internercenal al	xills job skills	.?
					SOIT	empathy	f
	covers				1 1 12		
	company give cor					ınu?	
In addi						training programs	include
S1	uch as possible for recru	its to get	on skills	essential	?		

Is	possible that	hired individua	ls in trainin	g sessions	professional	and empathy?
Is	possible nev	w to t	rained in sk	ills like	?	
	hires might be		such as pa	tience and		
	ew get in					
				aining profes	ssional such p	patience and empathy?
	employees rec					
						atience included the
	3 1	ıaht soft-ski	ills with a fo	cus on patience	necessary	y knowledge.
						as empathy and
					th and soft?	as empavity and
						their technical?
					knowledge and	
	ou all-rou					important
_						ach job
	ensured new					
					patience and empathy?	
						for now himse?
				Datience emp	oathy during	ior new inres:
	hires may be			20	tachnia	al knowledge needed for role?
					like patience and	f
	you offer training _					
					oft skills	patience?
	training do					
					such patience	and?
	ewly employees					
					technical?	
	training for					
					e and skills as	
					hnical know-how for thei	r role?
	get t					
						knowledge?
					_ qualities such pa	
					skills such p	
					fosters like empat	thy a thing?
	hires					
						nd skills like empathy?
	specific					onal abilities along their
					well the _	
						patience empathy?
Is it _		receive th	orough training t	hat and	d patience?	
	addition to neckills such as empath		ertise required _		employees provided w	vith cover
		owledge needed	for their job,	new	training	such as empathy,
-	ence		,		1 2	1 2
					and qualities	
					know-how and good qual	
patie	ence.					ntial soft-skills and
Do no	ew trainin	ng on soft skills l	ike and	_ as as	for their	r?
	new receive	that tea	aches soft-skills li	ke along with	h required technica	nl roles?

What kind of training does new allows them gain important qualities?
possible that new trained in soft-skills like and?
comprehensive training provided for that covers both skills?
Do receive training programs that teach soft patience, with technical?
Do training include skills ?
Is it possible new get trained and their knowledge?
Is there programs new cover both and know-how?
Are the trained soft like and ?
Are your hires properly trained to develop vital qualities empathy patience?
it new hires trained patience their technical knowledge?
Do make sure training programs key soft and patience?
During comprehensive training offered along with expertise, there any of and?
Do employees receive training technical and soft such patience?
it
In addition to required the job, do you detailed that cover essential such
Is for fresh receive on-boarding plans that soft skills development and ?
ensured new inclusive essential soft skills such as empathy?
Is possible hires to trained in along with?
to their are your new employees given extensive training in skills compassion, and
that hires receive inclusive soft skills such as patience ?
it possible that incoming can training both technical and?
hires proper soft-skills a focus and along with their knowledge?
Would you with gentleness?
to technical required the do you provide training that soft-skills, such ?
hires an extensive that both technical skills like patience and empathy?
employee onboarding process in-depth that as compassionate understanding patience?
Is comprehensive not only on skills essential qualities like and communication?
If your new employees are properly trained they will develop only technical
If your new employees are properly trained they will develop only technical
If your new employees are properly trained they will develop only technical
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Training	f for new	employees	both	$_{ m }$ know-how $_{ m }$	su	ch as	empathy.		
Does yo	ur	with so	ft-skills such as	s and _	?				
Does co	mprehensive t	raining programs	tecl	hnical	skills for	r	?		
Do roles?	hires co	omprehensive	programs		like patienc	e,	_ the required	knowledge	_ their job
On	of	expertise,	recruits	to compr	ehensive trai	ning that _	tolerance	?	
Do	programs for	newcomers	?						
	true that _	are	to	patienc	ce and a	along with tl	neir technical kno	wledge?	
On	of	are fresh	introduced	tr	raining that i	ncludes	_ and		