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Q. :KDW LV D NH\ PHWKRG WR NHHS DQ HPSOR\HVKHQ RFRP QHUF RQ WQHG ZHLIMQ VLRQJ F
FRQGXFWRU DWWHQGDQFH SUREOHPV"

\$ 7KHUH DUH PDQ\ RDWFKH FRUHFHFWLYH LQWHUYLHZ WKDW FDQ OHDG WR DQ
ZLWK SRRU SHUIRUPDQFH EXW RQH RYHUORRNHG DSSURDFK LV WKH XVH RI
DGGUHVVLQJ WKH SHUIRUPDQFH SUREOHP 3ULRU GRFXPHQWDWLRQ NQRZQ
D VLJQDWXUH LV RQH RI WKH PRVW QH\ULW\WK RQ VDLW WRWKHJDV\ SFRURV\ VDLWLRQ
IURP PHPRU\ DQG WKHVH VWRULHV PD\ EH OHVV DFFXUDWH ZKHQ UHFDOOHQ
SUHYLRXVO\ DFFHSWHG DQG DJUHHG WR

4 , KDYH ZRQGHUHG DERXW WKH (\$3 H[SHULHQFH DQG HPSOR\HHV JHWWLQJ D
SHUKDSV QRW ZDQWLQJ WR HVWDEOLVK DQRWKHU UHODWLRQVKLS ZLWK WKH
&DQ\RX FRPPHQW RQ WKLV"

A. (\$3 HPSOR\FOLHQWV DUH DVVHVHVG ZLWK 3WKH LQGDQ\ QH\ULW\WK RQ VDLWLRQ
RI D SUREOHP LI DQ\ FRQWULEXWLQJ WR MRE SHUIRUPDQFH LVVXHV EXW Q
VSHFLDOLVW ZRXOG EH UHVLVWHG DQG GLIILFXOW 7UXVW LV LPSRUWDQW
WKHUDSHXWLF HQJDJPHQW LV LPSRUWDQW 7KLV LV DQRWKHU NH\ SURIHVV
WROG GLUHFWO\ WKDW WKH JRDO LV WR XQGHUVWDQG WKH QDWXUH RI WKH
WKH LQWHQGHG HIIHFWRU KHOSLQJ WKH FOLHQW SUHSDUH IRU D UHVRXUFH
LQWHUYLHZV LQ RUGHU WR DFFXUDWH WKH JUDW\WKH VROLWDQFH FRUHG OLNH
SURIHVVLRQDO WKDW KHOSV WKH HPSOR\HH JHW WR WKH ULJKW UHVRXUFH

Q. ,I DQ HPSOR\HH FRPHV WR WKH (\$3 ZLWK LQWHQGHG QH\ULW\WK RQ VDLWLRQ
DUH UHIHUHG WR D PHGLFDO GRFWRU OLNH D SV\FKLDWULVW IRU IXUWKHU D
GHWHUPLQLQJ WKH QHGG WR UHIHU"

\$:KHQ DQ HPSOR\HH YLVLWV WKH (\$3 IRU V\PSWRPV RI GHSUHVVRQ PFKP
7\SLFDOO\ WKH (\$ SURIHVVLRQDO ZLURPHQWDO SV\FKLDWULVW RFLDOV\WKH WKDW DU
RU GLVWLQFW IURP \HW H[DFHUEDWLQJ WKH SULPDU\ FRQGLWLRQ 7KHVH LV
SV\FKLDWULVW WR ZKRP WKH HPSOR\HH LV UHIHUHG 0DQ\ SV\FKLDWULVWV
VSHQGLQJ FRSLRXV DPRXQW RI WLPH KHOSLQJ WKH ZRUNHU DGGUHVW WKH
HPSOR\HHV ZLWK WKHVH FKURQLF GLVHDVH FRQGLWLRQV WKDW FDQ EH W
FDUH KHOSV WKH HPSOR\HH JHW WR WKH ULJKW UHVRXUFH

