

Structured clinical interview for dsm 5 r persona Handbook

Structured Clinical Interview for DSM 5 R Persona

The Structured Clinical Interview for DSM 5 R Persona (SCID-5-R) is a vital tool used by mental health professionals worldwide to diagnose and assess various psychological disorders based on the DSM-5-TR (Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition, Text Revision). Its structured format ensures consistency, reliability, and validity in clinical assessments, making it a cornerstone in both research and clinical practice. Whether you're a clinician, researcher, or student, understanding the purpose, structure, and application of the SCID-5-R Persona can significantly enhance your approach to mental health diagnostics.

Understanding the SCID-5-R Persona

What Is the SCID-5-R?

The SCID-5-R is a semi-structured interview designed to facilitate comprehensive and standardized diagnostic assessments for a wide range of DSM-5-TR mental disorders. It serves as a manualized interview protocol that guides clinicians through the diagnostic process, ensuring that no critical symptoms or criteria are overlooked.

Purpose and Importance

The primary goal of the SCID-5-R is to improve diagnostic accuracy and reliability. It is especially useful in clinical research settings where precise diagnoses are essential for study validity. Additionally, it aids clinicians in distinguishing between similar disorders, determining comorbidities, and developing appropriate treatment plans.

Target Users

This tool is primarily used by:

- Psychiatrists
- Psychologists
- Licensed mental health practitioners
- Researchers conducting clinical studies

Its standardized format makes it adaptable across various settings, including outpatient clinics, hospitals, and academic research.

Key Features of the SCID-5-R Persona

Structured Format

The SCID-5-R employs a scripted interview format that prompts clinicians with specific questions tailored to each disorder. This structure minimizes subjective interpretation and ensures comprehensive coverage.

Modular Design

The instrument is divided into modules corresponding to different diagnostic categories such as mood disorders, anxiety disorders, psychotic disorders, etc. Clinicians can select relevant modules based on the patient's presentation.

Diagnosis-Based Questions

Questions are aligned with DSM-5-TR criteria, asking about the presence, duration, and severity of symptoms. This systematic approach aids in confirming or ruling out disorders.

Assessment of Severity and Impact

Beyond diagnosis, the SCID-5-R also gathers information about how symptoms affect the patient's functioning, providing a more comprehensive clinical picture.

Application of the SCID-5-R Persona in Clinical Practice

Conducting a Diagnostic Interview

When using the SCID-5-R, clinicians follow a step-by-step process:

- Establish rapport and explain the purpose of the interview.
- Select relevant modules based on initial clinical impressions.
- Ask standardized questions, ensuring clarity and neutrality.
- Document responses meticulously, noting symptom presence, duration, and impact.
- Make diagnostic decisions based on DSM-5-TR criteria.
- Discuss findings with the patient and plan further assessments if needed.

Advantages of Using the SCID-5-R

- Enhances diagnostic reliability across clinicians and settings.
- Reduces subjective biases in assessment.
- Facilitates research by providing standardized data collection.
- Supports training and supervision of mental health trainees.

Limitations and Considerations

While the SCID-5-R offers numerous benefits, it also has limitations:

- Time-consuming; may take 1-2 hours depending on modules used.
- Requires training to administer effectively.
- Relies on patient self-report; may be affected by recall bias or denial.
- Not a substitute for clinical judgment; should be used as an adjunct tool.

Training and Administration of the SCID-5-R

Training Requirements

Effective use of the SCID-5-R requires specialized training. Clinicians should undergo:

- Workshops or supervised practice sessions.
- Familiarity with DSM-5-TR criteria.
- Understanding of interview techniques to maintain neutrality.

Administration Tips

- Create a comfortable environment to facilitate honest responses.
- Use clear, non-leading questions.
- Be attentive to non-verbal cues and emotional responses.
- Record responses accurately for analysis.

Advancements and Future Directions

Digital Integration

Recent developments include digital versions of the SCID-5-R, allowing for electronic data collection, easier storage, and real-time analysis. These advancements streamline the assessment process and facilitate remote or telehealth applications.

Customization for Specific Populations

Ongoing research aims to adapt the SCID-5-R for diverse populations, including children, adolescents, and culturally diverse groups, ensuring the tool's relevance and accuracy across different demographic contexts.

Enhancing Reliability and Validity

Efforts are underway to improve inter-rater reliability through enhanced training modules and automated scoring systems, further solidifying the SCID-5-R's role in clinical diagnosis.

Conclusion

The Structured Clinical Interview for DSM 5 R Persona is an essential instrument for mental health professionals committed to accurate, reliable, and standardized diagnosis. Its structured approach ensures comprehensive assessment aligned with DSM-5-TR criteria, supporting effective treatment planning and advancing research. While it requires proper training and time investment, the benefits of improved diagnostic precision make it a valuable addition to any mental health practice. As mental health continues to evolve with technological advancements and cultural considerations, tools like the SCID-5-R will remain central to delivering high-quality care and advancing psychiatric knowledge.

Structured Clinical Interview for DSM-5-TR Personality Disorders: A Comprehensive Guide for Clinicians

The Structured Clinical Interview for DSM-5-TR (SCID-5-TR) Personality Disorders is an essential tool for mental health professionals seeking a systematic, reliable approach to diagnosing personality disorders. Given the complexity and nuanced presentation of these conditions, the SCID-5-TR offers a standardized method to ensure thorough assessment, reduce diagnostic ambiguity, and facilitate treatment planning. This article provides an in-depth exploration of the SCID-5-TR Personality Disorders module, its structure, application, and clinical utility, serving as a comprehensive resource for clinicians, trainees, and researchers alike.

Introduction to the SCID-5-TR and Its Relevance in Personality Disorder Diagnosis

Personality disorders (PDs) are characterized by enduring patterns of inner experience and behavior that deviate markedly from cultural expectations, are inflexible, and lead to distress or impairment.

Diagnosing PDs can be particularly challenging due to their pervasive nature, overlapping symptoms, and the subjective nature of clinical judgment. The SCID-5-TR addresses these challenges by providing a semi-structured interview designed to systematically assess DSM-5-TR criteria for various mental health conditions, including PDs.

The Structured Clinical Interview for DSM-5-TR Personality Disorders is part of the broader SCID toolset, which aims to bring reliability and standardization to clinical assessment. It is especially valuable in research settings but also serves as a practical aid in routine clinical practice, ensuring that no critical diagnostic criteria are overlooked.

Overview of the SCID-5-TR Personality Disorders Module

The SCID-5-TR Personality Disorders module is designed to assess the presence and severity of ten DSM-5-TR personality disorders:

- Paranoid Personality Disorder
- Schizoid Personality Disorder
- Schizotypal Personality Disorder
- Antisocial Personality Disorder
- Borderline Personality Disorder
- Histrionic Personality Disorder
- Narcissistic Personality Disorder
- Avoidant Personality Disorder
- Dependent Personality Disorder
- Obsessive-Compulsive Personality Disorder

Each disorder is evaluated through a series of structured questions that probe for the core features, associated features, and developmental history consistent with the DSM criteria.

Structure and Content of the SCID-5-TR PD Module

- Initial Screening and Differential Diagnosis

The clinician begins with open-ended questions to gather background information and initial impressions. This phase helps identify potential PDs and guides subsequent targeted questions.

- Example: "Can you tell me about your relationships with others? How do you typically behave in social situations?"

- Criterion-by-Criterion Assessment

For each PD, the interviewer systematically asks about each criterion, typically rated on a scale reflecting the degree to which the criterion is met:

- Present: The symptom is currently experienced and causes impairment.
- Past or Intermittent: The symptom was present in the past or occurs intermittently.
- Absent: The symptom is not present.

This approach ensures thorough coverage and helps quantify the severity.

- Severity and Impairment Rating

Beyond just meeting criteria, the clinician assesses the level of impairment or distress associated with the symptoms, which is critical for diagnostic decision-making.

- Summary and Diagnostic Decision

At the end of the interview, the clinician reviews the responses to determine whether the individual meets the DSM-5-TR criteria for a given PD, considering the number and severity of symptoms and their impact.

Practical Application: Conducting a Structured Interview

Preparation

- Review the DSM-5-TR criteria for each PD before the interview.
- Establish rapport to facilitate openness and honest disclosure.
- Ensure a comfortable, private setting to promote confidentiality.

During the Interview

- Use the semi-structured questions provided by the SCID-5-TR to guide the discussion.
- Be attentive to non-verbal cues and behavioral patterns.
- Clarify ambiguous responses with follow-up questions.
- Document responses meticulously, noting the level of criterion fulfillment.

Post-Interview

- Summarize findings and compare with DSM-5-TR criteria.
- Consider comorbidities, developmental history, and contextual factors.
- Formulate a diagnostic impression, noting any severity levels or specifiers.

Advantages of Using the SCID-5-TR for Personality Disorders

- Standardization: Ensures consistency across clinicians and settings.
- Reliability: Enhances diagnostic reliability compared to unstructured interviews.
- Comprehensiveness: Covers all DSM criteria systematically.
- Training Tool: Aids clinicians in learning DSM criteria and improving clinical judgment.
- Facilitates Research: Provides reliable data for studies on the prevalence, etiology, and treatment of PDs.

Limitations and Considerations

While the SCID-5-TR is a valuable tool, clinicians should be aware of its limitations:

- Time-consuming: The full interview can take 1-2 hours.
- Requires training: Effective administration necessitates familiarity with DSM criteria and interview techniques.
- Patient factors: Some individuals may have difficulty self-reporting or may withhold information.
- Cultural considerations: Be mindful of cultural differences in behavior and expression that may influence responses.

Integrating the SCID-5-TR into Clinical Practice

The SCID-5-TR should be viewed as an adjunct to, not a replacement for, clinical judgment. Its systematic approach complements clinical intuition, especially when:

- Confirming complex or ambiguous diagnoses.
- Gathering detailed information for treatment planning.
- Conducting research or assessments in forensic or institutional settings.

Clinicians should also consider integrating collateral information, self-report questionnaires, and behavioral observations to enrich the assessment.

Conclusion: Enhancing Diagnostic Precision with the SCID-5-TR

The Structured Clinical Interview for DSM-5-TR Personality Disorders is a cornerstone instrument for advancing the accuracy and reliability of personality disorder diagnoses. Its structured format ensures comprehensive coverage of DSM criteria, minimizes subjective bias, and fosters consistency across clinicians and settings. While it requires adequate training and time investment, the benefits of precise diagnosis—ranging from tailored treatment approaches to improved patient outcomes—make it a worthwhile component of a clinician's assessment toolkit. As mental health professionals strive for diagnostic rigor and clinical excellence, the SCID-5-TR remains a vital resource in the nuanced domain of personality disorders.

Question What is the purpose of the Structured Clinical Interview for DSM-5-TR Personality Disorders (SCID-5-TR-PD)? The SCID-5-TR-PD is a standardized diagnostic tool used by clinicians to assess and diagnose personality disorders based on DSM-5-TR criteria, ensuring reliability and consistency across assessments. **How does the SCID-5-TR-PD differ from other personality disorder assessment tools?** The SCID-5-TR-PD is a semi-structured interview specifically aligned with DSM-5-TR criteria, providing a comprehensive and systematic approach, whereas other tools may be self-report questionnaires or less structured clinical interviews. **What are the main components covered in the SCID-5-TR-PD interview?** The interview assesses the presence, severity, and pattern of personality disorder symptoms, including criteria for specific disorders such as borderline, narcissistic, antisocial, and others, as well as dimensional assessments of personality functioning. **Is the SCID-5-TR-PD suitable for both clinical and research settings?** Yes, the SCID-5-TR-PD is designed for use in both clinical diagnostics and research studies to ensure standardized assessment of personality disorders based on DSM-5-TR criteria. **What training is required to administer the SCID-5-TR-PD effectively?** Clinicians should undergo specialized training in the administration and scoring of the SCID-5-TR-PD to ensure accurate and reliable diagnosis, often requiring workshops, manuals, and supervised practice. **How reliable and valid is the SCID-5-TR-PD for diagnosing personality disorders?** Research indicates that the SCID-5-TR-PD has good inter-rater reliability and validity, making it a trusted tool for accurate diagnosis aligned with DSM-5-TR standards. **Can the SCID-5-TR-PD assess dimensional aspects of personality pathology?** Yes, the SCID-5-TR-PD includes modules that evaluate the severity and dimensional features of personality pathology, aligning with DSM-5-TR's shift towards a dimensional understanding of personality disorders. **Are there any limitations or challenges in using the SCID-5-TR-PD?** Potential limitations include the need for extensive training, the time-consuming nature of the interview, and possible challenges in assessing complex or comorbid cases, which require experienced clinicians for accurate interpretation.

Related keywords: SCID-5-R, DSM-5, clinical interview, personality disorders, mental health assessment, diagnostic tool, psychiatric evaluation, structured interview, personality disorder assessment, DSM diagnostics

Career Essentials The Interview English Edition

career essentials the interview english edition is a comprehensive guide designed to prepare professionals and job seekers for one of the most critical stages of the employment process: the interview. Mastering interview skills in English is essential in today's globalized job market, where effective communication can significantly influence career success. This article provides valuable insights, practical tips, and strategies to help you excel in interviews conducted in English, ensuring you make a confident and positive impression on potential employers.

Understanding the Importance of the Interview in Career Development

The interview is more than just a conversation; it's an opportunity to showcase your skills, experience, and personality. It serves as a platform for employers to assess if you are the right fit for the organization and for you to determine if the role aligns with your career goals.

Why Preparation is Key

Preparing thoroughly for an interview can:

- Boost your confidence
- Help you communicate your strengths effectively
- Reduce nervousness and anxiety
- Ensure you answer questions thoughtfully and coherently

Key Components of a Successful Interview in English

Achieving success in an interview involves several critical components, from understanding common questions to demonstrating professionalism.

1. Research the Company and Role

Before the interview:

- Visit the company's website
- Understand its mission, values, and culture
- Review the job description carefully
- Stay updated on recent news or developments related to the organization

2. Practice Common Interview Questions

Familiarize yourself with typical questions such as:

- ?Tell me about yourself.?
- ?What are your strengths and weaknesses??
- ?Why do you want to work here??
- ?Describe a challenge you faced and how you handled it.?
- ?Where do you see yourself in five years??

Preparing clear, concise answers in English can help you communicate effectively and leave a positive impression.

3. Develop Your STAR Responses

Use the STAR method (Situation, Task, Action, Result) to structure behavioral questions:

- Situation: Set the context
- Task: Explain your responsibility
- Action: Describe what you did
- Result: Share the outcome

This approach ensures your answers are detailed yet focused.

Essential English Language Skills for Interview Success

Proficiency in English enhances your ability to communicate ideas clearly and confidently.

1. Vocabulary and Phrasing

Build a professional vocabulary related to your industry and role. Practice common phrases and expressions used in interviews.

2. Pronunciation and Clarity

Work on your pronunciation to ensure clarity. Consider recording yourself or practicing with a language partner.

3. Listening Skills

Active listening during the interview allows you to respond appropriately. Practice listening to English podcasts, webinars, or interviews.

4. Body Language and Non-verbal Communication

Maintain eye contact, use appropriate gestures, and sit upright to convey confidence.

Practical Tips for During the Interview

Effective strategies can help you perform at your best during the interview.

1. Dress Professionally

Choose attire suitable for the company's culture, ensuring it is neat and appropriate.

2. Arrive Early

Plan your route in advance and arrive 10-15 minutes before the scheduled time.

3. Bring Necessary Documents

Carry multiple copies of your CV, a list of references, and any other relevant documents.

4. Listen Carefully and Ask Clarifying Questions

If you don't understand a question, politely ask for clarification.

5. Showcase Your Skills and Achievements

Use specific examples to demonstrate your competencies.

6. Prepare Questions for the Interviewer

Have thoughtful questions ready about the company, role, or team to show genuine interest.

Common Mistakes to Avoid in English Interviews

Being aware of potential pitfalls can help you avoid them.

- Speaking too quickly or unclearly

- Providing vague or generic answers
- Focusing too much on weaknesses without framing them positively
- Neglecting to ask questions
- Failing to demonstrate enthusiasm or interest

Post-Interview Strategies

The interview process doesn't end when you leave the room.

1. Send a Thank-You Email

Within 24 hours, express gratitude for the opportunity and reiterate your interest.

2. Reflect on Your Performance

Identify areas where you excelled and aspects to improve for future interviews.

3. Follow Up

If you haven't heard back within the specified timeframe, politely inquire about the decision.

Additional Resources for Improving Your Interview English Skills

Enhance your interview readiness with these tools:

- Language Learning Apps: Duolingo, Babbel, or Rosetta Stone
- Online Practice Platforms: Interviewing.io, Pramp
- English Conversation Groups: Local meetups or virtual groups
- Professional Coaching: Career coaches specializing in interview preparation

Conclusion: Mastering the Interview in English for Career Success

career essentials the interview english edition emphasizes that preparation, practice, and confidence are paramount to succeeding in interviews conducted in English. By understanding the common questions, honing your language skills, and employing effective communication strategies, you can significantly improve your chances of landing your desired job. Remember, the interview is an opportunity to showcase your unique value?approach it with enthusiasm and professionalism, and let your skills and personality shine through.

With consistent effort and the right mindset, you'll be well on your way to mastering the art of the

English interview and advancing your career prospects globally.

Career Essentials: The Interview English Edition ? An Expert Review and In-Depth Analysis

In today's competitive job landscape, acing interviews is more critical than ever. Whether you're a recent graduate entering the workforce or a seasoned professional seeking new opportunities, mastering interview skills can be the difference between landing your dream role and missing out. One resource that has garnered attention among career development enthusiasts is "Career Essentials: The Interview English Edition." This comprehensive guide aims to equip job seekers with the tools, strategies, and confidence needed to excel in English-language interviews.

In this review, we delve into the core features, content quality, usability, and overall value of "Career Essentials: The Interview English Edition," offering insights into how it can serve as an indispensable asset in your career toolkit.

Overview of "Career Essentials: The Interview English Edition"

"Career Essentials: The Interview English Edition" is a specialized instructional resource designed to prepare individuals for English-language interviews across various industries. It is tailored to meet the needs of diverse learners—from beginners with basic English skills to advanced speakers seeking to refine their interview techniques.

The guide blends practical language exercises, interview strategies, and cultural insights to ensure users are well-prepared for real-world interview scenarios. Its comprehensive approach makes it suitable for job seekers aiming to improve their communication skills, understand interview expectations, and confidently present themselves.

Key Features and Content Breakdown

1. Structured Curriculum Covering All Interview Phases

One of the standout aspects of this edition is its well-organized curriculum, which systematically covers every stage of the interview process:

- Preparation Phase: Understanding the company, role, and common interview questions.
- Self-Presentation: Crafting effective resumes, cover letters, and elevator pitches.
- Interview Techniques: Mastering answering strategies, body language, and voice modulation.
- Follow-Up: Post-interview etiquette and thank-you notes.

This structure ensures learners build their skills progressively, gaining confidence with each module.

2. Language and Communication Skills

Given its focus on the "English Edition," the guide emphasizes language proficiency alongside interview tactics. It includes:

- Vocabulary Building: Industry-specific terminology and common interview phrases.
- Sample Responses: Model answers to typical questions like "Tell me about yourself," "What are your strengths and weaknesses?" and situational questions.
- Listening Exercises: Audio clips featuring native speakers simulating interview dialogues to improve comprehension and pronunciation.
- Pronunciation Tips: Focused guidance on key phrases to ensure clarity and professionalism.

3. Practical Practice Modules

The guide doesn't merely present theory; it offers a plethora of exercises designed for active learning:

- Mock Interview Scenarios: Role-playing activities that simulate real interview settings.
- Questionnaires and Quizzes: Self-assessment tools to evaluate understanding and retention.
- Writing Tasks: Crafting personalized responses, cover letters, and thank-you emails.
- Interactive Role Plays: Opportunities to practice answering questions in timed conditions, fostering spontaneity and confidence.

4. Cultural Nuances and Etiquette

Understanding cultural expectations is vital in international or English-based interviews. The guide covers:

- Interview Etiquette: Appropriate dress code, punctuality, and handshake protocols.
- Cultural Sensitivities: Do's and don'ts when communicating with interviewers from different backgrounds.
- Behavioral Tips: Demonstrating professionalism, enthusiasm, and adaptability.

5. Supplementary Resources

To enhance learning, the guide offers additional materials:

- Video Tutorials: Step-by-step visual demonstrations.
- Downloadable Templates: Resume formats, response frameworks, and email samples.
- Glossaries: Comprehensive lists of industry-specific and interview-specific terms.

Strengths of "Career Essentials: The Interview English Edition"

1. Comprehensive and User-Friendly Design

The guide's logical progression and clear layout make it accessible for learners at varying levels. Its modular design allows users to focus on specific areas where they need improvement.

2. Practical Focus with Real-World Application

By emphasizing simulated interviews and practical exercises, the resource bridges the gap between theory and actual interview experiences, boosting confidence and readiness.

3. Emphasis on Language Proficiency

The inclusion of listening exercises, pronunciation tips, and vocabulary-building activities addresses the often overlooked aspect of language skills in interview success.

4. Cultural and Etiquette Insights

For candidates aiming to interview internationally or in multicultural contexts, understanding cultural nuances is invaluable. This guide's dedicated section on etiquette enhances professionalism.

5. Rich Supplementary Materials

Downloadable templates and multimedia resources add depth and flexibility, enabling learners to practice anytime, anywhere.

Areas for Improvement and Considerations

While the guide is robust, potential areas for enhancement include:

- Customization for Specific Industries: Tailoring content for niche sectors like tech, healthcare, or finance could further increase relevance.
- Interactive Web Platform: An online portal with live practice sessions, peer forums, and expert feedback might elevate the learning experience.
- Updated Content for Emerging Trends: Incorporating modules on virtual interviews, video

conferencing etiquette, and remote communication skills?especially pertinent post-2020?would keep the guide current.

Who Should Use "Career Essentials: The Interview English Edition"?

This resource caters to a broad audience:

- Job Seekers with Basic English Skills: Looking to improve their interview vocabulary and confidence.
- Professionals Transitioning to International Roles: Needing to adapt to different interview styles and cultural expectations.
- Students and Recent Graduates: Preparing for internships, apprenticeships, or entry-level positions.
- HR and Career Coaches: As a teaching aid for clients or students.

In essence, anyone aiming to enhance their English communication skills for interviews will find this guide valuable.

Conclusion: Is It Worth the Investment?

"Career Essentials: The Interview English Edition" stands out as a comprehensive, practical, and user-oriented resource designed to demystify the interview process for English-speaking contexts. Its balanced focus on language skills, interview strategy, and cultural etiquette makes it an all-in-one toolkit for aspiring professionals.

The guide?s emphasis on interactive practice and real-world application ensures learners are not just passively absorbing information but actively preparing for actual interviews. For individuals serious about elevating their interview game in English, this edition offers a solid foundation and actionable strategies.

While no single resource can guarantee success, "Career Essentials: The Interview English Edition" significantly increases the likelihood of interview success by equipping candidates with the essential skills, confidence, and cultural awareness needed to stand out. Investing in this guide can be a pivotal step toward achieving your career aspirations in an increasingly globalized job market.

Final Verdict: A highly recommended resource for anyone aiming to master English-language interviews ? practical, comprehensive, and adaptable to various career stages.

QuestionAnswer What are the key components covered in 'Career Essentials: The Interview English Edition'? The book covers essential interview skills, including effective communication,

answering common interview questions, body language, and professional vocabulary tailored for English-speaking interviews. How can 'Career Essentials: The Interview English Edition' help non-native English speakers? It provides practical tips, common interview phrases, and language strategies to help non-native speakers confidently navigate English interviews and improve their communication skills. Does the book include sample interview questions and model answers? Yes, it features a variety of common interview questions along with sample answers to help readers prepare and practice their responses. Is there guidance on how to handle behavioral interview questions in the book? Absolutely, the book offers techniques to effectively answer behavioral questions by using the STAR (Situation, Task, Action, Result) method and related strategies. Can 'Career Essentials: The Interview English Edition' assist with virtual interview preparation? Yes, it includes tips for virtual interviews, such as setting up your environment, camera etiquette, and digital communication skills. Does the book address dressing and body language for interviews? Yes, it emphasizes professional attire and positive body language cues to make a strong first impression. Is there advice on following up after an interview in this edition? Certainly, it provides guidance on crafting thank-you emails and maintaining communication post-interview to leave a lasting impression. How does the book help improve overall English communication skills for interviews? It offers vocabulary building exercises, pronunciation tips, and practice scenarios to enhance clarity and confidence during interviews. Who is the ideal audience for 'Career Essentials: The Interview English Edition'? The book is ideal for job seekers, recent graduates, and professionals aiming to improve their interview skills in English, regardless of industry or experience level.

Related keywords: career, interview, English, edition, professional development, job interview tips, communication skills, career guidance, interview preparation, workplace English

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