

# Good Shepherd Services Job Interview Questions And Answers



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# Good Shepherd Services Interview Questions And Answers Guide.

## Question - 1:

Top 17 Behavioral Interview Questions In Good Shepherd Services:

### Ans:

Behavioral interviews In Good Shepherd Services were popularized by industrial psychologists in the 1970s, and have been used at big companies like AT&T. The idea behind them is that past responses to situations are the best predictor of how candidates will respond in the future.

1. Tell me about a time you faced a conflict while working as part of a team.
2. Talk about a goal you set for yourself. What did you do to make sure you met the goal?
3. Give an example of a time when you had to work with someone with a very different personality from yours.
4. Talk about an instance where you wish you'd handled a situation differently with a team member.
5. What's the most difficult problem you have had to solve In Good Shepherd Services?
6. Give an example of how you handled a situation where you needed information from a colleague who wasn't responsive.
7. Talk about a time when you had problems building a relationship with a key team member. What did you do?
8. Tell me about an instance when it was important to make a great impression on a client. What did you do?
9. Tell me about a situation where you had to work with a difficult client.
10. Tell me about a situation where you disappointed a client, and how you tried to fix it.
11. Talk about a time when you had to strategize to meet all your obligations.
12. Talk about a time when you failed at something. How did you react?
13. Talk about a time you took on a leadership role.
14. Tell me about a long-term project you oversaw. How did you keep it focused and on schedule?
15. Talk about a time when you were under a lot of stress. What caused it, and how did you manage?
16. Do you prefer to work alone or with others In Good Shepherd Services?
17. Tell me about a time when you were overwhelmed by the amount of work on your agenda. How did you handle it?

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## Question - 2:

What is more important to you money or success?

### Ans:

First ask yourself that question before the interview - what are your priorities? Are money and success actual one in the same goal for you? If not, what's more important based on how do you define success?

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## Question - 3:

How do you think you might fit this position In Good Shepherd Services?

### Ans:

An important part of research before the interview is what the company does and how the job role relates to that. This includes the company philosophy and working methods. Questions such as this seek to find out how a candidate will fit into the organisation In Good Shepherd Services. Answer positively; including practical examples of how you anticipate you would perform in the new role.

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## Question - 4:

Tell me about a decision you made recently and how you reached it In Good Shepherd Services?

### Ans:

The key is to show that you put a lot of thought (weighing out the pros and cons) but were able to be decisive. Be sure to explain your logic in arriving at the decision.

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## Question - 5:

Tell me about a time when you successfully handled a situation?



**Ans:**

For this question, the interviewer wants to know what you do in a situation that doesn't have a clear answer. This will help the interviewer know how you respond to unforeseen challenges.

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**Question - 6:**

How much are you willing to sacrifice to be successful at work In Good Shepherd Services?

**Ans:**

With anything comes sacrifice. The question is how much of it are you willing to sacrifice with regards to work life balance, stress, etc?

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**Question - 7:**

What do you consider ethical spending on an expense account?

**Ans:**

It depends on the role - but the better way to answer this is to ask the interviewer what their expectations are with regards to what the role can expense and then simply state that you'll stay within those parameters

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**Question - 8:**

What specific steps do you utilize in solving workplace problems?

**Ans:**

Analyze the problem In Good Shepherd Services. Discuss possible remedies and resulting outcomes. Decide on the remedy and track results. Re-visit problem if it's not resolved.

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**Question - 9:**

Tell me about a time when you had to use your presentation skills to influence someone's opinion In Good Shepherd Services?

**Ans:**

Example stories could be a class project, an internal meeting presentation, or a customer facing presentation.

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**Question - 10:**

How does your present position differ from past ones?

**Ans:**

Describe the difference with regards to responsibilities, culture, team, career opportunity, and the work itself.

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**Question - 11:**

What motivates you at the work place?

**Ans:**

Keep your answer simple, direct and positive. Some good answers may be the ability to achieve, recognition or challenging assignments.

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**Question - 12:**

If you were given more initiatives than you could handle, what would you do?

**Ans:**

First prioritize the important activities that impact the business most. Then discuss the issue of having too many initiatives with the boss so that it can be offloaded. Work harder to get the initiatives done.

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**Question - 13:**

Can you tell me a little about yourself?

**Ans:**

This question seems simple, so many people fail to prepare for it, but it's crucial. Here's the deal: Don't give your complete employment (or personal) history In Good Shepherd Services. Instead give a pitch-one that's concise and compelling and that shows exactly why you're the right fit for the job. Start off with the 2-3 specific accomplishments or experiences that you most want the interviewer to know about, then wrap up talking about how that prior experience has positioned you for this specific role.

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**Question - 14:**

What is your biggest weakness In Good Shepherd Services?

**Ans:**



No one likes to answer this question because it requires a very delicate balance. You simply can't lie and say you don't have one; you can't trick the interviewer by offering up a personal weakness in Good Shepherd Services that is really a strength ("Sometimes, I work too much and don't maintain a work-life balance."); and you shouldn't be so honest that you throw yourself under the bus ("I'm not a morning person so I'm working on getting to the office on time.")

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### **Question - 15:**

What is your philosophy towards work?

#### **Ans:**

This is typically a straightforward question that merits a straightforward answer. Do you have strong work ethic? Will you do whatever it takes to make sure the job gets done? Just say so in your response. Keep it short, direct and positive.

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### **Question - 16:**

What has been your biggest professional disappointment?

#### **Ans:**

When discussing a professional disappointment, make sure to discuss a scenario you could not control. Be positive about the experience and accept personal responsibility where applicable.

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### **Question - 17:**

Tell me about a difficult decision you've made in the last year in Good Shepherd Services?

#### **Ans:**

We all have difficult decisions in our lives. Show how you were able to arrive at it and then how you decisively acted.

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### **Question - 18:**

Why do you think you'll do well at this job?

#### **Ans:**

Provide several reasons including skills, experience and interest. If you can show how you've been successful in a similar career field or job position that will go along way to helping the interviewer believe you'll also be successful at this new job.

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### **Question - 19:**

How well do you know our company?

#### **Ans:**

Well, a developed company that is gradually building their reputation in the competitive world.

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### **Question - 20:**

What three character traits would your friends use to describe you?

#### **Ans:**

Friends would typically use attributes like (assuming you have these): Trustworthy, honest, hardworking, friendly, courageous, nice, diligent, organized and so forth. Not saying you have all of these, but the best way for you to find out is to survey your friends by asking them what they consider your brand to be.

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### **Question - 21:**

What kind of work interests you the most?

#### **Ans:**

You can talk about what you're passionate about. What motivates you. What excites you.

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### **Question - 22:**

Who was your favorite manager and why?

#### **Ans:**

Describe the attributes you liked about your favorite manager, typically attributes discussed are: Great at coaching, inspiring, motivating, empowering, trusting, delegating, leading, etc.

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### **Question - 23:**

Who are your role models? Why?

#### **Ans:**

If possible, cite role models you're truly passionate about - passion is contagious and will show you're being genuine. If the role model is in the same or similar



industry as the company in an executive level position, even better.

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### Question - 24:

Why do you feel you will excel at this job?

#### Ans:

This question presents an excellent opportunity for you to discuss your education, qualifications and personal traits. You might say something like "I studied property management as well as behavior during my college years and I have two years' experience in real estate. I can gauge the homes or apartments in which clients will be interested based solely upon the needs of their families. Finally, my organizational skills will allow me to schedule appointments or showings confidently and arrive for them punctually." This shows your interviewer that you have all of the skills necessary to become successful not only for yourself, but also for your employer.

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### Question - 25:

What negative thing would your last boss say about you?

#### Ans:

"He/She wouldn't say anything bad, but he/she may point out I could improve in a certain area, and I've taken steps to become better at those skills"

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### Question - 26:

Describe a time when you had to help a coworker out that did not directly benefit you?

#### Ans:

There should be many times where you've assisted others In Good Shepherd Services. If you haven't, think of how you would in the future. You can discuss charitable causes, how you mentored someone, and so on.

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### Question - 27:

How would you impact the company?

#### Ans:

Consider first the role that you're applying for and then think of 3 ways where you could potentially impact the company's bottom line and top line. Then consider how you impact the company in a creative manner (how do you help productivity, the development of new products, marketing etc - of course this part is specific to the role you're applying for)

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### Question - 28:

How do you handle your anger?

#### Ans:

I don't get angry very easily but in the rare occasion that I do, I hold it in and act as though nothing is wrong.

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### Question - 29:

How important is the vision of the company to you?

#### Ans:

It should be very important if you want a long standing career. Remember, you're investing your time, energy and earnings potential into a company so you want to make sure it's a sustainably successful company that will grow with you over the long haul.

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### Question - 30:

What are some of the things that you and your supervisor disagree upon and how do you resolve them? What do you do when you are pressed for a decision?

#### Ans:

The key is that you openly communicate your thoughts to your supervisor to explain your position and try to come to a mutual decision together. Also be sure to listen to his/her thoughts so that you can potentially compromise. When you're pressed for a decision, make sure you've put thought into the reasons as to how you arrived at it and then decisively make it.

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### Question - 31:

How have you achieved your success?

#### Ans:

Discuss stories of how you've progressed over the years to achieve success. People relate best to stories.

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### Question - 32:

How do you define arrogance? Are you arrogant?



**Ans:**

Arrogance is having an attitude of superiority beyond reason. Confidence is believing in yourself without being cocky. You should not be arrogant.

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**Question - 33:**

Describe a time when you've been overwhelmed with work?

**Ans:**

Show how you were able to over the "overwhelmed" feeling - by delegating tasks, getting people on your team to help you out, or by prioritizing your work and focusing on the most important issues first In Good Shepherd Services.

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**Question - 34:**

What does "collaboration with teammates" mean to you?

**Ans:**

Drinking at the water cooler together is not the best example. Think of how you can collaborate with teammates to generate new ideas, to create initiatives to impact the business' success for the better (specifically in the department that you're applying for). For example, if you're applying to marketing, collaboration could mean discussing new ways of social media advertising to reach an audience of over a million people to strengthen the brand awareness of the company.

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**Question - 35:**

What do you already know about our company?

**Ans:**

Good reputation of a large home grown company that has various departments and product.

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**Question - 36:**

What do you consider to be your weaknesses?

**Ans:**

What your interviewer is really trying to do with this question-beyond identifying any major red flags-is to gauge your self-awareness and honesty. So, "I can't meet a deadline to save my life In Good Shepherd Services" is not an option-but neither is "Nothing! I'm perfect!" Strike a balance by thinking of something that you struggle with but that you're working to improve. For example, maybe you've never been strong at public speaking, but you've recently volunteered to run meetings to help you be more comfortable when addressing a crowd.

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**Question - 37:**

How many basketballs would fit in this room?

**Ans:**

One. You did not ask what is the maximum number of basketballs you can fit in the room.

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**Question - 38:**

What is the most important quality a supervisor should have?

**Ans:**

The ability to inspire / lead a team towards one common vision.

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**Question - 39:**

How do you feel about taking on repetitive tasks In Good Shepherd Services?

**Ans:**

This answer depends on whether or not the job has a lot of repetitive tasks with no variation. If it does, then you would need to be okay with the idea of doing the same task over and over again. If you feel you can offer more than repetitive work, then describe how you would be able to do so.

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**Question - 40:**

Describe to me a time where you had to make a hard decision In Good Shepherd Services?

**Ans:**

Hard decisions are hard for a reason. It could dramatically effect the company. It could affect other workers. So if you have a story about how you made a hard decision and had a good outcome, share that. If you have one where the outcome wasn't great, explain how you would have changed the way you approached the decision to show you learned how to improve.

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**Question - 41:**



How do you feel about technology at the workplace in general?

**Ans:**

It's a great enabler for us to collaborate better as a team, for us to reach customers more efficiently and frequently and I believe it can help any company become more efficient, leaner, and more productive.

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**Question - 42:**

What do you know about this company?

**Ans:**

Research the company on Google by searching recent news (to remain current on them) and their website. Make sure you understand their products / services, vision, competitive differentiators, and work culture.

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**Question - 43:**

What aspect of supervision do you find the most difficult?

**Ans:**

Managing different personalities and keeping them focused on the goal at hand.

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**Question - 44:**

What's a time you exercised leadership?

**Ans:**

Depending on what's more important for the the role, you'll want to choose an example that showcases your project management skills (spearheading a project from end to end, juggling multiple moving parts) or one that shows your ability to confidently and effectively rally a team. And remember: "The best stories include enough detail to be believable and memorable,". Show how you were a leader in this situation and how it represents your overall leadership experience and potential.

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**Question - 45:**

Where do you see yourself professionally five years from now In Good Shepherd Services?

**Ans:**

Demonstrate both loyalty and ambition in the answer to this question. After sharing your personal ambition, it may be a good time to ask the interviewer if your ambitions match those of the company.

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**Question - 46:**

Why are you leaving your current job?

**Ans:**

This is a toughie, but one you can be sure you'll be asked. Definitely keep things positive-you have nothing to gain by being negative about your past employers. Instead, frame things in a way that shows that you're eager to take on new opportunities and that the role you're interviewing for is a better fit for you than your current or last position. For example, "I'd really love to be part of product development from beginning to end, and I know I'd have that opportunity here." And if you were let go? Keep it simple: "Unfortunately, I was let go," is a totally OK answer.

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**Question - 47:**

Do you like to start personal relationships with other employees?

**Ans:**

Well, the right answer is yes and no. Good personal relations can improve the overall performance of a team. But on the other hand, you should not let your emotions to affect your decisions in work.

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**Question - 48:**

How do you decide what to delegate and to whom?

**Ans:**

Identify the strengths of your team members and their availability based on the priorities they have on their plate. From there, invest the tasks upon each member based on where you think you'll get the best return.

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**Question - 49:**

Why do you want to work In Good Shepherd Services for this organisation?

**Ans:**

Being unfamiliar with the organisation will spoil your chances with 75% of interviewers, according to one survey, so take this chance to show you have done your preparation and know the company inside and out. You will now have the chance to demonstrate that you've done your research, so reply mentioning all the positive things you have found out about the organisation and its sector etc. This means you'll have an enjoyable work environment and stability of employment etc -





everything that brings out the best in you.

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### Question - 50:

How much time do you need to join the organization In Good Shepherd Services?

#### Ans:

You should be able to join it right away, barring plans you've already made (family travel, vacation, other obligations). The key is to simply be open in communication of what's already committed on your schedule. Most companies are accommodating. If they are not, weight the importance of joining that company vs. your plans.

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### Question - 51:

How do you keep each member of the team involved and motivated?

#### Ans:

Many managers mistakenly think that money is the prime motivator for their employees. However, according to surveys by several different companies, money is consistently ranked five or lower by most employees. So if money is not the best way to motivate your team, what is?

Employees' three most important issues according to employees are:

- \* Respect
- \* A sense of accomplishment
- \* Recognition

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### Question - 52:

What types of personalities do you work with best?

#### Ans:

In the past, I have found it difficult to work with others who see themselves as better than others, who can take criticism, and who refuse to work with others. I have found it challenging to work with them b/c I am a team oriented person who feels the importance of working together over the needs of the individual especially in a learning environment.

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### Question - 53:

What features of your previous jobs have you disliked?

#### Ans:

It's easy to talk about what you liked about your job in an interview, but you need to be careful when responding to questions about the downsides of your last position. When you're asked at a job interview about what you didn't like about your previous job, try not to be too negative. You don't want the interviewer to think that you'll speak negatively about this job or the company should you eventually decide to move on after they have hired you.

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### Question - 54:

What do you think we could do better or differently?

#### Ans:

This is a common one at startups. Hiring managers want to know that you not only have some background on the company, but that you're able to think critically about it and come to the table with new ideas. So, come with new ideas! What new features would you love to see? How could the company increase conversions? How could customer service be improved? You don't need to have the company's four-year strategy figured out, but do share your thoughts, and more importantly, show how your interests and expertise would lend themselves to the job.

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### Question - 55:

What was the most important task you ever had?

#### Ans:

There are two common answers to this question that do little to impress recruiters:

- \* 'I got a 2.1'
- \* 'I passed my driving test'

No matter how proud you are of these achievements, they don't say anything exciting about you. When you're going for a graduate job, having a degree is hardly going to make you stand out from the crowd and neither is having a driving licence, which is a requirement of many jobs.

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### Question - 56:

Do you have any questions for me?

#### Ans:

Good interview questions to ask interviewers at the end of the job interview include questions on the company growth or expansion, questions on personal development and training and questions on company values, staff retention and company achievements.

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### Question - 57:



How do you ensure all of your work gets accomplished in a productive manner?

**Ans:**

The key is to prioritize what's important in your work and to stay organized to accomplish the tasks. A strong work ethic also helps.

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**Question - 58:**

How do you evaluate your ability to handle conflict?

**Ans:**

I pride myself on being a good problem solver. Through my previous job and management positions I have faced numerous conflicts in different situations, and my experiences have helped me to hone my issue resolution skills. I believe that it is important to get to and address the root of the issue, in a respectable manner.

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**Question - 59:**

What would you do if our competitor offered you a position In Good Shepherd Services?

**Ans:**

I would weigh the offer and consider it, however, this company and this role is my first choice.

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**Question - 60:**

What is your greatest weakness In Good Shepherd Services? What are you doing to improve it?

**Ans:**

I believe my biggest weakness In Good Shepherd Services is wanting to help anyone I can help. What I mean is I am willing to take on task that are not my job. I want to learn all I can. However, that has helped me get promoted or even asked to help in times of need in other department. I have been know as the "go to person" when help is needed.

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**Question - 61:**

What's the most rewarding work you've ever done and why?

**Ans:**

Companies love it when you discuss how you've made an impact on your teammates, clients, or partners in the business or in school. It should be rewarding because of the hard work and creative process that you've put into it.

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**Question - 62:**

Have you got any questions?

**Ans:**

This is your final opportunity to persuade the interviewer that you are the right candidate for the job. Now is not the time to ask questions about holidays, pay or pensions - all these things can be asked later when you get an offer of employment. Now is the time to ask about any reservations that the interviewer may have about your suitability for the role. You will then give yourself one last chance to persuade the interviewer that you are the right candidate for the job.

Example Thank you. I think we have covered everything. Before we finish the interview I would like to take the opportunity to ask if you have any reservations about my suitability for this role?

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**Question - 63:**

What are three positive things your last boss would say about you?

**Ans:**

It's time to pull out your old performance appraisals and boss's quotes. This is a great way to brag about yourself through someone else's words:

"My boss has told me that I am the best designer he has ever had. He knows he can rely on me, and he likes my sense of humor."

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**Question - 64:**

If you had to choose one, would you consider yourself a big-picture person or a detail-oriented person?

**Ans:**

Both are important. You need to stress that. However, if you could only choose one, ask yourself In Good Shepherd Services - do you like to be "in the weeds" with your work, or do you want to be the one painting the vision?

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