

**Interview Questions Answers** 

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# **About Interview Questions Answers**

Interview Questions Answers . ORG is an interview preparation guide of thousands of Job Interview Questions And Answers, Job Interviews are always stressful even for job seekers who have gone on countless interviews. The best way to reduce the stress is to be prepared for your job interview. Take the time to review the standard interview questions you will most likely be asked. These interview questions and answers on Metro-North Commuter Railroad will help you strengthen your technical skills, prepare for the interviews and quickly revise the concepts.

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# Question - 1:

Can you describe your ideal boss/supervisor?

### Ans:

During the interview In Metro-North Commuter Railroad process employers will want to find out how you respond to supervision. They want to know whether you have any problems with authority, If you can work well as part of a group (see previous question) and if you take instructions well etc.

Never ever ever, criticize a past supervisor or boss. This is a red flag for airlines and your prospective employer will likely assume you are a difficult employee, unable to work in a team or take intruction and side with your former employer.

View All Answers

# Question - 2:

Have you ever been caught stealing, or better yet, have you ever stole anything?

# Ans:

I guess everyone takes a pen or paper or little things like that. But other than that, NO. I have never stole from my employers or better yet In Metro-North Commuter Railroad, from anyone.

View All Answers

# Question - 3:

How do you evaluate success In Metro-North Commuter Railroad?

# Ans:

I evaluate success In Metro-North Commuter Railroad in different ways. At work, it is meeting the goals set by my supervisors and my fellow workers. It is my understanding, from talking to other employees, that the Global Guideline company is recognized for not only rewarding success but giving employees opportunity to grow as well.

View All Answers

# Question - 4:

How do you stay organized?

# Ans:

By maintaining proper routine every day. Putting my strongest points with my weakness. High priority always comes first In Metro-North Commuter Railroad.

# Question - 5:

What are your strengths In Metro-North Commuter Railroad?

# Ans:

This is one of the most common questions you will be asked. Give an answer relevant to the skills and qualities relevant to the position you are applying to. The interviewer is trying to find if your strengths match the job. For example, if you are applying for a job In Metro-North Commuter Railroad where accuracy is an important issue, one of your strengths could be that you have an eye for detail. It may useful to find different words to describe similar attributes and qualities in order to avoid repetition.

View All Answers

# Question - 6:

How do you imagine a typical day of an employee in our company In Metro-North Commuter Railroad?

# Ans:

Just do not say that you imagine to only walk and watch what people do. Rather try to show them your attention to details and proactive attitude to job. Mention that you would try to observe the problems, weaknesses as well as opportunities to improve the results and take measures according to it.



# View All Answers

### Question - 7:

How would you be an asset to us In Metro-North Commuter Railroad?

#### Anc.

Think again about the job specification and the skills needed for this role In Metro-North Commuter Railroad. Have a paragraph prepared highlighting how you will be able to do the job and what you can bring to the team. It goes without saying that this paragraph should be positive.

View All Answers

### Question - 8:

What challenges are you looking for in this position?

### Ans:

A typical interview question to determine what you are looking for your in next job, and whether you would be a good fit for the position being hired for, is "What challenges are you looking for in a position In Metro-North Commuter Railroad?" The best way to answer questions about the challenges you are seeking is to discuss how you would like to be able to effectively utilize your skills and experience if you were hired for the job. You can also mention that you are motivated by challenges, have the ability to effectively meet challenges, and have the flexibility and skills necessary to handle a challenging job. You can continue by describing specific examples of challenges you have met and goals you have achieved in the past.

View All Answers

### Question - 9:

What have you done to reduce costs, increase revenue, or save time?

### Ans:

Even if your only experience is an internship, you have likely created or streamlined a process that has contributed to the earning potential or efficiency of the practice. Choose at least one suitable example and explain how you got the idea, how you implemented the plan, and the benefits to the practice.

View All Answers

### Question - 10:

What's a time you disagreed with a decision that was made at work?

### Ans:

Everyone disagrees with the boss from time to time, but in asking this interview question In Metro-North Commuter Railroad, hiring managers want to know that you can do so in a productive, professional way. "You don't want to tell the story about the time when you disagreed but your boss was being a jerk and you just gave in to keep the peace. And you don't want to tell the one where you realized you were wrong,". Tell the one where your actions made a positive difference on the outcome of the situation, whether it was a work-related outcome or a more effective and productive working relationship.

View All Answers

# Question - 11:

Why are you leaving the present company?

# Ans:

According to me we can not grow in the field without taking more responsibilities and risks and also we can't enhance our team leading capabilities, managerial skills without expose to wide range of people.

View All Answers

# Question - 12:

Why should we select you not others?

# Ans:

Here you need to give strong reasons to your interviewer to select you not others. Sell yourself to your interviewer in interview in every possible best way. You may say like I think I am really qualified for the position. I am a hard worker and a fast learner, and though I may not have all of the qualifications that you need, I know I can learn the job and do it well."

View All Answers

# Question - 13:

Do you have any question regarding this job In Metro-North Commuter Railroad?

# Ans:

Never ask Salary, perks, leave, place of posting, etc. regarded questions. Try to ask more about the company to show how early you can make a contribution to your organization like. "Sir, with your kind permission I would like to know more about induction and developmental programs?" OR Sir, I would like to have my feedback, so that I can analyze and improve my strengths and rectify my shortcomings.

View All Answers

# Question - 14:

Do you like to start personal relationships with other employees?

# Δne-

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.



# View All Answers

### Question - 15:

Do you think you have enough experience In Metro-North Commuter Railroad?

### Anc.

If you do not have the experience they need, you need to show the employer that you have the skills, qualities and knowledge that will make you equal to people with experience but not necessary the skills. It is also good to add how quick you can pick up the routine of a new job role.

View All Answers

# Question - 16:

How do you handle stressful situations?

### Anc.

By remaining calm, weighing out all my options and executing a plan to get the situation resolve.

View All Answers

# Question - 17:

How many square feet of pizza are eaten in the United States each month?

### Anc.

This is a classic guesstimate question where you need to think aloud. And so first off you round the U.S. population to 300 million people (it's actually about 315 million but rounding will be much easier and your interviewer will not score you lower for rounding). Then estimate how many people eat pizza. A decent educated guess is two out of every three people, or 200 million. Now let's say the average pizza-eating person eats pizza twice a month, and eats two slices at a time. That's four slices a month. If the average slice of pizza is perhaps six inches at the base and 10 inches long, then the slice is 30 square inches of pizza. So, four pizza slices would be 120 square inches (30 times 4).

Since one square foot equals 144 square inches (12 times 12), let's assume that each person who eats pizza eats one square foot per month. Since there are 200 million pizza-eating Americans, 200 million square feet of pizza are consumed in the U.S. each month. To summarize: 300 million people in America, 200 million eat pizza, average slice of pizza is six inches at the base and 10 inches long or 30 square inches, average American eats four slices of pizza a month, four pieces times 30 square inches equals 120 square inches (one square foot is 144 square inches), so let's assume one square foot per person, and thus one square foot times 200 million people equals 200 million square feet of pizza a month.

View All Answers

# Question - 18:

How much do you expect to get paid In Metro-North Commuter Railroad?

# Ans:

For this be prepared and research salary to find out what similar positions are paying in your area before you go to the interview. Try to find this information out before giving your salary expectations. You can and should provide a range instead of an exact number. But again, don't say any numbers you're not comfortable with because if the employer offers you a salary at the lowest end of your range, you don't have much to negotiate with when it comes to getting a higher salary.

View All Answers

# Question - 19:

How would you motivate your team members to produce the best possible results?

# Ans

Trying to create competitive atmosphere, trying to motivate the team as a whole, organizing team building activities, building good relationships amongst people.

# Question - 20:

How would you observe the level of motivation of your subordinates?

# Ans

Choosing the right metrics and comparing productivity of everyone on daily basis is a good answer, doesn't matter in which company you apply for a supervisory role.

View All Answers

# Question - 21:

Tell me something about your family background?

# Ans

First, always feel proud while discussing about your family background. Just simple share the details with the things that how they influenced you to work in an airline field.

View All Answers

# Question - 22:

What are your salary expectations In Metro-North Commuter Railroad?

# Ans:

This question is like a loaded gun, tricky and dangerous if you're not sure what you are doing. It's not uncommon for people to end up talking salary before really selling their skills, but knowledge is power as this is a negotiation after all. Again, this is an area where doing your research will be helpful as you will have an understanding of average salary.



One approach is asking the interviewer about the salary range, but to avoid the question entirely, you can respond that money isn't a key factor and you're goal is to advance in your career. However, if you have a minimum figure in mind and you believe you're able to get it, you may find it worth trying.

View All Answers

# Question - 23:

What do you think is your greatest weakness?

#### Ano.

Don't say anything that could eliminate you from consideration for the job. For instance, "I'm slow in adapting to change" is not a wise answer, since change is par for the course in most work environments. Avoid calling attention to any weakness that's one of the critical qualities the hiring manager is looking for. And don't try the old "I'm a workaholic," or "I'm a perfectionist.

View All Answers

# Question - 24:

Why do you want to work In Metro-North Commuter Railroad 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.

View All Answers

### Question - 25:

Are you planning to continue your studies and training In Metro-North Commuter Railroad?

### Ans:

If asked about plans for continued education, companies typically look for applicants to tie independent goals with the aims of the employer. Interviewers consistently want to see motivation to learn and improve. Continuing education shows such desires, especially when potentials display interests in academia potentially benefiting the company.

Answering in terms of "I plan on continuing my studies in the technology field," when offered a question from a technology firm makes sense. Tailor answers about continued studies specific to desired job fields. Show interest in the industry and a desire to work long-term in said industry. Keep answers short and to the point, avoiding diatribes causing candidates to appear insincere.

View All Answers

# Question - 26:

Give an example of a time you successfully worked In Metro-North Commuter Railroad on a team?

# Ans:

On the whole I prefer to stick to doing what I'm told rather than setting myself up to fail by doing things off my own bat. But there was this one time when I suggested to my boss at the pizza parlor that she try offering an 'all you can eat' deal to students to boost trade on Mondays. She thought it was an interesting idea but nothing ever came of it.

View All Answers

# Question - 27:

How do you think I rate as an interviewer?

# Ans:

I think you did fine. I'm sure you've conducted a lot of interviews, and it's probably second nature for you now. Thanks for taking the time to meet with me today. I'm sure you have a lot of things you have to juggle every day.

I'd say you rate at least ten out of ten. The questions you asked seemed spot on. I can tell you guys are working hard to find the perfect applicant for the job. I'm glad I could meet with you.

View All Answers

# Question - 28:

What problems have you encountered at work?

# Ans:

Wow, do we have problems! Where do I begin? Well, most of the problems are internal, just people not working well with each other. I have one person on our team who is a real problem, but it seems like management is afraid to do anything about it. So we all end up having to do extra work to cover for this person, who just doesn't work. We all say that he's retired in place. I think he's just holding on until retirement in a couple years. But he's a real problem. I complain about it--a lot--but nothing ever seems to get done. I've even written negative reviews about the person, hoping he will get canned, but it doesn't happen. I can't wait for him to retire.

View All Answers

# Question - 29:

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.

# View All Answers

### Question - 30:

What five words would be describe you as Metro-North Commuter Railroad?

#### Anc.

The hiring manager requests this of you because she wants to know more about your individual personality. This list can reveal a lot to her about who you are and how you might fit into the workplace. Your answer also gives the manager an indication of your self-perception, which is a good indicator of the type of employee you will be.

View All Answers

# Question - 31:

Why did you leave your last job In Metro-North Commuter Railroad?

### Anc.

Regardless of why you left your last job make sure to stay positive. Always smile and focus on the positive reason such you were seeking the opportunity to expand your career opportunities, your interest in working with a new firm that provided greater opportunity, you desired to work in a new location, etc. Don't reference previous job problems or differences with management that caused you to leave. If you stay positive, your answer may help you. If you're negative, you will likely decrease your chances of getting the job for which you're interviewing.

View All Answers

### Question - 32:

What have you done to improve your skills over the past year In Metro-North Commuter Railroad?

### Ans:

You'll want to be prepare with some very specific examples of what you've done over the last year and what you're currently doing to improve your professional knowledge and skill set as well as anything else you're doing the shows self improvement.

View All Answers

### Question - 33:

Are you willing to work overtime or odd hours?

### Ans:

Be completely honest. You don't want to lie to get the job if you're not going to work the hours required.

View All Answers

# Question - 34:

What have you learned from mistakes on the job?

# Ans:

Candidates without specific examples often do not seem credible. However, the example shared should be fairly inconsequential, unintentional, and a learned lesson should be gleaned from it. Moving ahead without group assistance while assigned to a group project meant to be collaborative is a good example.

View All Answers

# Question - 35:

Tell me about a time when you helped resolve a dispute between others?

# Ans:

Be sure to discuss a very specific example. Tell the interviewer what methods you used to solve the problem without focusing on the details of the problem.

View All Answers

# Question - 36:

What qualities do you look for in a boss?

# Ans:

Remain optimistic and do not be too specific. Good attributes include moral character, honesty, and intelligence since managers usually believe they possess these qualities.

View All Answers

# Question - 37:

Tell me why do you want this job In Metro-North Commuter Railroad?

# Ans:

Bad Answer: No solid answer, answers that don't align with what the job actually offers, or uninspired answers that show your position is just another of the many jobs they're applying for.

Good answer: The candidate has clear reasons for wanting the job that show enthusiasm for the work and the position, and knowledge about the company and job.

View All Answers

# Question - 38:

If you felt like you were hitting the proverbial "wall" and getting burned out, what would you do to re-energize yourself?



### Ans:

Take a break to rest. Work in smaller increments of time to increase focus with breaks in between. Delegate tasks to those that are willing to help.

View All Answers

# Question - 39:

Give me an example of a time when you were able to successfully communicate with another person even when that individual may not have personally liked you (or vice versa). How did you handle the situation? What obstacles or difficulties did you face? How did you deal with them?

### Ans:

First, the key is to state the differences in personality to give the interviewer some background. Second, you want to discuss how that was affecting the situation. Third, show how you were able to adapt to the way the person wanted to be communicated with to achieve your goals

View All Answers

# Question - 40:

Tell me about a time when you had to make a decision without all the information you needed. How did you handle it In Metro-North Commuter Railroad? Why? Were you happy with the outcome?

### Ans:

In many scenarios, you will not have all the information needed. The key is to make the best possible decision based on what you deem to be a sufficient amount of information.

View All Answers

# Question - 41:

Give me an example of a time when you set a goal and were able to meet or achieve it?

### Ans:

Show that you set great goals and the process and steps you took to achieve it. Details really matter here.

View All Answers

### Question - 42:

Describe a time when you anticipated potential problems and developed preventive measures?

### Ans:

The key here is to show that you were proactive. How did you find out about the potential problems? How did you address it quickly?

View All Answers

# Question - 43:

What is your biggest fear?

# Ans:

Don't try to sugarcoat the answer by listing something ambitious as a fear, unless you truly mean it (for example: I fear being a great leader) - Share your real fears but discuss how you would overcome them.

View All Answers

# Question - 44:

What do you feel you deserve to be paid?

# Ans

Do your research before answering this question - first, consider what the market average is for this job. You can find that by searching on Google (title followed by salary) and globalguideline.com and other websites. Then, consider this - based on your work experience and previous results, are you above average, if yes, by what % increase from your pay today from your perspective? Also - make sure if you aim high you can back it up with facts and your previous results so that you can make a strong case.

View All Answers

# Question - 45:

What is your ideal working environment?

# Δnc.

Describe your ideal working environment. Do you like flexibility with work hours? Do you like working in a cubicle or independently? Do you like to be micro managed or empowered? Do you like to work on your own or in a team? Do you like being driven by metrics in your role? How much responsibility do you want? View All Answers

# Question - 46:

If someone had to say something negative to you, what would they say?

# Ans:

Again, be honest about sharing a story here about someone who may not have gotten along with you in the office here and explain how you were able to fix that relationship or change your attitude/action to be a better person / coworker.

View All Answers

# Question - 47:



How have you shown yourself to be a leader?

#### Anc

Think about a time where you've rallied a group of people around a cause / idea / initiative and successfully implemented it. It could be a small or large project but the key is you want to demonstrate how you were able to lead others to work for a common cause.

View All Answers

# Question - 48:

What classes did you enjoy most in college and why?

### Ans:

Think back to the classes that either resonated with your passion or truly helped you to develop skills that you believe will help you in your career. Talk about those.

View All Answers

# Question - 49:

What types of books or magazines do you typically read?

### Ans:

Describe both your personal and professional favorites. If you happen to like professional books / magazines that relate to the industry of the company you're applying for - that's definitely worth highlighting.

View All Answers

### Question - 50:

Do you value recognition or pay more? Why?

### Ans:

Either preference is fine, but just remember you have to be able to explain why. If you say recognition, then back that up by describing how achievement really carries weight with you and how you like to feel valued in the work that you do because it validates that you're helping your teammates / customers and so forth. If you choose money, you can also explain that is important to you as validation and you can highlight how money is important to you because of your goals (financial security, providing for your family, and so forth). The key is to be authentic with your answer. However, if you say you value pay more because you're greedy - know that doesn't align usually to most company's values/vision.

View All Answers

# Question - 51:

If you could offer suggestions on how to improve our company, what would you say?

# Ans:

Examine the trends of the company and also where there may be some weaknesses (news articles often document this on public companies or look at their competitors to see how they're positioning it against them.) Then, once you have that knowledge, think creatively on how you could improve upon that weakness for them.

View All Answers

# Question - 52:

What are your thoughts on failure?

# Ans:

Failure happens. It's a part of life. The key is understanding that you can't be perfect at everything and more importantly you're going to learn from failures to come out stronger.

View All Answers

# Question - 53:

What are your presentation skills like In Metro-North Commuter Railroad?

# Ans:

Make sure you share a story that demonstrates your presentation skills in front of many people. If you are really brave, offer to give a snippet of that presentation to the interviewer. This will definitely be different from what most people do.

View All Answers

# Question - 54:

How do you act when you encounter competition?

# Ans:

This question is designed to see if you can rise the occasion. You want to discuss how you are the type to battle competition strongly and then you need to cite an example if possible of your past work experience where you were able to do so.

View All Answers

# Question - 55:

What would you like to have accomplished by the end of your career?

# Ans

Think of 3 major achievements that you'd like to accomplish in your job when all is said and done - and think BIG. You want to show you expect to be a major contributor at the company. It could be creating a revolutionary new product, it could be implementing a new effective way of marketing, etc.



# View All Answers

### Question - 56:

How good are you at problem solving?

### Ans:

Describe the problem first and then discuss how you were able to fix it.

View All Answers

# Question - 57:

What other jobs are you applying for In Metro-North Commuter Railroad?

### Ans:

If you're applying with other similar companies in a similar or the same industry, it's actually okay to state that as it shows you're valued and wanted.

View All Answers

# Question - 58:

Why should we give you this job In Metro-North Commuter Railroad when someone else is equally qualified?

### Ans:

Describe how you're unique, but make sure you tie it to the job responsibilities and how you would impact the company. For example, "I believe my unique programming skills and experience in developing over 18 best selling iphone apps will help the company develop high quality applications faster than my competitors"

View All Answers

# Question - 59:

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 Metro-North Commuter Railroad.

View All Answers

# Question - 60:

Give me an example of how you handled pressure at work In Metro-North Commuter Railroad?

# Ans:

The company is looking to see if you can handle pressure well. Share with them an example where you were able to stay calm during a pressure filled situation (perhaps it was a deadline, or there was an emergency with a customer occurring). Discuss the situation, your reaction and steps you took to resolve it and the outcome.

View All Answers

# Question - 61:

What do you look for in terms of culture -- structured or entrepreneurial?

# Ans

A good answer is to discuss the importance of having both elements in a company In Metro-North Commuter Railroad. Structure is good to maintain a focus on priorities and making sure people are productive but having an entrepreneurial spirit can help cultivate new ideas that can truly help the company.

View All Answers

# Question - 62:

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 Metro-North Commuter Railroad - do you like to be "in the weeds" with your work, or do you want to be the one painting the vision?

View All Answers

# Question - 63:

What do you like to do?

# Δns·

Discuss your passions In Metro-North Commuter Railroad. Ideally if it's work related that's fantastic! If not, talk about your academic / extracurricular passions and WHY you enjoy them. For example: I love playing sports because of the team work aspect - it's fun winning together! (This example shows you're a team player)

View All Answers

# Question - 64:

What are three positive character traits you don't have?

# Ans:

List three attributes that you aspire to attain / build in the next few years - and then explain how you would develop those.



# View All Answers

### Question - 65:

If you were interviewing someone for this position In Metro-North Commuter Railroad, what traits would you look for?

#### Ans.

This is where the interviewer tries to turn the tables on you. Answer confidently by stating 3 specific traits that are applicable to that job role. For example, a consulting job would likely look for someone who can think outside of the box.

After answering, ask them, "Am I spot on here and if not, what traits would you look for?"

View All Answers

# Question - 66:

What would you do if you won the lottery?

### Anc.

The interviewer is asking this question to find out what your true passion is. Ideally it aligns to the type of work you're interviewing for. If not, tie it back in terms of how it relates to the job, for example, "I believe I'll learn the necessary skills in this job to pursue my passion later on in life."

View All Answers

# Question - 67:

How long will it take for you to make a significant contribution?

### Ans:

First define significant contribution - once you do that - lay out a timeline plan in which you think you can achieve that.

View All Answers

### Question - 68:

What does "thinking outside the box" mean to you?

### Ans:

It means not doing things exactly the same way as everyone else. You've got to challenge the status quo and bring something new to the business.

View All Answers

# Question - 69:

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

View All Answers

# Question - 70:

What is the most important quality a supervisor should have?

# Ans:

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

View All Answers

# Question - 71:

How much time do you need to join the organization In Metro-North Commuter Railroad?

# Δns:

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.

View All Answers

# Question - 72:

What makes you a good manager?

# Ans

Describe how you manage people, time, money and energy in the most effective manner to achieve the best return of that investment.

View All Answers

# Question - 73:

How will you approach learning this "new" job In Metro-North Commuter Railroad?

# Ans:

Interview peers and leaders/managers, read industry news, practice the skill sets needed, absorb information on the job as much as possible.

View All Answers



### Question - 74:

What specific steps do you utilize in solving workplace problems?

Analyze the problem In Metro-North Commuter Railroad. Discuss possible remedies and resulting outcomes. Decide on the remedy and track results. Re-visit problem if it's not resolved.

View All Answers

# Question - 75:

What kind of work interests you the least In Metro-North Commuter Railroad?

What bores you? What fails to challenge you? What fails to excite you?

View All Answers

# Question - 76:

How would your references describe you?

Think of three major characteristics that demonstrate your best qualities related to work and then have quick stories to describe why.

View All Answers

# Question - 77:

How do you define arrogance? Are you arrogant?

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

View All Answers

# Question - 78:

What was the biggest professional risk you have taken and what was the outcome?

First discuss how you weighed the pros and cons of the risk and the results you'd believe you could achieve. Then discuss the action plan you put into place for it and outline that step by step. Then discuss the outcome and if it wasn't optimal talk about what you would do differently in hindsight. 

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- 4: Procurement Manager Interview Questions and Answers.
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