

a good person interview

A Good Person Interview: Redefining Hiring Practices for a Better Future

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Summary: This article explores the growing trend of "a good person interview," examining its implications for fostering a more ethical and inclusive workplace. We delve into the definition, practical application, and potential challenges of incorporating character assessments into the hiring process, while also addressing concerns about bias and legal compliance.

Introduction:

The traditional job interview, often focused solely on skills and experience, is undergoing a significant shift. A growing number of organizations are adopting "a good person interview" as a crucial element of their hiring process. This isn't about replacing skills assessments; rather, it's about adding a layer of evaluation that focuses on character, integrity, and cultural fit. This article will dissect this emerging trend, exploring its benefits, challenges, and the wider implications for the industry.

Defining "A Good Person Interview":

What exactly constitutes "a good person interview"? It's not about subjective judgments or personal biases. Instead, it's a structured approach to assessing qualities like:

Integrity: Demonstrated honesty, ethical behavior, and a strong moral compass. Questions might explore past experiences where ethical dilemmas arose.

Empathy and Compassion: The ability to understand and share the feelings of others, demonstrating care and consideration for colleagues and clients. Role-playing scenarios can be utilized here.

Teamwork and Collaboration: The willingness to work effectively with others, contributing positively to a team environment. Past team experiences and contributions can be explored.

Resilience and Adaptability: The ability to bounce back from setbacks, handle pressure, and adapt to changing circumstances. Questions might delve into past failures and how the candidate responded.

Respectfulness and Inclusivity: Demonstrating respect for diversity and inclusivity, actively promoting a positive and equitable work environment. This might involve assessing their awareness of unconscious biases.

The Practical Application of "A Good Person Interview":

Implementing "a good person interview" requires careful planning and execution. Here are some key considerations:

Structured Questions: Avoid open-ended questions that allow for subjective answers. Instead, use structured questions focused on specific behavioral examples. The STAR method (Situation, Task, Action, Result) can be particularly effective.

Multiple Interviewers: Having multiple interviewers helps mitigate individual bias and provides a more holistic perspective.

Behavioral Assessment: Focus on past behavior as a predictor of future performance. This is a much more reliable indicator than simply asking about intentions.

Training for Interviewers: Interviewers need training to recognize biases, ask effective questions, and interpret responses fairly and consistently.

Legal Compliance: Ensure the interview process complies with all relevant employment laws and regulations, avoiding discriminatory practices.

The Implications for the Industry:

The widespread adoption of "a good person interview" has significant implications for the industry:

Improved Workplace Culture: By prioritizing character, organizations can cultivate a more positive, ethical, and productive work environment.

Reduced Employee Turnover: Employees who are a good fit culturally and ethically are more likely to be engaged and committed, leading to lower turnover rates.

Enhanced Company Reputation: Organizations known for their ethical hiring practices attract top talent and enhance their brand reputation.

Increased Productivity and Innovation: A positive and supportive workplace fosters creativity and innovation.

Stronger Organizational Performance: Companies with strong ethical cultures tend to outperform their competitors.

Challenges and Concerns:

Despite the benefits, implementing "a good person interview" presents some challenges:

Subjectivity and Bias: The risk of unconscious bias remains, even with structured questions. Careful training and multiple interviewers are crucial to mitigate this.

Difficulty in Measurement: Quantifying character traits can be challenging. Focus on observable behaviors and verifiable examples.

Legal and Ethical Considerations: Carefully consider legal implications and ensure compliance with anti-discrimination laws.

Conclusion:

"A Good Person Interview" is more than just a trend; it's a paradigm shift in hiring practices. By integrating character assessments into the process, organizations can build stronger, more ethical, and ultimately more successful teams. While challenges remain, the potential benefits—improved

workplace culture, reduced turnover, and enhanced organizational performance—make this a worthwhile investment for any organization committed to creating a better future for its employees and the industry as a whole.

FAQs:

1. Isn't this just another way of discriminating against certain candidates? No, when done properly, a "good person interview" focuses on observable behaviors and objective assessments of character traits relevant to the job, avoiding discriminatory practices. Proper training is essential.
1. How can I ensure my interviewers avoid bias during a "good person interview"? Implement blind resume screening, use structured interview questions, provide interviewer training on unconscious bias, and have multiple interviewers involved.
1. What are some examples of questions that can be used in a "good person interview"? "Tell me about a time you had to make a difficult ethical decision," "Describe a situation where you had to work with a challenging team member," "How do you handle conflict?"
1. How can I measure the effectiveness of "good person interviews"? Track employee engagement, retention rates, and overall workplace culture. Observe employee collaboration and ethical decision-making.
1. Are there any legal risks associated with "good person interviews"? Yes, careful attention to legal compliance is crucial. Avoid asking questions about protected characteristics and ensure the process is fair and non-discriminatory.
1. What if a candidate doesn't have a lot of experience to draw upon? Focus on potential and how they might handle hypothetical situations. Look for transferable skills and a demonstrable commitment to ethical behavior.
1. How can I balance the assessment of skills with the assessment of character? Design a multi-stage process that includes both skills assessments (tests, simulations) and "good person

interviews" to get a complete picture of the candidate.

1. What are the key differences between a traditional interview and a "good person interview"? Traditional interviews focus primarily on skills and experience, while "good person interviews" also assess character traits and ethical behavior.
1. Can a "good person interview" be used for all job roles? Yes, while the specific questions might vary depending on the role, the underlying principle of assessing character and ethical behavior applies across all positions.

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a good person interview: Consumed David Cronenberg, 2014-09-30 The story of two journalists whose entanglement in a French philosopher's death becomes a surreal journey into global conspiracy.

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a good person interview: Man Enough Justin Baldoni, 2021-04-27 A GRIPPING, FEARLESS EXPLORATION OF MASCULINITY The effects of traditionally defined masculinity have become one of the most prevalent social issues of our time. In this engaging and provocative new book, beloved actor, director, and social activist Justin Baldoni reflects on his own struggles with masculinity. With insight and honesty, he explores a range of difficult, sometimes uncomfortable topics including strength and vulnerability, relationships and marriage, body image, sex and sexuality, racial justice,

gender equality, and fatherhood. Writing from experience, Justin invites us to move beyond the scripts we've learned since childhood and the roles we are expected to play. He challenges men to be brave enough to be vulnerable, to be strong enough to be sensitive, to be confident enough to listen. Encouraging men to dig deep within themselves, Justin helps us reimagine what it means to be man enough and in the process what it means to be human.

a good person interview: *Love 'Em Or Lose 'Em* Beverly Kay, 2008-11-04 *Love 'Em or Lose 'Em* offers busy managers a fresh viewpoint that clearly links business success to retention of talent --- Richard J. Leider, Founder, the Inventure Group, co-author of *Claiming Your Place at the Fire: Living the Second Half of Your Life on Purpose*.

a good person interview: *The Psychopath Test* Jon Ronson, 2011-06-03 What if society wasn't fundamentally rational, but was motivated by insanity? This thought sets Jon Ronson on an utterly compelling adventure into the world of madness. Along the way, Jon meets psychopaths, those whose lives have been touched by madness and those whose job it is to diagnose it, including the influential psychologist who developed the Psychopath Test, from whom Jon learns the art of psychopath-spotting. A skill which seemingly reveals that madness could indeed be at the heart of everything . . . Combining Jon Ronson's trademark humour, charm and investigative incision, *The Psychopath Test* is both entertaining and honest, unearthing dangerous truths and asking serious questions about how we define normality in a world where we are increasingly judged by our maddest edges. 'The belly laughs come thick and fast - my God, he is funny . . . provocative and interesting' - Observer

a good person interview: *Tolkien on Film* Janet Brennan Croft, 2004

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a good person interview: *The One Man* Andrew Gross, 2016-08-23 "As moving as it is gripping. A winner on all fronts."—Booklist (starred review) "Heart-pounding...This is Gross's best work yet, with his heart and soul imprinted on every page."—Kirkus Reviews (starred review) Poland. 1944. Alfred Mendl and his family are brought on a crowded train to a Nazi concentration camp after being caught trying to flee Paris with forged papers. His family is torn away from him on arrival, his life's work burned before his eyes. To the guards, he is just another prisoner, but in fact Mendl—a renowned physicist—holds knowledge that only two people in the world possess. And the other is already at work for the Nazi war machine. Four thousand miles away, in Washington, DC, Intelligence lieutenant Nathan Blum routinely decodes messages from occupied Poland. Having escaped the Krakow ghetto as a teenager after the Nazis executed his family, Nathan longs to do more for his new country in the war. But never did he expect the proposal he receives from "Wild" Bill Donovan, head of the OSS: to sneak into the most guarded place on earth, a living hell, on a mission to find and escape with one man, the one man the Allies believe can ensure them victory in the war. Bursting with compelling characters and tense story lines, this historical thriller from New York Times bestseller Andrew Gross is a deeply affecting, unputdownable series of twists and turns through a landscape at times horrifyingly familiar but still completely new and compelling.

a good person interview: *Such a Fun Age* Kiley Reid, 2019-12-31 A Best Book of the Year: The Washington Post • Chicago Tribune • NPR • Vogue • Elle • Real Simple • InStyle • Good Housekeeping • Parade • Slate • Vox • Kirkus Reviews • Library Journal • BookPage Longlisted for

the 2020 Booker Prize An Instant New York Times Bestseller A Reese's Book Club Pick The most provocative page-turner of the year. --Entertainment Weekly I urge you to read Such a Fun Age. --NPR A striking and surprising debut novel from an exhilarating new voice, *Such a Fun Age* is a page-turning and big-hearted story about race and privilege, set around a young black babysitter, her well-intentioned employer, and a surprising connection that threatens to undo them both. Alix Chamberlain is a woman who gets what she wants and has made a living, with her confidence-driven brand, showing other women how to do the same. So she is shocked when her babysitter, Emira Tucker, is confronted while watching the Chamberlains' toddler one night, walking the aisles of their local high-end supermarket. The store's security guard, seeing a young black woman out late with a white child, accuses Emira of kidnapping two-year-old Briar. A small crowd gathers, a bystander films everything, and Emira is furious and humiliated. Alix resolves to make things right. But Emira herself is aimless, broke, and wary of Alix's desire to help. At twenty-five, she is about to lose her health insurance and has no idea what to do with her life. When the video of Emira unearths someone from Alix's past, both women find themselves on a crash course that will upend everything they think they know about themselves, and each other. With empathy and piercing social commentary, *Such a Fun Age* explores the stickiness of transactional relationships, what it means to make someone family, and the complicated reality of being a grown up. It is a searing debut for our times.

a good person interview: *An Invisible Thread* Laura Schroff, Alex Tresniowski, 2012-08-07 A cloth bag containing eight copies of the title, that may also include a folder.

a good person interview: *The Coma* Alex Garland, 2005-07-05 When Carl awakens from a coma after being attacked on a subway train, life around him feels unfamiliar, even strange. He arrives at his best friend's house without remembering how he got there; he seems to be having an affair with his secretary, which is pleasant but surprising. He starts to notice distortions in his experience, strange leaps in his perception of time. Is he truly reacting with the outside world, he wonders, or might he be terribly mistaken? So begins a dark psychological drama that raises questions about the the human psyche, dream versus reality, and the boundaries of consciousness. As Carl grapples with his predicament, Alex Garland - author of *The Beach* and the screenplay for *28 Days Later*, plays with conventions and questions our assumptions about the way we exist in the world, even as it draws us into the unsettling and haunting book about a lost suitcase and a forgotten identity.

a good person interview: *Good People, Bad Managers* Samuel A. Culbert, 2017 In *Good People, Bad Managers: How Work Culture Corrupts Good Intentions*, author Samuel A. Culbert makes readers aware of what bad habits are routinely followed by well-intended managers. Managers need to understand the causes for their constant distraction, become more aware of the negatives they inadvertently inflict, and the hollowness of the rationales they use to justify what they do. Company leaders, CEOs, and top tier managers need to become more aware of the ever-present concerns of their own workforce, implementing the management mentality they want in their company and then teaching their managerial employees how to absorb it.

a good person interview: *Daddy* Emma Cline, 2021-06-29 From the bestselling author of *The Girls* comes a "brilliant" (*The New York Times*) story collection exploring the dark corners of human experience. "Daddy's ten masterful, provocative stories confirm that Cline is a staggering talent."—*Esquire* NAMED ONE OF THE TEN BEST BOOKS OF THE YEAR BY ENTERTAINMENT WEEKLY An absentee father collects his son from boarding school after a shocking act of violence. A nanny to a celebrity family hides out in Laurel Canyon in the aftermath of a tabloid scandal. A young woman sells her underwear to strangers. A notorious guest arrives at a placid, not-quite rehab in the Southwest. In ten remarkable stories, Emma Cline portrays moments when the ordinary is disturbed, when daily life buckles, revealing the perversity and violence pulsing under the surface. She explores characters navigating the edge, the limits of themselves and those around them: power dynamics in families, in relationships, the distance between their true and false selves. They want connection, but what they provoke is often closer to self-sabotage. What are the costs of one's

choices? Of the moments when we act, or fail to act? These complexities are at the heart of Daddy, Emma Cline's sharp-eyed illumination of the contrary impulses that animate our inner lives.

a good person interview: Big Red Tequila Rick Riordan, 2013-01-08 From the #1 New York Times bestselling author of the Percy Jackson and the Olympians series Everything in Texas is bigger . . . even murder. Meet Tres Navarre—tequila drinker, Tai Chi master, and unlicensed P.I., with a penchant for Texas-size trouble. Jackson “Tres” Navarre and his enchilada-eating cat, Robert Johnson, pull into San Antonio and find nothing waiting but trouble. Ten years ago Navarre left town and the memory of his father's murder behind him. Now he's back, looking for answers. Yet the more Tres digs, trying to put his suspicions to rest, the fresher the decade-old crime looks: Mafia connections, construction site payoffs, and slick politicians' games all conspire to ruin his homecoming. It's obvious Tres has stirred up a hornet's nest of trouble. He gets attacked, shot at, run over by a big blue Thunderbird—and his old girlfriend, the one he wants back, is missing. Tres has to rescue the woman, nail his father's murderer, and get the hell out of Dodge before mob-style Texas justice catches up to him. The chances of staying alive looked better for the defenders of the Alamo. “Riordan writes so well about the people and topography of his Texas hometown that he quickly marks the territory as his own.”—Chicago Tribune Don't miss any of these hotter-than-Texas-chili Tres Navarre novels: BIG RED TEQUILA • THE WIDOWER'S TWO-STEP • THE LAST KING OF TEXAS • THE DEVIL WENT DOWN TO AUSTIN • SOUTHTOWN • MISSION ROAD • REBEL ISLAND

a good person interview: Good People, Good Practice Hilary Haman, Sally Irvine, 2001 This guide to personnel management has case studies to illustrate common problems and dilemmas. It clarifies legislation and its application to primary care. This edition focuses more on issues of recruitment, discrimination and harassment.

a good person interview: The Distance Between Us Reyna Grande, 2012-08-28 In this inspirational and unflinchingly honest memoir, acclaimed author Reyna Grande describes her childhood torn between the United States and Mexico, and shines a light on the experiences, fears, and hopes of those who choose to make the harrowing journey across the border. Reyna Grande vividly brings to life her tumultuous early years in this “compelling...unvarnished, resonant” (BookPage) story of a childhood spent torn between two parents and two countries. As her parents make the dangerous trek across the Mexican border to “El Otro Lado” (The Other Side) in pursuit of the American dream, Reyna and her siblings are forced into the already overburdened household of their stern grandmother. When their mother at last returns, Reyna prepares for her own journey to “El Otro Lado” to live with the man who has haunted her imagination for years, her long-absent father. Funny, heartbreaking, and lyrical, *The Distance Between Us* poignantly captures the confusion and contradictions of childhood, reminding us that the joys and sorrows we experience are imprinted on the heart forever, calling out to us of those places we first called home. Also available in Spanish as *La distancia entre nosotros*.

a good person interview: Great on the Job Jodi Glickman, 2011-05-10 Great on the Job offers a much-needed people skills primer and masterclass in all facets of workplace communication Do you know how to ask for help at work without sounding dumb? Do you know how to get valuable and useful feedback from your colleagues? Have you mastered your professional elevator pitch so that every time you meet someone, they remember and are impressed by you? If you answered no to any of these questions, you need Great on the Job. In 2008, Jodi Glickman launched Great on the Job, a communications consulting firm whose distinguished client list includes Harvard Business School, Wharton, The Stern School of Business, Merrill Lynch, and Citigroup. Now, Glickman's three-step training program is available in book form for the first time. With case studies, micro strategies, and example language, readers will learn communication skills that can be practiced and implemented immediately. In today's economy, it's not typically the smartest, hardest working or most technically savvy who succeed. Instead, the ability to communicate well is often the most important precursor to success in the workplace. So whether you're a star performer or a struggling novice, Great on the Job will give you the building blocks you need for every conversation you'll have at work.

a good person interview: *I Am the Messenger* Markus Zusak, 2007-12-18 DON'T MISS BRIDGE OF CLAY, MARKUS ZUSAK'S FIRST NOVEL SINCE THE BOOK THIEF AND AN UNFORGETTABLE AND SWEEPING FAMILY SAGA. From the author of the extraordinary #1 New York Times bestseller *The Book Thief*, *I Am the Messenger* is an acclaimed novel filled with laughter, fists, and love. A MICHAEL L. PRINTZ HONOR BOOK FIVE STARRED REVIEWS Ed Kennedy is an underage cabdriver without much of a future. He's pathetic at playing cards, hopelessly in love with his best friend, Audrey, and utterly devoted to his coffee-drinking dog, the Doorman. His life is one of peaceful routine and incompetence until he inadvertently stops a bank robbery. That's when the first ace arrives in the mail. That's when Ed becomes the messenger. Chosen to care, he makes his way through town helping and hurting (when necessary) until only one question remains: Who's behind Ed's mission?

a good person interview: Unbelievable? Justin Brierley, 2017-06-15 Conversations matter. Yet, recently, good conversations about faith have been increasingly squeezed out of the public sphere. Seeking to reopen the debate, Justin Brierley began to invite atheists and sceptics on to Premier Christian Radio to air arguments for and against the Christian faith. But how has ten years of discussion with atheists affected the presenter's faith? Reflecting on conversations with Richard Dawkins, Derren Brown and many more, Justin explains why he still finds Christianity the most compelling explanation for life, the universe and everything. And why, regardless of belief or background, we should all welcome the conversation. 'Beautifully written, brilliantly argued, Justin's book will thrill Christians and challenge atheists.' R. T. Kendall, author and pastor 'Justin has that happy knack of being able to get people of diametrically opposed opinions debating the big issues.' John Lennox, Professor of Mathematics, University of Oxford

a good person interview: The Art of the Interview Lawrence Grobel, 2010-05-05 THE ULTIMATE INSIDER'S LOOK AT THE FINE ART OF INTERVIEWING "I had a fantasy the other night that this interview is so great that they no longer want me to act—just do interviews. I thought of us going all over the world doing interviews—we've signed for three interviews a day for six weeks." —Al Pacino, in an interview with Lawrence Grobel Highly respected in journalist circles and hailed as "the Interviewer's Interviewer," Lawrence Grobel is the author of well-received biographies of Truman Capote, Marlon Brando, James Michener, and the Huston family, with bylines from Rolling Stone and Playboy to the New York Times. He has spent his thirty-year career getting tough subjects to truly open up and talk. Now, in *The Art of the Interview*, he offers step-by-step instruction on all aspects of nailing an effective interview and provides an inside look on how he elicited such colorful responses as: "I don't like Shakespeare. I'd rather be in Malibu." —Anthony Hopkins "Feminists don't like me, and I don't like them." —Mel Gibson "I hope to God my friends steal my body out of a morgue and throw a party when I'm dead." —Drew Barrymore "I want you out of here. And I want those goddamn tapes!" —Bob Knight "I smoked pot with my father when I was eleven in 1973. . . . He thought he was giving me a mind-extending experience just like he used to give me Hemingway novels and Woody Allen films." —Anthony Kiedis In *The Art of the Interview*, Grobel reveals the most memorable stories from his career, along with examples of the most candid moments from his long list of famous interviewees, from Oscar-winning actors and Nobel laureates to Pulitzer Prizewinning writers and sports figures. Taking us step by step through the interview process, from research and question writing to final editing, *The Art of the Interview* is a treat for journalists and culture vultures alike.

a good person interview: Good People Anthony K. Tjan, 2017 Based on the viral Harvard Business Review article, bestselling author Anthony Tjan argues that leaders have a new imperative: you must have competent people on your team—but more importantly, they must also be of high character. As a leader you need to help develop and mentor for character further. Until now, we have only had ways of assessing competency in business, but we must also have the tools to help us judge, develop, and lead good people. Author of the bestselling *Hearts, Smarts, Guts and Luck* and venture capitalist Anthony Tjan offers insight into and a methodology for developing character, first in yourself and in those around you. Good people are your organization's most important competitive

advantage. We all know that finding good people is difficult, as being good on paper doesn't always translate to being good in practice. While competence is necessary, Tjan argues that goodness is just as crucial as what's on a resume--and that a fantastic resume can never compensate for mediocre character. Yet most people who are in the business of finding and developing good people still focus on the what more than the who of the individuals surrounding them. Tjan writes that character is a lifelong proactive commitment that, like any skill, can be exercised, honed, and developed. Only when leaders learn to develop these qualities in themselves and others will great and lasting change take place throughout an organization. Good People establishes a new understanding of goodness--a word we use frequently in business without always understanding what we mean. Tjan also profiles good people who are extraordinary leaders and motivators in their fields, providing insights from Tony Hsieh of Zappos, Beth Comstock of GE, Dominic Barton of McKinsey, author Deepak Chopra, M.D., Dean Nitin Nohria of Harvard Business School, Army General (ret.) Stanley McChrystal, jazz pianist Herbie Hancock, and a range of everyday unsung heroes. Packed with practical, often surprising advice, Good People shows that the most transformative changes in business and life come down to the people we choose, and who choose us, and the values of goodness we have in common--

a good person interview: Strategic Interviewing Richaard Camp, Mary Vielhaber, Jack L. Simonetti, 2002-02-28 Interviewing is one of the most effective ways to identify and attract employees who will be successful enough to stay. But few managers are adept at the skill. This book helps eliminate expensive errors of judgment by presenting readers with a set of behaviorally based interviewing strategies. Written by the faculty of the prestigious University of Michigan Executive Education Center--and based on one of their most popular courses--its seven-step Strategic Interviewing Approach helps interviewers define the competencies candidates need to possess and make hiring decisions based on accurate predictions of the candidates' performance.

a good person interview: *I Hate the Internet* Jarett Kobek, 2016-11-03 In New York in the middle of the twentieth century, comic book companies figured out how to make millions from comics without paying their creators anything. In San Francisco at the start of the twenty-first century, tech companies figured out how to make millions from online abuse without paying its creators anything. In the 1990s, Adeline drew a successful comic book series that ended up making her kind-of famous. In 2013, Adeline aired some unfashionable opinions that made their way onto the Internet. The reaction of the Internet, being a tool for making millions in advertising revenue from online abuse, was predictable. The reaction of the Internet, being part of a culture that hates women, was to send Adeline messages like 'Drp slut ... hope u get gang rape.' Set in a San Francisco hollowed out by tech money, greed and rampant gentrification, *I Hate the Internet* is a savage indictment of the intolerable bullshit of unregulated capitalism and an uproarious, hilarious but above all furious satire of our Internet Age.

a good person interview: Selfie Will Storr, 2019-04-02 "An intriguing odyssey" though the history of the self and the rise of narcissism (The New York Times). Self-absorption, perfectionism, personal branding—it wasn't always like this, but it's always been a part of us. Why is the urge to look at ourselves so powerful? Is there any way to break its spell—especially since it doesn't necessarily make us better or happier people? Full of unexpected connections among history, psychology, economics, neuroscience, and more, *Selfie* is a "terrific" book that makes sense of who we have become (NPR's On Point). Award-winning journalist Will Storr takes us from ancient Greece, through the Christian Middle Ages, to the self-esteem evangelists of 1980s California, the rise of the "selfie generation," and the era of hyper-individualism in which we live now, telling the epic tale of the person we all know so intimately—because it's us. "It's easy to look at Instagram and selfie-sticks and shake our heads at millennial narcissism. But Will Storr takes a longer view. He ignores the easy targets and instead tells the amazing 2,500-year story of how we've come to think about our selves. A top-notch journalist, historian, essayist, and sleuth, Storr has written an essential book for understanding, and coping with, the 21st century." —Nathan Hill, New York Times-bestselling author of *The Nix* "This fascinating psychological and social history . . . reveals how biology and culture conspire to keep us striving for perfection, and the devastating toll that can

take.”—The Washington Post “Able synthesizes centuries of attitudes and beliefs about selfhood, from Aristotle, John Calvin, and Freud to Sartre, Ayn Rand, and Steve Jobs.” —USA Today
 “Eminently suitable for readers of both Yuval Noah Harari and Daniel Kahneman, *Selfie* also has shades of Jon Ronson in its subversive humor and investigative spirit.” —Bookseller “Storr is an electrifying analyst of Internet culture.” —Financial Times “Continually delivers rich insights . . . captivating.” —Kirkus Reviews

a good person interview: *King of the Mole People* Paul Gilligan, 2019-08-27 Paul Gilligan's smart and funny illustrated middle grade series stars Doug, King of the Mole People, who struggles to balance chaos both in school and in the underworld. The Wimpy Kid's got nothing on the King of the Mole People—he's got more laughs and more mud.—Kirkus Reviews Doug Underbelly is doing his best to be normal. It's not easy: he's bad at jokes, he's lousy at sports, and he lives in a creaky old mansion surrounded by gravestones. Also Magda, the weird girl at school, won't leave him alone. And if that weren't enough, he recently got crowned King of an underground race of Mole People. Doug didn't ask to be king—it's a job he can't really avoid, like the eel sandwiches his dad makes for him (with love). If he thought dealing with seventh grade was tricky, it's nothing compared to navigating the feud between Mole People, Slug People, Mushroom Folk and Stone Goons, not to mention preventing giant worms from rising up and destroying everything. How will Doug restore order? It's all a matter of diplomacy! Christy Ottaviano Books

a good person interview: *A Life of Barbara Stanwyck* Victoria Wilson, 2015-11-24 “860 glittering pages” (Janet Maslin, The New York Times): The first volume of the full-scale astonishing life of one of our greatest screen actresses—her work, her world, her Hollywood through an American century. Frank Capra called her, “The greatest emotional actress the screen has yet known.” Now Victoria Wilson gives us the first volume of the rich, complex life of Barbara Stanwyck, an actress whose career in pictures spanned four decades beginning with the coming of sound (eighty-eight motion pictures) and lasted in television from its infancy in the 1950s through the 1980s. Here is Stanwyck, revealed as the quintessential Brooklyn girl whose family was in fact of old New England stock; her years in New York as a dancer and Broadway star; her fraught marriage to Frank Fay, Broadway genius; the adoption of a son, embattled from the outset; her partnership with Zeppo Marx (the “unfunny Marx brother”) who altered the course of Stanwyck’s movie career and with her created one of the finest horse breeding farms in the west; and her fairytale romance and marriage to the younger Robert Taylor, America’s most sought-after male star. Here is the shaping of her career through 1940 with many of Hollywood's most important directors, among them Frank Capra, “Wild Bill” William Wellman, George Stevens, John Ford, King Vidor, Cecil B. DeMille, Preston Sturges, set against the times—the Depression, the New Deal, the rise of the unions, the advent of World War II, and a fast-changing, coming-of-age motion picture industry. And at the heart of the book, Stanwyck herself—her strengths, her fears, her frailties, losses, and desires—how she made use of the darkness in her soul, transforming herself from shunned outsider into one of Hollywood’s most revered screen actresses. Fifteen years in the making—and written with full access to Stanwyck’s family, friends, colleagues and never-before-seen letters, journals, and photographs. Wilson’s one-of-a-kind biography—“large, thrilling, and sensitive” (Michael Lindsay-Hogg, Town & Country)—is an “epic Hollywood narrative” (USA TODAY), “so readable, and as direct as its subject” (The New York Times). With 274 photographs, many published for the first time.

a good person interview: *H Is for Hawk* Helen Macdonald, 2015-03-03 One of the New York Times’s 100 Best Books of the 21st Century One of the New York Times Book Review's 10 Best Books of the Year One of Slate's 50 Best Nonfiction Books of the Last 25 Years ON MORE THAN 25 BEST BOOKS OF THE YEAR LISTS: including TIME (#1 Nonfiction Book), NPR, O, The Oprah Magazine (10 Favorite Books), Vogue (Top 10), Vanity Fair, Washington Post, Boston Globe, Chicago Tribune, Seattle Times, San Francisco Chronicle (Top 10), Miami Herald, St. Louis Post Dispatch, Minneapolis Star Tribune (Top 10), Library Journal (Top 10), Publishers Weekly, Kirkus Reviews, Slate, Shelf Awareness, Book Riot, Amazon (Top 20) The instant New York Times bestseller and

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a good person interview: *Becoming Whole* Brian Fikkert, Kelly M. Kapic, 2019-03-05
Western Civilization is wealthier, but it isn't happier. We are the richest people ever to walk the face of the earth, but according to research, we aren't becoming happier. Families and communities are increasingly fragmented, loneliness is skyrocketing, and physical and mental health are on the decline. Our unprecedented wealth doesn't seem to be doing us much good. Yet, when we try to help poor people at home or abroad, our implicit assumption is that the goal is to help them to become like us. If they would just do things our way, they'd be fine! But even when they seem to pursue our path, they too find that the American Dream doesn't work for them. What if we have the wrong idea altogether? What if the molds we are using to help poor people don't actually fit any of us? What if the goal isn't to turn other countries into the United States or to turn America's impoverished communities into its affluent suburbs? In *Becoming Whole* (building on the best-selling *When Helping Hurts*), Brian Fikkert and Kelly M. Kapic look at the true sources of brokenness and poverty and uncover the surprising pathways to human flourishing, for poor and non-poor alike. Exposing the misconceptions of both Western Civilization and the Western church about the nature of God, human beings, and the world, they redefine success and offer new ways of achieving that success. Through biblical insights, scientific research, and practical experience, they show you how the good news of the kingdom of God reshapes our lives and our poverty alleviation ministries, moving everybody involved towards wholeness.

a good person interview: *Clint Eastwood* Clint Eastwood, 2013 Interviews with the Oscar-winning director of *Unforgiven* and *Million Dollar Baby*

a good person interview: *Tenth of December* George Saunders, 2013-01-03 The prize-winning, New York Times bestselling short story collection from the internationally bestselling author of *Lincoln in the Bardo* 'The best book you'll read this year' New York Times 'Dazzlingly surreal stories about a failing America' Sunday Times WINNER OF THE 2014 FOLIO PRIZE AND SHORTLISTED FOR THE NATIONAL BOOK AWARD 2013 George Saunders's most wryly hilarious and disturbing collection yet, *Tenth of December* illuminates human experience and explores figures lost in a labyrinth of troubling preoccupations. A family member recollects a backyard pole dressed for all occasions; Jeff faces horrifying ultimatums and the prospect of Darkenfloxx(TM) in some unusual drug trials; and Al Roosten hides his own internal monologue behind a winning smile that he hopes will make him popular. With dark visions of the future riffing against ghosts of the past and the ever-settling present, this collection sings with astonishing charm and intensity.

a good person interview: *The Whisper Man* Alex North, 2019-08-20 ***THE INSTANT NEW YORK TIMES BESTSELLER*** WORKS BEAUTIFULLY... If you like being terrified, *The Whisper Man* has your name on it. —The New York Times, Editor's Pick SUPERB —Publisher's Weekly, Starred Review BRILLIANT... will satisfy readers of Thomas Harris and Stephen King. —Booklist, Starred Review POIGNANT AND TERRIFYING —Entertainment Weekly In this dark, suspenseful thriller, Alex North weaves a multi-generational tale of a father and son caught in the crosshairs of an investigation to catch a serial killer preying on a small town. After the sudden death of his wife, Tom Kennedy believes a fresh start will help him and his young son Jake heal. A new beginning, a new house, a new town. Featherbank. But the town has a dark past. Twenty years ago, a serial killer abducted and murdered five residents. Until Frank Carter was finally caught, he was nicknamed *The Whisper Man*, for he would lure his victims out by whispering at their windows at night. Just as Tom and Jake settle into their new home, a young boy vanishes. His disappearance bears an unnerving resemblance to Frank Carter's crimes, reigniting old rumors that he preyed with an accomplice. Now, detectives Amanda Beck and Pete Willis must find the boy before it is too late, even if that means Pete has to revisit his great foe in prison: *The Whisper Man*. And then Jake begins acting

strangely. He hears a whispering at his window...

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a good person interview: *The Goshawk* T. H. White, 2022-08-16 DigiCat Publishing presents to you this special edition of *The Goshawk* by T. H. White. DigiCat Publishing considers every written word to be a legacy of humankind. Every DigiCat book has been carefully reproduced for republishing in a new modern format. The books are available in print, as well as ebooks. DigiCat hopes you will treat this work with the acknowledgment and passion it deserves as a classic of world literature.

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a good person interview: *Ask a Manager* Alison Green, 2018-05-01 From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called “the Dear Abby of the work world.” Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit “reply all” • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager “A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work.”—Booklist (starred review) “The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience.”—Library Journal (starred review) “I am a huge fan of Alison Green's Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* “Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

a good person interview: *Magnolia* Paul Thomas Anderson, 2000 There are stories of coincidence and chance and intersections and strange things told. There is the story of a Father, the Young Wife, his Lost Son, the Caretaker, the Boy Genius, his Father, the Game Show Host, the Daughter, the Mother, the Ex-Boy Genius, and the Police Officer in Love. This is a story set in the San Fernando Valley on a day full of rain with no clouds. This is a story about family relationships and bonds that have been broken and need to be mended in one day. The Father (Jason Robards) His Young Wife (Julianne Moore) His Lost Son (Tom Cruise) The Caretaker (Philip Seymour Hoffman) The Boy Genius (Jeremy Blackman) His Father (Michael Bowen) The Game Show Host (Philip Baker Hall) The Daughter (Melora Walters) The Mother (Melinda Dillon) The Ex-Boy Genius (William H.

Macy) *The Police Officer in Love* (John C. Reilly)

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a good person interview: Conversations with Clint Kevin Avery, 2011-10-06 Long considered lost, these extensive interviews between legendary Rolling Stone journalist Paul Nelson and Clint Eastwood were discovered after Nelson's death in 2006. Editor: Kevin Avery's writing has appeared in publications as diverse as *Mississippi Review*, *Penthouse*, *Weber Studies*, and *Salt Lake* magazine. He lives in Brooklyn, New York, with his wife and stepdaughter. His first book, *Everything Is an Afterthought: The Life and Writings of Paul Nelson*, is published by Fantagraphics Books. Foreword: Jonathan Lethem is one of the most acclaimed American novelists of his generation. His books include *Motherless Brooklyn*, *The Fortress of Solitude*, and *Chronic City*. His essays about James Brown and Bob Dylan have appeared in *Rolling Stone*. He lives in Claremont, California.

a good person interview: Linguistic Foundations of Identity Om Prakash, Rajesh Kumar, 2020-11-02 The collection of chapters in this book brings together researchers working in paradoxes and complexities of cultural identities through uses of language and literature from varied perspectives. This volume is an important step towards achieving the goal of reaching out to many who have been looking at the complexities of identity formation from linguistic, cultural, social and political perspectives. Please note: This title is co-published with Aakar Books, New Delhi. Taylor & Francis does not sell or distribute the Hardback in India, Pakistan, Nepal, Bhutan, Bangladesh, Maldives and Sri Lanka.

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