

Course: Educational Guidance and Counseling (843)

Semester: Spring, 2022

Assignment No. 01

Q.1 Discuss the need and importance of counseling.

. Counselling is just like therapy which allows people to speak out what is in their mind without having a feeling of being judged or commented on. There are **online counselling** these days that allow people to meet the counsellor or therapist in their own space. It also provides a way to self-discovery, self-acceptance and brings mental peace. Counselling will head you to a path where you can express what you feel and bring about clarification and validation in your life. You can talk to an online counsellor anytime and speak to them about your problems and before moving on to the **importance of counselling**, let's have a look at the **benefits of counselling**. counselors use a myriad of techniques and approaches to improve the mental health and wellbeing of clients.

Depression is one of the most common mental health conditions in the world. It is a chronic condition that hinders quality of life, involves sleep problems, appetite changes, and feelings of guilt or apathy (Lambert, 2004). The three types of depression that can be effectively treated with counseling include:

- Major depressive disorder
- Seasonal affective disorder
- Dysthymia

A systematic review of 30 studies examining the effectiveness of counseling/therapy treatments found that psychological treatment of depression was more effective than traditional treatment (pharmacological) or no treatment at all.

All studies in the meta-analysis were randomized, controlled trials of depressed adults in primary care. The research found that Cognitive-Behavioral Therapy (CBT) was particularly effective in both short- and long-term treatment trials.

Anxiety is another common mental health condition affecting approximately 19% of the U.S. population (National Institute of Health, 2017). Clinical anxiety is chronic and often debilitating for people.

The three main types of anxiety are:

- Generalized anxiety
- Social anxiety
- Phobias

Many forms of counseling have been found to treat anxiety effectively, relieve uncomfortable symptoms, and adjust maladaptive behaviors.

While CBT consistently demonstrates the most effective results at relieving symptoms of anxiety, Acceptance and Commitment Therapy, mindfulness, and talk therapy have also been used as counseling techniques to effectively reduce anxiety

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Benefits of Counselling

Now that you have understood What is Counselling? So now let's discuss some Benefits of Counseling. There are numerous **advantages of counselling**. **Online counselling** also has many benefits. After taking counselling, you will realize you have undergone a lot of changes in yourself. It makes you calm, relaxed, and lively than before. Let's have a look at some of the **Counselling benefits**.

1. Leads to Self-discovery

One of the main advantages of individual counselling is that counselling helps you in self-discovery. Knowing yourself is one of the hardest and important things to attain to lead a peaceful and successful life. Online Counselling Session can help you realize your true worth and potential.

2. Develop Confidence, Hope, and Encouragement

Another important counselling benefit is the development of confidence, hope, encouragement, and motivation. Motivation and hope will give you the strength to encounter problems in life and take a step further in achieving the goal. Confidence will make your character strong and charms your personality.

3. Helps in The Management of Emotions

Expressing emotions and feelings can be very difficult to handle and manage. There are times when you may have confused feelings. Talking to a therapist can help you in managing your emotions. This is yet another advantage of individual counselling and the need of counselling.

4. Contribute to Self-acceptance

You may encounter situations when you may have the feeling of worthlessness, and undeserving. This is where counselling will help you. Online therapy will help you in realizing your worth and make you take steps towards self-acceptance.

5. Give Your Point of View a Direction

Another advantage of individual counselling is that it will give your point of view a direction. It presents before you the different aspects and also gives your point of view the correct direction. Counsellors help you analyze the situation and think of it correctly.

6. Provides Mental Peace

Mental peace is something that everyone wishes to claim these days. We think of making our life peaceful but it can truly be in peace when you will have mental peace. This is one of the **counselling benefits**. It will clear out unnecessary stuff from your mind and help you to relax.

7. Improve Your Skill

Counselling can also help you with improving your skills. Skills like decision making, communication, etc are enhanced by taking counselling sessions. The development of personal skills is also important as it makes your personality strong. You can also lookup online counseling and seek out any facility.

8. Helps in Improving Lifestyle

With the advancement in everything, our lifestyle has also changed a lot. This is one of the **importance of counselling** as well. With lifestyle change, a lot of other changes are brought as well. Meeting a counsellor resolves many issues and you will see positive changes in your life.

9. Give Insight to Problems

Another benefit of counselling is that it provides you insight into problems. It helps you understand others' points and think over them. Many times we are unable to think of both the aspects of problems and thus unable to tackle them. The therapist helps you see the other side of problems and help you to handle them.

10. Contributing in Coming Over From Drugs and Alcohol

Addiction to drugs and alcohol is very harmful and coming over from it is also not easy at all. Counselling can help you in coming over the addiction to alcohol and drugs. Counselling sessions will guide you to route and support you in giving up on the use of substances like drugs, caffeine.

11. Eradicate Negative Emotions

Another benefit of counselling is that it wipes out all the negativity within you and gives you the strength to fight the problem. It helps you have a positive approach in life and see things from a very different perspective. Talking to a therapist can help you to fight the negative emotions and bring in positivity.

Q.2 Discuss the significance of employment counseling.

Many firms across the globe have realized the necessity of employment counselling. One of the reasons is to create a quality workforce along with desired skills and competencies in order to utilize them to maximum possible extent. In today's highly turbulent and ever-changing environment, keeping a pace with the latest developments and surviving the cut throat competition have become the first priority. In such a scenario, having a talented and extraordinary workforce is the first and foremost requirement. Organizations can only rely on their human resources as a company's success is attributed to the quality of manpower it has.

Today, many HR specialists and practitioners are busy developing innovative techniques and tools to attract the best chunk of people and utilizing their skills to the maximum possible extent.

Employment counselling is an attempt to determine individual's interests, desires, aspirations and skills and competencies in various occupations and jobs. The information collected is very important in order to understand where to put a particular employee to get maximum output from him or her. It is one of the most popular services offered by organizations to their employees.

The organizations which are looking to retain their biggest assets and attract new talent from the industry care for their employees and try to provide them services and assistance to make their relationship more meaning and purposeful. An organization may gain competitive advantage from this tool as they target to make every employee better.

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Employment counselling is a process that helps individuals in learning how to deal with their interpersonal, decisional and emotional problems. The specially appointed counselors help them to learn and encourage changing and moving in a direction where they can give their 100 percent. It is a well planned step-by-step process with an ultimate objective of achieving satisfaction and fulfillment from professional life. Other than this, the main objectives of the process also include bringing positive changes in the behaviors of employees making them independent problem solvers, bringing changes in their habits, helping them choose a more suitable career option, bringing a nice change in their outlook towards different things, helping them to handle interpersonal conflicts, assisting them in dealing with their emotional instability and facilitating them to communicate more amicably with their team members.

It is also known as a remedial approach as it is offered to provide employees with an expert's assistance to deal with their issues related to their professional life. It is also called a preventive approach that helps employees realize their potential and career interests before it is too late to make a right career choice. On the other hand, when employees get such services in their organizations, they develop a sense of belongingness towards them and stick to them even in crisis.

Employment counselling is beneficial for both employees as well as employers as it has a positive impact on them and helps both the parties achieve their short-term and long-term goals. No one is perfect - neither the organizations nor the employees. This is an effort to fight with inadequacies of employees and well as employers.

Career counselors assist students in comprehending the present state of the labor market and available job openings by drawing from their extensive knowledge, research, and professional experience.

They are the appropriate individuals to inquire about and investigate both desired and new professional paths that would be suitable. For instance, most students are unaware of the many lucrative fields out there, such as astrophysics, ethical hacking, etc. Career counselors make it possible for their clients to make educated choices by conducting in-depth studies and providing sound direction. Career counselors provide students with the required knowledge, enabling them to make informed decisions about their future careers.

Provides a Targeted Approach

Amid all the uncertainty surrounding the selection of a career path, career coaching provides a systematic approach. A career counsellor will be able to provide you with a focused strategy on the way forward once they have evaluated your interests, personality, qualities, and other relevant elements. It is the primary goal that counselling strives to accomplish: The mental process of moving from a confused state to a state of clarity.

Makes you confident about your profession

A suitable option for a student's future profession will not only result in the availability of lucrative employment opportunities but will also make it possible for the student to adopt a lifestyle that is both satisfying and respectful.

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In addition, following the desired job path engages a person, which in turn makes them more knowledgeable, confident, and committed. Because of this, one cannot deny the significance of receiving career guidance and counseling.

Offering insight

The enhancement of a counselee's confidence ranks among the most important of the several factors that contribute to the significance of career counseling. Helping children's self-confidence can be facilitated by providing in-depth information in an approach that is straightforward and efficient.

Increases in one's level of self-assurance can be attributed to even the demonstration of confidence by a single individual. A natural boost can be provided by educating them about a variety of professions and assisting them in comprehending the information.

On the other hand, this is also the stage where the value of having skills in career counseling comes into play. Your counselor's job is to provide you with information while also making you feel comfortable to conquer the challenges.

Help in changing unwelcomed behavior

Students and professionals alike have habits that are difficult to break, such as putting things off until the last minute, failing to stay current on the most recent developments in one's chosen career paths, ignoring their mental and emotional health, and not making an effort to self-motivate themselves, among other things.

Breaking patterns of behavior that result in unproductive activities at home and school or the workplace is one of the primary goals of career counseling.

Q.3 Describe the need and scope of counseling for exceptional children.

The teacher has to face different types of problems of the students may be of guidance and counselling problems.

There are several cases of counselling which required a trained and experienced counsellor to the following types of problems of the students:

1. The Physically Handicapped, Sickly and Sensory Defective Child:

As these entire problems have a definite medical aspect, the first step should be an examination of the medical record. Then a programme should be worked out in consultation with the parents and school or family physician. The programme should endeavour to meet the needs of the child insofar as school facilities permit.

The physically handicapped child often needs of lightened programme, restricted activity, and additional rest as well as a type of attitude on the part of the teacher and pupils which avoids giving undue attention to his handicap. Large School system often provides special schools or classes for such children, making provision at the same time for contact with normal children.

Sickly children also are in special need of a regime worked out in collaboration with the parents and the physician. All children with suspected visual difficulties should first be given a visual examination. If the

deficiency is correlated by glasses, the teacher should remember that, during the transition period between the discovery of the defect and the adjustment to the wearing of glasses, the child may feel sensitive.

Children who are hard of hearing often require, in addition to being seated near the front centre of the room and care on the part of the teacher to speak in a clear voice, special aid in bolstering their morale. Some ways of accomplishing this will be mentioned in connection with other problems.

2. The Gifted Child:

When special child or classes for the gifted are lacking teacher may help the gifted child by mean of moderate acceleration if he is above average in size and social maturity as well as by an enrichment of his school programme. If he is small or immature socially, only an enrichment of the offerings of his regular class is advisable.

Through a conference between the teacher and the gifted pupil, a joint plan may be worked out which will allow him to do dependent work at special time during the child day along the line of his special interests. Conferences at stated intervals can be arranged for check-up and future guidance by the teacher. In the secondary school, the gifted pupils. From the stand point of society, however, every effort should be made to foster both his intellectual and personality assists.

3. The Scholastically Handicapped Child:

Despite the fact that dull children are more likely to have a smaller gap between ability and achievement than the children of average intelligence, many schools, continue to push and urge and dull child to better work.

In the elementary school it is often advisable to reduce the level of expectation for these children and give them work better suited to their abilities and needs. Those with I.Q. below 70 to 75 often profit from special classes. In the high school a change in curriculum or a reduction in the number of courses will help.

For those with subject matter disabilities, arrangement should be made for remedial help, taking care that method are follows which arouse their interest and do not embarrass them. Pupils with speech defects should be given individual help. If another school offers courses better suited for their needs, a transfer may be effected.

3. The Shy or Isolated Child:

One must be careful not to push the shy or isolated child into social activities for which he is not prepared, as it may only increase his difficulties. Usually a gradual approach is necessary. One school has found that excellent results are obtained when the child's first classroom group includes only one other child. This companion is especially selected to be one who is socially inclined but somewhat submissive.

Other schools have found it helpful to enlist the aid of the class leaders in making the shy child feel at ease with them and the other pupils. Later he may be encouraged to attend and extracurricular group having interests similar to his. Tuition in special skills and utilization of special aptitudes may be helpful. Praise, when first used, should be confined to the child's products, because many shy children react poorly to commendation of their personal qualities.

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5. The 'Inferior' Child:

Inferiority feeling may frequently be decreased by giving the child classroom tasks whose accomplishment makes him feel important. Special arrangement may also be made for him to utilize and display any special abilities or talent he has, or it may be possible for him to receive special instruction to help him become unusually proficient in some motor skill.

In general, the more opportunities he has for legitimately receiving attention and recognition by the teacher and his classmates, the less he will resort to annoying, attention-getting behaviour. Every encouragement should be given him in his own efforts to reach socially approved goals. The teacher's own praise, reassurance, and acknowledgement of his personal worth usually aid greatly.

6. The Poverty-Stricken Child:

The child from a poverty-stricken home frequently suffers from poor health and malnutrition. One of the first requirements is, therefore, a physical examination and an endeavour to meet his nutritional needs. Hunger often shows itself in school through irritability, malnutrition through apathy. Both conditions are aided by the provision of school lunches; in addition, some schools find it advisable to serve milk in the middle of the morning or even before classes begin.

The problem presented by his clothing requires especially tactful handling. It is likely to be dirty, threadbare, ill-fitting, and of course, a source of embarrassment to the child. Some teachers find a way to give decent clothing to a child's family without offence; others rely on social agencies. In any case, the possession of clothes which do not set the child apart from others is likely to make an immediate difference in his morale.

The best school will have a difficult, sometimes an impossible task, in attempting to correct personality difficulties deeply rooted in condition of poverty.

Children with Unfavourable Parent and Child Relationships:

Rejected children constitute problems which are very likely to be beyond the scope of the teacher. Even child guidance clinics with expert staffs find these children to be most difficult to readjust, especially when both parents reject the child. The parents' attitudes in such cases are likely to be firmly embedded in their personalities. The best chance for improvement lies in intensive treatment; thus, if there is a child guidance clinic in the community, such children should be referred to it.

If there is but one rejected parent, it is sometimes possible for a teacher, through a judicious approach, to persuade the non-rejecting parent to be more affectionate with the child. The teacher himself may attempt to meet partially his need for affection. Such measures sometimes help to improve the child's behaviour.

Through going overprotection is also a difficult condition for the teacher to cope with. With mild case, the same techniques that succeed with the shy child are likely to be beneficial. A concurrent attempt to gain the parents' co-operation in granting the child more independence in his out-of-school life should be of value. In severe cases, referral to a child guidance clinic is usually indicated.

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Q.4 Write notes on:

a. Eclecticism

eclecticism, in philosophy and theology, the practice of selecting doctrines from different systems of thought without adopting the whole parent system for each doctrine. It is distinct from syncretism—the attempt to reconcile or combine systems—inasmuch as it leaves the contradictions between them unresolved. In the sphere of abstract thought, eclecticism is open to the objection that insofar as each system is supposed to be a whole of which its various doctrines are integral parts, the arbitrary juxtaposition of doctrines from different systems risks a fundamental incoherence. In practical affairs, however, the eclectic spirit has much to commend it.

A philosopher, no less than a statesman, may be eclectic not on principle but because he perceives the intrinsic merit of doctrines that happen to have been advanced by opposite parties. This tendency is naturally most apt to manifest itself when established systems are losing their novelty or revealing their defects as changes of historical circumstance or scientific knowledge occur. From the beginning of the 2nd century BC, for instance, a number of philosophers professing to be attached to long-established schools—the Greek Academy, the peripatetics, or the stoics—were ready to adopt views from other schools; and Roman philosophers, in particular, to whom all Greek philosophies were enlightening, often avoided rigid partisan commitments, which even the Greeks themselves were abandoning. (Cicero was the eclectic par excellence.) It is clearly pointless to group the numerous ancient eclectics together as if they formed an eclectic school. In 19th-century France, however, Victor Cousin, a proponent of Scottish metaphysics, adopted the name *éclectisme* as a designation for his own philosophical system.

In the second century B.C.E., a remarkable tendency toward eclecticism began to manifest itself. The desire to arrive at the one explanation for all things, which had inspired the older philosophers, became less important; philosophers began to doubt that any such explanation was fully attainable. Instead, thinkers began to adopt, from all systems, the doctrines which best pleased them. Stoicism and Epicureanism had given the attainment of practical virtue and happiness priority over the search for pure truth, while the Skeptics denied that it was possible to discover pure truth at all. Eclecticism sought to approach absolute truth by selecting doctrines that had the highest possible degree of probability.

The term "eclectics" comes from the Greek: "choosing the best." It was first used in the first century B.C.E. to refer to a group of ancient philosophers who attached themselves to no real system, but selected from existing philosophical beliefs those doctrines that seemed most reasonable to them. As the natural sciences became more complex, and modern philosophers began to abandon the possibility of a single philosophical system that could explain the whole of truth, eclecticism became the norm rather than the exception.

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During the nineteenth century, the term "eclectic" came to be applied particularly to a number of French philosophers who differed considerably from one another.

In the sphere of abstract thought, eclecticism is open to the objection that since each philosophical system is supposed to be a whole, of which its various doctrines are integral parts, the arbitrary combination of doctrines from different systems is likely to result in a fundamental incoherence. In practical affairs, however, eclecticism is effective because it makes use of whatever policy or doctrine brings about a desired result, without probing for a deeper coherence.

Eclecticism is sometimes regarded with contempt as being illogical and arbitrary, perhaps because many eclectics have been intellectual dilettantes or skeptics. However, eclecticism is rooted in a refusal to blindly accept one set of ideas as true, combined with a determination to recognize and select from all sources those elements which are most likely to be true, or most effective in practical matters. It is therefore a sound philosophical method.

Eclecticism can be inelegant, and eclectics are sometimes criticized for lack of consistency in their thinking, but it is common in many fields of study. For example, most psychologists accept parts of behaviorism, but do not attempt to use the theory to explain all aspects of human behavior. A statistician may use frequentist techniques on one occasion and Bayesian ones on another. An example of eclecticism in economics is John Dunning's eclectic theory of international production.

b. Reciprocal techniques

This technique is a systematic discussion method that incorporates four main strategies, often known as the Fab Four. The strategies are: summarizing, questioning, clarifying, and predicting.

Teaching reading is multi-faceted and complex. There is a growing need for students to learn enhanced reading skills. Students need these skills for the workforce and the world. They also need a wide variety of literacy experiences including rich strategies and texts. Reciprocal teaching techniques complement core reading instruction. It empowers students and increases their exposure to a wide variety of complicated texts, from print to electronic. Information is increasing, and reciprocal teaching can be structured so readers at all levels have access to more difficult texts.

In reciprocal teaching, the teacher models four comprehension strategies (summarizing, questioning, clarifying, and predicting) through guided group instruction. When students are confident with the process and strategies, they take turns leading discussions in small groups.

In the summarizing component, students lead the group in questions such as, "What happened first, next, and at the end of the passage or story?" They develop concise statements and identify the main idea, key points, and supporting details. They create a summary of what they read.

The clarifying strategy is where the readers assess their own understanding and may have to conduct outside research on unfamiliar words. Students ask and answer questions to clarify or monitor comprehension while

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reading the text. This helps them to maintain meaning while reading and identify potential difficulties within the text. Students may have trouble understanding unclear sentences or passages, and this strategy is effective in allowing students to analyze these in the group.

Questioning teaches readers to develop critical thinking skills and ask questions throughout the reading process. They question what they are reading and make connections. They answer questions such as, “What do you think?” and “Why did the author say that?” They identify supporting details, and this serves as an integral part of the reciprocal teaching process. Younger students typically ask questions in conversation, and this strategy allows their comprehension to deepen.

Predicting is when students determine what they think they will learn. They activate their prior knowledge and utilize headings, titles, pictures, tables, and diagrams

Students get to share the role of the teacher and serve in active tasks in the learning process. The teacher incorporates high-impact reading strategies, and students fulfill responsibilities in small groups. For example, there will be four students in a group, and each one serves as a representative for one of the four strategies. They are engaged because they fulfill a specific role as a summarizer, questioner, clarifier, or predictor. Good readers use these four strategies together to comprehend text.

Students monitor and analyze their own comprehension. They are accountable and running their own groups. This empowers students, and they are all actively involved, which leads to increased reading comprehension and retention.

Research supports that reciprocal teaching improves students’ comprehension skills and maintains their improved skills due to the organization and implementation of the effective strategies. Reciprocal teaching is also successful and proven effective with English language learners and **at-risk students**.

Q.5 Elaborate in detail the phases of interview.

Interviewing is an essential part of the job search process in many industries. For those entering the workforce for the first time or who have little interview experience, it can be helpful to know what to expect during the meeting. Learning about the stages of an interview can help you prepare and feel confident during your next interview.

#1) Introductions

One of the most important steps in the interview process just so happens to be the first.

The introduction is where both the candidate and the company will be making their first impression.

It may surprise some companies to learn that they too should be concerned about making a great first impression. With unemployment at an all-time low according to the US Department of Labor, the power lies in candidate’s hands. Because of this shift in power dynamic from an employer driven market to a candidate driven market, companies must make sure they put their best foot forward.

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So how does one make a great first impression? The good news is that it's not complicated: greet the candidate with a smile, shake their hand, and always remember to be courteous.

It's a simple strategy, but it's often all you need to do. When it comes to making a great first impression, present the company in a positive light. If your company is known to be a tough place to work, be honest, but not discouraging. Be as transparent as possible during the interview process. With so many resources (such as Glassdoor) at candidate's fingertips, it's easy to see if a company isn't telling the whole truth when it comes to the inner workings and culture of their organization.

#2) Small Talk

After introductions are finished, it is a good idea to conduct a bit of small talk with the candidate.

Small talk is important because it's one of the best methods to foster a healthy working relationship and build rapport. When it comes to picking topics for this stage of the interview process, try to find something that the candidate is interested in. This can be as easy as taking a quick look at their LinkedIn or Facebook profiles and seeing what their interests are. It's amazing how much of a difference it can make by taking just a few minutes to connect with a candidate on a personal level.

Do not attempt to talk about anything serious, like religion or politics, as the interview will likely turn into an awkward mess as a result. Not to mention the legal ramifications that come along with discussing these topics. Keep the discussion positive: remember, you're just trying to gauge if the candidate will be a pleasant person to work with and help them to see themselves working at your company.

#3) Information Gathering

After small talk comes a bit of information gathering, or, in other words, asking the candidate to give you their elevator pitch. This is an important step because it showcases just how prepared or unprepared the candidate is and tests their ability to think on their feet.

While the candidate is giving you their elevator pitch, it's important to pay close attention: is their speech organized? Is it concise? Does the candidate sound confident about their abilities and qualifications? What's their body language like when they're speaking?

These are all important items to keep track of, as they will often provide you with all you need to know about what kind of employee this candidate will be.

#4) Question/Answer

An interview is essentially a two-way exchange of ideas, and the candidate will be interviewing your company just as much as you will be interviewing them. Come up with some standardized questions that all of the interviewers ask the candidate. This helps in two ways: first, it makes sure there is at least some common ground between the different interviewers when it comes time to evaluate the candidate. And second, you will know how truthful (or well-rehearsed) the candidate is in their responses by seeing how much their answers change between interviewers. In addition to having questions prepared beforehand, it is useful to think about

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how you might answer a tough question from a candidate, as fumbling with your words during an interview will make your company look incompetent and dishonest. During this stage, if the candidate does have any tough questions about the company, it's always a safe bet to be honest and to present the company in a positive light while still being truthful. Just like when you ask a candidate what their biggest weakness is and they spin it into a positive, you can also do this with questions about your company.

#5) Wrapping Up

Closing out an interview is just as important as the other stages. Just as having a great first impression is important, leaving the candidate feeling good about the company and its culture is key to hiring the top talent in your industry. At the very least, always end the interview with a handshake and thank the candidate for their time. It is also a good idea to give them a quick tour of the office if you didn't do that when they first came in. Be sure to walk the candidate out. Not only does this ensure they don't get their nose into anything they aren't supposed to, it can be very frustrating and embarrassing as a candidate to have to mindlessly wander the office trying to remember where the exit is. Last but not least, send a follow up email. Whether you are interested in the candidate or not it is important to be courteous and thankful that somebody took time out of their day to interview at your company. Candidates can leave a bad review of the interview process on Glassdoor, so be sure everybody walks away from your interview process feeling respected.