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How to make a script scene

Just like every other conversation, a job interview should have a beginning, a middle and an end. How an interview is scripted helps determine what information you, as the hiring manager, receive from job candidates. A well-scripted interview assists you in gaining the maximum amount of information from candidates in the minimal amount of time. Taking the opportunity to script the interview while reviewing a candidate's resume can greatly assist you in finding the right new employee for your company. Introduce yourself and your position within the company. Greet the candidate by name so that she knows you've reviewed her resume and know who is walking through your office door. Give the candidate a little background information on the position, its place within the company structure, and on the company itself. If you choose to, this is an appropriate place within the interview structure to mention why the position is currently open, such as a current employee leaving the company or a restructuring of a department that has created a new opening. Prior to scripting this part of the interview, you should review the candidate's resume and note any sections that you have questions about, such as a gap in employment or frequent changes in positions. Compile a list of conversational questions about the candidate's past job experience, what skills she has that relate to the tasks of the position being filled, and any practical examples of challenges she faced in previous positions. Take notes, but try to not come to any conclusions. The candidate may or may not meet your expectations for the position with their experience, but making a decision at this point may be expressed to the candidate through body language and tone, causing your interviewee to become uncomfortable. Scripting one section of your interview as a section on personal information allows you to get to know the candidate as a person outside of their work experience. Examples of personal information question topics include goals, hobbies, social organizations, and education. Include any psychological evaluation questions in this section that, as a manager, give you a better idea of how this candidate thinks, works in a team environment, and responds to stress. Try to keep this section friendly and include a few personal anecdotes from your life to build rapport with the candidate and make her feel more comfortable with confiding in you. Always end the interview on a positive note. Allow a few moments for the candidate to ask any questions that they may have about the position or the company. Consider asking if there is an area in the candidate's experience that she would like to bring to your attention that was not previously discussed in the interview. Move from your responses to the candidate's questions to a quick wrap-up of the position. Let the candidate know when you plan to make a hiring decision and if there are any further steps that she may be asked to take in the hiring process. Don't forget to thank the candidate for coming in for the interview. Express Scripts is a health care opportunity company. Our legacy as an industry innovator provides us with the foresight to recognize potential where others see problems - potential for safer, more affordable care and better health for all. Every day, we actively expose opportunities to unlock new value through our specialized expertise, deep insights, active listening and meticulous data analysis. We take on the toughest challenges in health care wherever they arise, with unwavering focus and a tenacious determination that never fades. In working alongside our clients and partners, we continue to innovate and reach toward getting better, together by developing personalized solutions that make a meaningful difference for our 100 million members. At Express Scripts, we are "all in" for our patients, and that includes many of our 27,000 employees. In alignment with the national conversation surrounding mental health awareness, Express Scripts remains dedicated to providing resources and tools to educate our employees about mental illness in the workplace and beyond. Overall Approach to Mental Health This September, Express Scripts introduced #StampOutStigma, a campaign that is devoted to reducing the stigma surrounding mental illness. As an organization, #StampOutStigma represents our commitment to raising awareness about mental health issues and removing barriers to treatment for our employees. Over the past several months, Express Scripts has offered live, interactive webinars facilitated by GuidanceResources® behavioral health professionals, which allow employees to learn more about various mental health topics. By taking part in these webinars, our employees have come together to align our corporate values with our #StampOutStigma initiatives, further developing our culture of inclusion on behalf of those with mental illness. Building a Culture that Supports Mental Health To promote our #StampOutStigma webinar series, we leveraged our Recognition Rx program to incentivize employee participation. When an employee registers and attends any of the monthly webinars, s/he is entered into the webinar session's sweepstakes drawing. The winners of the drawing each month win 100 Award Points. Using these points, employees may purchase items from company's Recognition Rx store or provide donations to charitable organizations. As a follow-up to the webinar, employees also have access to send #StampOutStigma cards to leaders and other employees, recognizing their contribution to "stamping out the stigma" of mental illness. These cards are used when a leader allows time for an employee to attend a training or a co-worker uses one of the toolkits on HR Express Way, leads a behavioral health conversation in a meeting or supports others during a difficult time. These #StampOutStigma cards connect awareness with gratitude, encouraging mutual respect and collaboration among co-workers. Mental Health Programming In addition to the #StampOutStigma webinar series, Express Scripts provides employees with a "Mental Health Toolkit," which contains information to aid employees in becoming mental health advocates. These resources include checklists and research-driven insights about mental health issues, such as what to do if someone is contemplating suicide and the warning signs of depression. Furthermore, the GuidanceResources program offers all employees convenient access to confidential counseling. These counselors are certified health professionals available 24/7 to assist advocates and patients with strategies for managing and coping with mental illness. With our "Mental Health Toolkit," our guiding philosophy of being "all in" for patients informs our multi-faceted approach to employee well-being, reminding those with mental illness that help is always readily available and accessible. Mental Health Programming Outcomes Beyond metrics and data points, the real value of our #StampOutStigma campaign reveals itself in the community building that comes with awareness, as recently evidenced in one of our "Post Script" blog posts. The "Post Script" blog is an internal forum where our employees are invited to tell personal stories related to health care topics within the larger Express Scripts community. This November, one of our associates shared her ongoing journey with chronic mental illness. While describing her idyllic childhood, professional achievements and caring family, she also delved into the darkness of severe depression and the shame that often accompanies mental illness. With time, this associate courageously acknowledged her closeted condition and sought out strategies that have allowed her to move forward, understanding that the road to recovery is a lifelong journey. After reading her story, I was struck by the remarkable outpouring of positive support and sincere gratitude from fellow Express Scripts employees and co-workers in the comments section. Within the first day, the post had garnered more than 120 likes and 37 comments. Reading through these comments, I noticed how her courage became contagious, inspiring others to share their story, seek out help and create "a life to love." Following her example, Express Scripts will continue to raise awareness and reduce anxieties about mental health issues in the workplace and beyond. Tim Wentworth President and CEO Express Scripts If you're writing and directing a new "Star Wars" movie, you've got a built-in fan base to entertain and keep happy. Will viewers be delighted with "The Force Awakens"?By Bryan YoungFrom "The Shining" to "The Shawshank Redemption," from Hogwarts to Willy Wonka's chocolate factory, find out how establishing shots immerse audiences in movies' settings.By Bambi TurnerUsing drones, cinematographers can capture beautiful, sweeping shots more easily and cheaply than ever before. And affordable technology means more amateurs can get in the game, too. Get ready to plan your film debut.By Oisín CurranThe picture is so smooth and realistic that some moviegoers find it unsettling or less magical. Is high frame rate 3-D the next big step in cinema or a blip in film history?By Nathan Chandler Hi and welcome. I'm going to invite you to go into your imagination and imagine a variety of things and allow this to be an exploration for you to just notice how you imagine different things. Imagination comes in five senses, just like our outer senses. And in our inner world — in our imaginal world — we might imagine seeing things, hearing things, smelling things, tasting things, and especially feeling things.Images are simply thoughts that have sensory qualities. It's not a mystical thing and it's not a difficult thing, but there are ways of learning to use your imagination that can help you do many things — including relaxation, evoking serenity and peacefulness within yourself, gaining insight into situations, solving problems, being more creative, stimulating healing responses within you, and more. Because imagery is simply a way of thinking — one that we haven't had much education in. So let this brief exploration allow you to notice how you imagine things. It's not necessary to judge yourself or grade yourself, to see things sharply or vividly, to hear things, to smell things. Some people have better inner senses than others. Just notice how you imagine these things. Let it be an exploration. See how it comes to you.So, begin by getting comfortable and you may want to take a deep breath or two. Allow yourself to relax a little on the out-breath. You can imagine with your eyes open, if you like. But at some point you may want to allow your eyes to close since it's usually easier to pay attention to your inner world with your eyes closed and you can experiment by opening or closing your eyes. So, begin by simply imagining a triangle and just notice what that's like. Notice how big or small a triangle you imagine. Notice where it seems to be in space. Is it in your head? Is it outside your head or your body? Is it an even-sided triangle or are the sides different lengths? Is it sharp and vivid or kind of ethereal. Does it come and go in your mind's eye or is it pretty stable? Notice, if you can imagine, that you're sending the triangle farther away from you. Or imagine bringing it closer to you. And then letting it go back where it began. And notice whether it makes it any easier to imagine that you draw a triangle on a green board or a black board. And if there's any sensory component to that, can you feel the way it feels to write with chalk on a green board as you do that? And again, just notice how you imagine things most easily, without judgment, without grading yourself. This is simply an exploration to notice how your imagination works.And let the triangle go and imagine instead a square. And for those of you who feel that you don't visualize well and don't picture things well, I'll bet you can notice that you can picture a triangle and a square and you know that they're different and you know which is which, whether you picture them or not. So just let that be the way you imagine a triangle and a square. Everybody doesn't make pictures in their mind but everybody has an imagination. So, let yourself be comfortable using yours the way it naturally works for you. Let the square and the triangle fade, and imagine instead a circle. And then I wonder if you can imagine that the circle is colored yellow. Fill in all the space in the circle with yellow. Yellow like a lemon or yellow like the sun. And then let that go and imagine instead a blue circle. A circle filled with blue — like the sky or the ocean. And then notice if you can imagine that the circle becomes three-dimensional and it becomes a globe or a sphere. Three-dimensional sphere or globe. Blue. And I wonder if you can imagine that it starts spinning around an axis. Rotating.And then if you're comfortable with it, let's really expand your imagination. I wonder if you can imagine that you're way out in outer space. You're warm and you're comfortable, and you're safe, and you're looking back at the Earth spinning in space. And just notice what that's like and how you imagine that. What you see from that perspective — the shapes of the continents, the oceans, the clouds, the rate of spin, the space around it. Some of you may notice that certain feelings come up and that's alright too.And then imagine that you come back to Earth, and imagine that you come back to a place that's very beautiful to you, and very peaceful, and very safe. A special place that you love to be in. And imagine that you're really there and look around and notice what you see, or what you imagine seeing. And notice if there are any sounds or if it's very quiet. And notice if there's a fragrance or aroma you imagine smelling. You may or you may not. It doesn't matter. It really doesn't. Notice the temperature and the time of day. Let yourself be there for a few moments just enjoying the beauty and the peacefulness and notice especially any sense of peacefulness and relaxation — comfort that you may feel as you imagine yourself in this special place. And then as you allow all the images to fade — go back to where they came from — bring your attention back to the outer world around you. Bring back with you anything that was interesting or important, including any sense of relaxation or peacefulness or serenity. Let your eyes open, if they've been closed, and look around you. Come all the way back into the outer world. And you may want to make a few notes about what you've noticed as you've taken this short exploration through your own imagination.

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