

You Are Just HR



The interview ended poorly but it was not a surprise. The gentleman, when asked by the Director of HR, “would you like to know what I do?” he replied, “not really, you’re HR — personnel issues, vacations, the rest.”

The Director sat back with astonishment. The gentleman did not notice. She, the Director of HR, was minimized and objectified in this individual’s mind. He had a preconceived notion that he “knew” her, and he had acted as if her question was one of providing information — only.



In fact, she offered to include herself in his world, granted, it was probably in a rather passive-aggressive manner, because throughout the interview he had failed to establish anything but a superficial connection between himself and the other individuals in the room.

The question: “would you like to know what I do,” was not only a question but a challenge, “do you know that I exist?”

This simple, but telling exchange, provided enough information about the interviewee to predict his level of participation within this company for years to come. In fact, he was hired for the position. He had a long list of credentials and looked the part. However, he failed miserably to fulfill the requirements of the position. He simply was unable to relate to anyone in the company in an authentic manner. This was a service company that depended on genuine communication to successfully manage its personnel and customers.

Analysis

Without allowing an in-between space, a place where self and other can emerge in a third position, a relational body, there is not the space to either present who we are or to allow the other to exist in our experience.

Image Courtesy of:

 [Luca laconelli](#)  [@luxdamore](#)

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