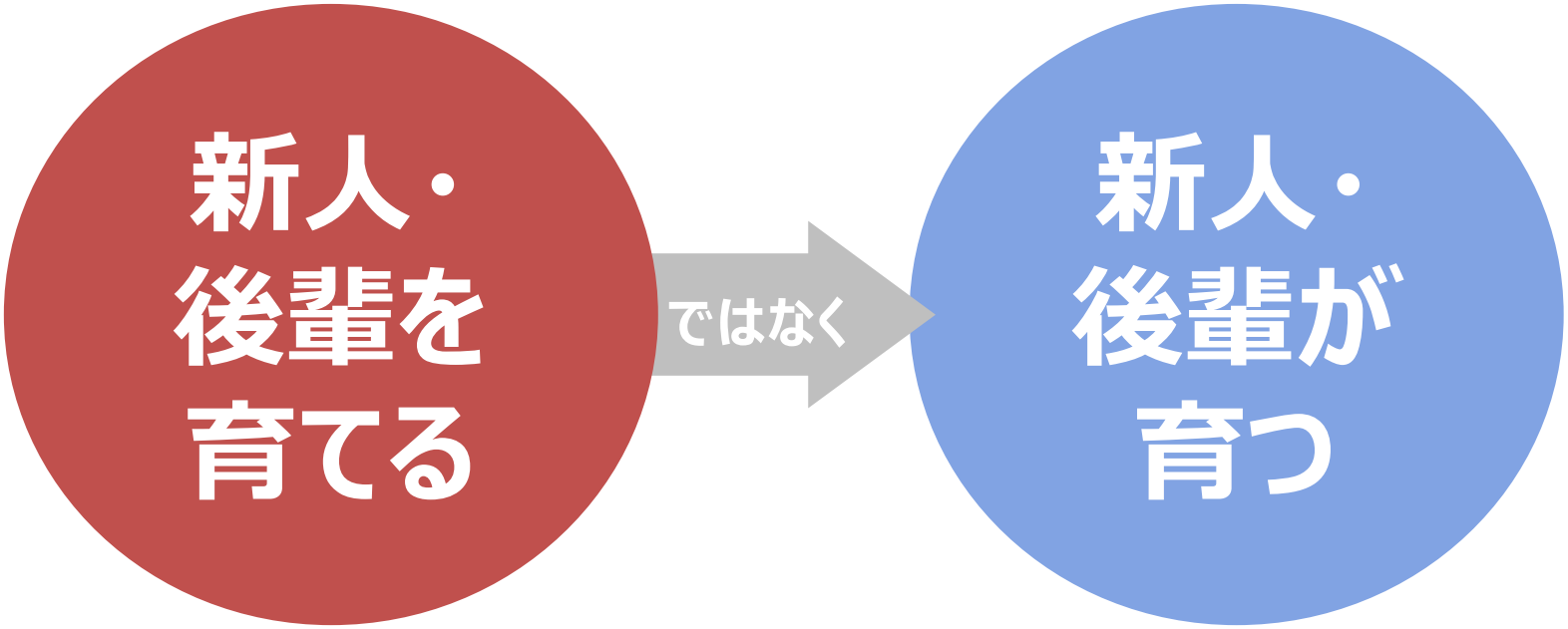OJT指導する上で重要な考え方