

Cultural Fit Interview Questions

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Do you hire employees based on your assessment of their [cultural fit](#)? If not, you should be, based on their responses to interview questions like these.

You want to hire the job applicant who, in addition to the required job skills and qualifications, exhibits the best fit within your organization's [culture](#). This prospective employee is most likely to be a good match for both your position and your organization. The most successful hires fit both the job and your workplace culture.

Interview Questions to Assess Cultural Fit

These are sample interview questions that will help you assess whether your prospective employee is a good match with your workplace culture and environment for employees.

- Describe the work environment or culture in which you are most productive and happy.
- What are the characteristics exhibited by the best boss you have ever had - or wished that you have had?
- In your experience, what how does an organization encourage your use of your [discretionary energy](#) and effort, that willingness each employee has, to go the extra mile, push harder, spend more time, and do whatever is necessary to get the job done?
- Describe the [management style](#) that will bring forth your best work and efforts.
- Describe what you believe are the most effective roles that a good manager plays in his or her relationship with reporting staff members.
- Do you have a best friend at work? How do you feel about becoming friends with your coworkers? Is this a wise practice?
- What are the positive aspects of your current job and work environment, or the last position you held before coming to this interview?
- What is the single most important factor that must be present in your work environment for you to be successfully and happily employed? Now that you have answered that question, what were two others that you debated about before giving the response that you chose?
- What is your preferred work style? Do you prefer working alone or as part of a team? What percentage of your time would you allocate to each, given the choice?
- How would your coworkers describe your work style and contributions in your former job?
- What are the three to five expectations that you have of senior leaders in an organization where you will work successfully?
- Tell us about an occasion when you believe that you delighted a customer, either an internal or an external customer.
- When you work with a team, describe the role that you are most likely to play on the team.
- How would coworkers describe the role that you play on a team?
- When working with people, in general, describe your preferred relationship with them.
- How would reporting staff members describe their relationship with you? What would they like to see you do more of, less of, start, and stop?
- Provide an example of a time when you went out of your way and jumped through hoops to delight a customer.
- Tell us about a decision that you made that was made based primarily on customer needs and input.

As you seek and review your candidate's responses to your interview questions, keep these guidelines for [assessing their interview question responses](#) in mind. You'll hire better employees if you do.