

Top 10 Questions to Assess Employee Fit With Your Organization's Culture

Tactically recruiting and retaining top talent requires not only an understanding of organizational culture, but also an understanding of employee cultural fit and integration. These *Top 10 Questions* will augment your current interview questions to ensure you are hiring candidates for strong cultural fit and long-term retention.

- 1. Vision and Mission**
How do mission and vision represent your ideal company?
- 2. Values**
What core business values are important to you?
- 3. Communication**
What communication style works best for you?
- 4. Team vs. Individual Orientation**
Do you work best in a team or as an individual? Please give examples.
- 5. Physical Environment**
Describe the physical office environment where you will thrive.
- 6. Interpersonal**
Is it important to socialize with your colleagues?
- 7. Priorities**
How do you incorporate work-life balance?
- 8. Accountability**
What are your preferences for being held accountable for the work you do?
- 9. Leadership Style**
Describe your ideal supervisor/manager/leader and how you work best with them.
- 10. Internal Audit**
What do you like most about your current job? What do you like least?