

FOR CULTURE FIT

WILL THE PERSON BEING INTERVIEWED BE A
GOOD **CULTURAL FIT**?

KEY POINTS

TO COVER DURING THE INTERVIEW

COMMUNICATION

How organisations communicate reflects culture.

- Formal vs informal.
- Email vs face-to-face.
- Group meetings vs quick catch-ups.
- In the interview ask for effective and ineffective communication examples.
- Clarify experiences and expectations.

POLICIES & PROCEDURES

- Is conformance with formal policies expected?
- Is non-conformance tolerated? And by how much?
- Can top performers take short-cuts?

Cultural fit is about alignment of commonly held beliefs and behaviours. During the interview probe on previous organisations working practices. Is your environment the most suitable for the potential employee?

WORK ENVIRONMENT

Loud. Quiet. Conservative. Outgoing.

- Different environments suit different people.
- Talk about preferences.
- Go for a walk around.

Where the candidate has been interviewed may be different to the general working area.

Check suitability before day 1.

TECHNOLOGY

- Is your technology best practice or catch-up?

Candidates will have defined attitudes and expectations.

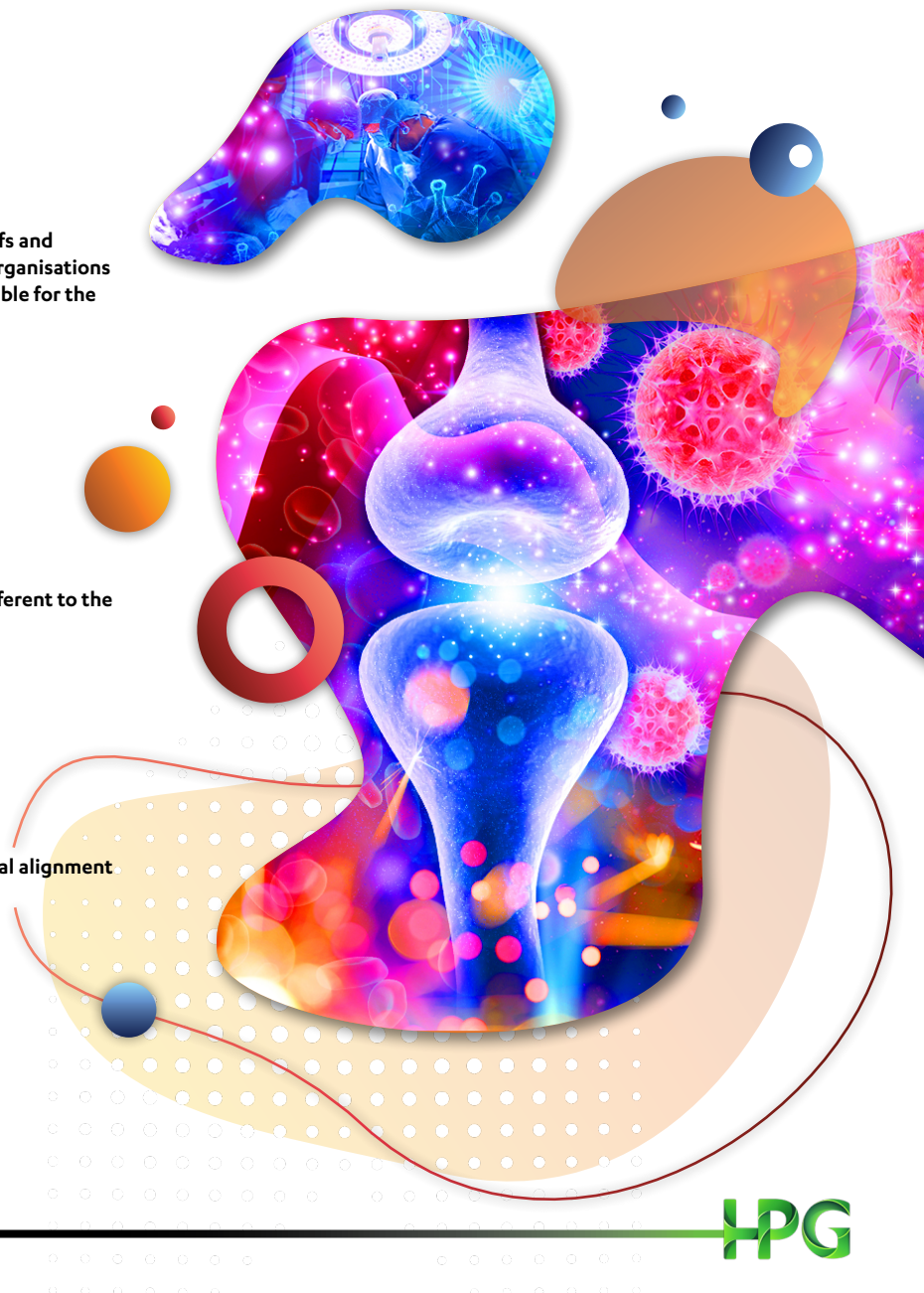
Uncover these during the interview to optimise cultural alignment and future success.

REWARDS & RECOGNITION

Different people are motivated by different reward structures.

- Ask about prior experiences.
- Explore wants, needs, desires.
- What works for them? What doesn't?

Be clear about what you are realistically offering and what's required to achieve it.



DECISION MAKING

Is your organisation's decision making rational or emotional?

- How important are facts vs feelings?
- How many stakeholders are involved?
- How are disagreements resolved?
- Is there a process? Or is it chaotic?
- Top-down or consensus?

Ask about prior experiences and preferred style to reach and implement decisions.

EMPLOYEE MORALE

Are you accurately describing the energy levels within your organisation to potential candidates?

- High energy, confident, positive, optimistic
VS

- Low energy, cautious, negative, pessimistic.

Will there be any surprises on day 1. Is the fit right?

SOCIETY

What's truly important to the candidate?

- Making a difference.
- Advancing healthcare with innovative technology.
- Helping others.

During the interview discuss vision and values. Talk about your organisation's heritage, beliefs, contributions. Paint the future. Check for buy-in. Is the candidate motivated?

MEET THE TEAM

That's the important interview. Share stories. Be informal. Understand expectations. Uncover reasons for wanting to change jobs. Clarify expectations. Talk about motivators, values, beliefs. Check for alignment.

- Ask about prior experiences.
- Explore wants, needs, desires.
- What works for them? What doesn't?

Be clear about what you are realistically offering and what's required to achieve it.

SOCIAL

What's the new employee looking for?

- Similar-aged new friends?
- To join a sports team?
- A book club?
- Computer games?
- Drinks after work?
- Weekend BBQs?

Social activities are the catalyst for collaborative work place cultures. During the interview ask about after hours interests. Can you offer what's required? Is there a cultural fit?

