



Finding the right fit for your next executive hire is not just a matter of matching credentials to the role requirements.

Cultural fit is a large denominator and, in many cases, the reason to select or pass on a very qualified candidate.

Answer the questions below to further assess your organization's culture.

1. What is your organization's mandate?

2. What part of your organizational culture are you most proud of?

3. Describe the ideals that drove the founding of this organization.

4. Describe the personality or character of this organization.

5. What are your key core values?

6. What is your mission statement?

7. What makes this organization feel unique from competitors?

8. What is central to who you are as an organization that should never change?

9. What special attributes does the founder/leader possess that influences the character of the organization? Explain.

10. What value is fundamental and distinctive to this organization since its founding?

11. What kinds of people fail in your organization?

12. What is your favorite question to ask a candidate interviewing for a job in your organization?

13. How do employees regularly communicate with one another? (in person, internal chat, email)

14. How do employees interact and communicate with leaders and senior management? (in person, internal chat, email)

15. What do your company incentive programs look like?

16. What do you do for employee recognition and rewards?

17. Describe your onboarding process.

18. What are three to five things that the organization offers to ensure work-life balance.

19. What would you tell a friend about your organization if he or she was about to start working here?

20. What is the one thing you would most like to change about this organization