

30 Interview Questions to Assess Culture Fit

In the interview process, the following questions can reveal whether an individual will be a good fit for your organization and the team they would join.

Before asking these questions in an interview, think through how your current team members would respond to them. While everyone's bound to have different answers, there will undoubtedly be some common threads that tie you all together. When you have these answers in mind, you can better understand if the interviewee's responses align with those of your larger team.

ORGANIZATIONAL QUESTIONS

1. What attracted you to our organization?
2. How did you find out about us?
3. What's your ideal role?
4. What type of company do you want to work for?
5. Do you want to work in a startup setting or at a large corporation?
6. In what setting do you think you'd be most successful?
7. What qualities do you think the most effective teams exhibit?
8. Which, if any, of our core values resonate with you the most?
9. How did you first become familiar with our cause?
10. What do you think our organization could be doing differently to be successful?
11. What are you most passionate about?
12. What's the most important thing we should know about you?
13. What gets you excited about working for us?

14. Describe an ideal management style to you.
15. What would motivate you to succeed in this role?
16. What hobbies do you have outside of the workplace?

CRITICAL THINKING AND PERSONAL VALUES

17. Tell me about a time you failed and how you moved forward.
18. How would you survive a zombie apocalypse?
19. What does your morning routine like?
20. What's the last book you read?
21. What publications do you like to follow?
22. What companies do you look up to?
23. Who's your superhero?
24. If you could have dinner with someone dead or alive, who would it be?
25. What does innovation mean to you?
26. How do you manage change in your life?
27. What types of personalities do you work with the best?
28. What role do you tend to play on a team?
29. What are your strengths and weakness, and which do you think are more important to focus on in your professional development?
30. How would your friends describe you?



HAPPY INTERVIEWING!