

Assessing Culture Fit

Top Five Interview Questions



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Culture Fit – Top Five Interview Questions

Culture fit is the most important factor to accurately assess when hiring new talent. Technical skills can always be trained, but if the new hire does not have values or behaviors that fit for with your organization's culture, then it is not going to be a successful hire. Below are Higher Talent's top five interview questions for assessing culture fit for the interview process.

1. Describe your ideal company culture, what top three characteristics does it have?

It is important that you know in advance the top three characteristics that describe your organization's internal culture so that you can assess the fit with the candidate's response. Factors such as regular recognition, professional development opportunities, competitive total rewards, and the order that they share these characteristics reveals important information.

2. If you could open up your own business, what would it be and why?

This question assesses the level of entrepreneurial spirit of a candidate which can be important for start-ups or sales positions. For many start-ups, hiring an individual with entrepreneurial spirit is critical for creating a team that throws their whole selves into what they do.

3. How well do you adapt to change? Can you please give me an example of the biggest change that you have faced in your professional life and how you dealt with it?

This question assesses if the candidate will be adaptive to the level of change that your organization requires of its employees to be successful in your environment.

4. What personality traits do you butt heads with?

This is helpful information for assessing whether the candidate will fit with the team make-up and behavioral traits that make up your company's culture. You can put the candidate at ease when answering this question by giving them an example of the type of personality type you butt heads with early in your career.

5. What can your hobbies tell me that your resume can't?

The type of activities that an individual chooses to dedicate their free to reveals a lot of information about their creativity, level of physical activity, and interests outside of the workplace. Hobbies have a direct relationship on new hires level of success and culture fit within an organization.



Designing a Talent Management Plan for 2016

We would love to continue the conversation. [Contact us](#) to learn more about how Higher Talent partners with its clients to maximize human resources ROI. We would love to have you benchmark your existing productivity by completing our complementary [Power Productivity Assessment](#). Aggregated benchmarking results will be emailed to participants who fully complete the assessment once a significant data sample is obtained.

[Higher Talent Inc.](#) is an incorporated professional services firm that focuses on building compelling cultures that inspire trust and productivity in the workplace. Since our inception, we have experienced significant growth, and have secured repeat business with prominent clients across Canada. We are ready to work with organizations across North America.

Higher Talent is owned and operated by Susan Power, and certified by We Connect International as a woman owned business. Our We Connect Certification benefits organizations that track the diversity of their purchasing spend and have a goal to work with diverse suppliers.



Susan Power, MBA, CHRP
Owner & CEO
Higher Talent Inc.

With 15+ years of experience in the human resources field, Susan is known for her ability to create compelling cultures that inspire trust and productivity in the workplace.

Susan built her consulting skills at the global consulting firm Accenture where she worked internationally across 50 countries consulting organizations across industry and sector. She has extensive experience working on projects in the area of organizational design, compensation design and analysis, and human resources policy.

Susan is a regular contributor to industry leading human resources publications across North America. She is an instructor at the Gardiner Center at Memorial University in the areas of Compensation Design & Analysis and HR Policy Essentials.

Susan has worked on major change management initiatives up to the senior executive and board level, and is known for her professionalism and ability to consistently deliver to a standard of excellence.

Susan is the proud recipient of the Newfoundland & Labrador Organization for Women Entrepreneurs (NLOWE) Start-Up Award (2013) presented by the Newfoundland & Labrador Credit Union. She has an MBA from the University of Calgary, and is a Certified Human Resources Professional (CHRP).