

CHECKLIST

Interview questions to assess for culture add



QUESTION 1

How do your colleagues benefit from working with you specifically, as opposed to one of your coworkers?

What to listen for

- ✓ Recognition of what they can offer, while being perceptive about the ways their unique skills, background, or mindset can be beneficial in the workplace
- ✓ Specific examples of how they helped someone do their job better – for example, offering input that helped a coworker improve upon a project or avoid a costly mistake

What this question assesses

- ✓ Ability to grasp their potential to contribute something different and valuable to the team
- ✓ Willingness to share their strengths to lift up the people around them

QUESTION 2

Tell me about a time when understanding someone else's perspective helped you accomplish a task or resolve an issue.

What to listen for

- ✓ Mindfulness in viewing things through a different lens and applying what they've learned to make their own work better
- ✓ A non-dismissive process for understanding and assessing different viewpoints and comparing them with their own

What this question assesses

- ✓ Appreciation for diversity of thought, which can indicate their ability to challenge the status quo
- ✓ Capacity for empathy and understanding others' perspectives, rather than having absolute, unshakable viewpoints

QUESTION 3

What is your impression of our company's culture, values, and mission? How do you think we could improve?

What to listen for

- ✓ Identifying opportunities for growth and change, plus an actionable idea of how to make things better
- ✓ Alignment between their reflections, what the company conveys, and fresh observations

What this question assesses

- ✓ Candor toward bringing about positive change, rather than assimilating and striving to fit in perfectly
- ✓ Preparedness for the interview and knowing how your company aligns (or doesn't align) with their own values