

GUIDELINES

HOW TO RECOGNISE THE **CULTURAL FIT**

Practical interview tips,
analysis advice and
expert knowledge from
everyday recruiting life

WHY CULTURAL FIT IS CRUCIAL

Whether an applicant is a good fit for the company is not determined by qualifications alone - but above all by attitudes, values and cooperation. The so called "Cultural fit" influences how quickly new team members arrive, how motivated they are - and how long they stay.



The crucial question is not: "Does someone fit in with us?", but rather: "Does this person enrich us on the basis of shared values - even if they think very differently?"

This guide provides you with **five tried and-tested interview questions** to specifically assess the cultural fit in the job interview. Supplemented by assessment tips and best practices from everyday recruiting



THE 5 MOST IMPORTANT QUESTIONS AT A GLANCE

Use these questions to find out more about your candidates' values, working methods and motivation during the interview:

1

Which corporate culture have you felt particularly comfortable in - and why?

→ Insights into values, structure and cultural expectations

2

Explain the characteristics of the best supervisor(s) you have ever had.

→ Insights into values, structure and cultural expectations

3

How would your colleagues describe you in three adjectives?

→ Self-image, team role, social behaviour

4

What motivates you to get up in the morning - regardless of salary and position?

→ Intrinsic driving forces & value patterns

5

In which working environment can you realise your full potential?

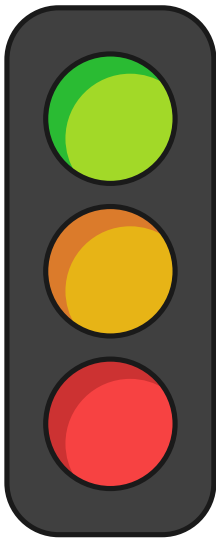
→ Fit with the real work context, self-control, environmental requirements

INTERPRET ANSWERS CORRECTLY

What you should look out for:

- Is there consistency with your corporate culture?
- Are team values or individual goals emphasised?
- Are the expectations of leadership, cooperation and communication right?

Traffic light check for your assessment:



Green

→ High level of agreement, positive momentum noticeable

Yellow

→ Potential there, but further questions or onboarding support needed

Red

→ Fundamental conflicts of values, realistic risk of dissatisfaction



"The question of the preferred working environment is often the key for us. We quickly notice whether someone fits into a dynamic start-up or a more structured organisation."

HOW TO RECOGNISE CULTURAL FIT



Our USP: A holistic approach

At Schulmeister, we analyse together with you:

- the culture practised in your company,
- the requirements for personality and
- working style in the open role and conduct customised interviews on this basis

"For us, cultural fit is not a gut feeling, but a strategic decision. That's why we provide our customers with holistic support - from analysis and selection to integration."

Barbara Schreiber, Personnel Consultant at Schulmeister

Contact us - and make the difference:

office@schulmeister-consulting.com
+43 1 58 73 503

Schulmeister Management Consulting GmbH
Schottengasse 6-8, 1010 Wien

www.schulmeister-consulting.com