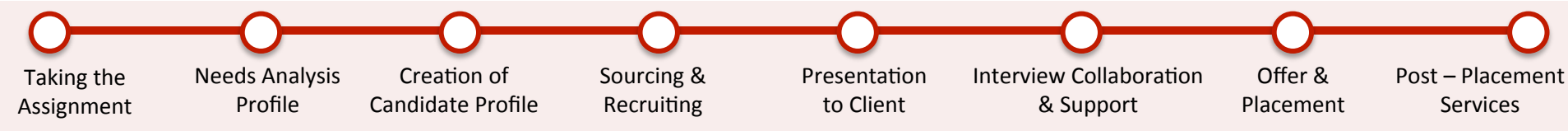


Assessing Candidate's Cultural Fit

Behavioral Interview Questions To Check For Candidate's Cultural Fit With Client's Company Culture



Next Step

Assessing Candidate's Cultural Fit:

Output NAP:
Description of Company Culture

Company Culture Questions

- What was the favorite company/job/manager that you have worked at/for, and why?

Value Questions

- What accomplishments are you most proud of?
- How do you like to be recognized for your accomplishments?
- What's the No.1 most important thing to you?
- Did you ever experience a situation where you had to make a choice between two conflicting instructions that you didn't feel comfortable with, and how did you handle it?
- Tell me about a time when you were forced to make an unpopular decision.

Management Questions

- How do you like to be managed?
- What level of interaction do you expect from your manager?
- Do you like to be creative or do you prefer structure and processes?
- Do you like to work in a team or individual setting? Do you like to be a team leader?
- Do you enjoy working on a stable work schedule, or do you prefer a more dynamic environment?
- Tell me about a time when you delegated a project effectively.
- Tell me about a time when you missed an important deadline or a problem was not solved.
- Describe a time when you anticipated potential problems and developed preventive measures.
- Please tell me about a time you had to fire someone.
- Can you tell me about a particular problem that you encountered that didn't have a clear solution? How did you go about solving it?
- What would you say to a customer that asked a question you didn't know the answer to?

Motivation Questions

- How do you handle conflict?
- How do you handle criticism?
- What frustrates you the most?
- How do you handle situations above and beyond the call of duty in order to get a job done?
- How do you handle things to do and you were required to prioritize your work?
- How do you handle working with others?

Behavioral Questions

- Tell me about your type of work.
- How do you handle situations?
- How do you handle persuasion to successfully convince someone to do something?
- How do you handle a situation that demonstrated your coping skills?
- How do you handle a good judgment and logic in solving a problem.
- How do you handle a situation that had to conform to a policy with which you did not agree?

Action Questions

- How do you handle a national environment? Do you have worked with a diverse group of people?
- How do you handle a situation where you were able to successfully deal with another person even when that person was angry with you? Have you personally liked you (or vice versa)?
- How do you handle a difficult situation in which you had to deal with a very upset customer or co-worker?
- How do you solve a major customer problem?
- How do you defend a piece of business?

