



75 questions to interview for culture fit

If you're not being intentional about the culture in your organization, then it's not working for you; it's working against you. And being intentional means the work is never done. Maintaining a healthy organizational culture means continuing to support the one you have by making smart hires.

Notably, when looking to maintain your organizational culture, finding a potential staff member who aligns with your Core Purpose, Values and Envisioned Future is imperative. If someone walks in the door and doesn't respect your Core Values, you can't trust that person to uphold them, let alone pursue them in their everyday life in your organization.

These questions will help you identify the people who will. While we don't necessarily recommend using every single one of them, we do recommend choosing the ones that'll help you identify the right staffer for the right role in your organization.

1. Why did you decide to apply for this job?
2. Why did you decide to apply for a job with our organization?
3. What was the first job you ever had? And what did you learn from it?
4. Have you talked with your friends or loved ones about this job interview? What did you tell them excited you about the opportunity to work here?
5. What do you expect you'll gain from working here?
6. What could we expect from you in the first three months on the job?
7. What kind of work environment do you feel like you thrive best in?
8. How do you prefer to communicate with colleagues?
9. How do you prefer to communicate with your supervisors?
10. What kind of relationship do you prefer with your colleagues? Do you have a best friend at your last job?
11. What do you need from your supervisor in order to do your best work?
12. What time of day do you feel you do your best work?
13. What would your perfect workday look like?



14. How do you handle stress or tight deadlines?
15. What was the most stressful day on the job you've ever had? How did you handle it?
16. What's the last job you had that you felt you really excelled at?
17. Have you ever had a job that you felt you weren't the best fit for? What was at the core of the misfit?
18. What did you like most about your last position? What did you like least?
19. What would your current supervisor say is your greatest strength? Biggest weakness?
20. How do your strengths align with our job description?
21. What initially interested you about the position?
22. Is there a part of this job description that doesn't actually interest you?
23. What part of this job do you think will be the most challenging for you to take on?
24. When was the last time you took a risk at work or in your career? Did it pay off?
25. When you're ready to relax, what kinds of activities do you do?
26. What kinds of movies or TV shows do you watch?
27. What blogs or news sources do you read most frequently?
28. What was the last book you read, and what do you remember most about it?
29. When you read for fun, what are the kinds of things you like to read?
30. What influencers do you follow on social media, and why?

31. What kind of software or tools do you currently use to make your job easier?
32. What software or tools do you think you'd be able to use in this job to make your life easier?
33. What do you do to stay organized?
34. Do you keep a planner? Is it digital or written?
35. Do you have a plan for where you'd like to see yourself in 10 years? What is it?
36. How does a job like this one move you closer toward your future goals?
37. What was the last time someone changed your mind about something? How did that happen?
38. When was the last time you didn't know how to do something at work? And how did you tackle it?
39. Tell me about a time you had to solve a problem at work. How did you notice the issue, and what did you do to fix it?
40. Considering your career since then, if you could go back in time to your first job, what piece of advice would you give yourself?
41. How well do you take feedback?
42. If someone had feedback for you after a misstep, what would be the best way to communicate that to you?
43. When is the last time you incorporated feedback into an assignment?
44. What do you do when you're feeling unmotivated?
45. When is the last time you felt like you went above and beyond for a client, customer or member? What prompted you to take that action?
46. What would you say about your own style when giving feedback?
47. After working here for a period of time, you find that a colleague continuously speaks over you in meetings. How do you handle it?
48. When was the last time something happened at work that you didn't feel was fair? What did you do?
49. If a fellow-staff member isn't sure how to use a tool you're an expert at using and they ask you for advice, what would you do? If the same person didn't ask you for advice, but you noticed they needed help, what would you do?
50. Do you do your best work alone or with a team?
51. When was the last time you worked on a team project? What was your role on the team, and what was the outcome of the project?
52. If you ended up on a team with your fellow colleagues here, what kind of role would you most likely take on?
53. How would you describe your own leadership style?
54. Do you want to be a leader in this or any other organization one day? Why?
55. When was the last time you had a colleague who you didn't get along well with? How did you handle the relationship?
56. When was the last time you delegated a task to another staff member? Why did you make that choice?



If at the end of this interview, I handed you a winning lottery ticket, what would you do with the money? And would you still want this job?

57. Have you ever given feedback to a supervisor? What was the reason, and how did you relay the message?
58. When is the last time you procrastinated on a project? What did you do to kick yourself back into gear?
59. Who do you look to for role models?
60. If you could start your own business and making money wasn't important, what would it be?
61. If you were a superhero, what's the one special power you would want to have?
62. What kind of company culture are you looking for?
63. How well do you adapt to change?
64. What does work-life balance look like for you?
65. You're getting ready to go home at the end of the day with a big project due tomorrow morning. It took you two weeks to put everything together, and you open the file to check everything one last time and the entire file is gone. What do you do?
66. If at the end of this interview, I handed you a winning lottery ticket, what would you do with the money? And would you still want this job?
67. How do you handle disappointment?
68. Who's the friend you've had the longest? And what would they want us to know about you?
69. Do you feel like there's any part of this interview process we could improve upon?
70. Let me read you our Core Purpose statement. ... What is your initial reaction to it?
71. Let me read you each of our Core Values. ... What do these mean to you?
72. Do our Core Purpose and Core Values align with the things you hold important? How?
73. Which of our Core Values do you identify with most?
74. Is there something I should be asking you but haven't yet?
75. What questions do you have for me?