



# Cultural Fit Interview Guide Worksheet

## Step 1: Define Your Core Values

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### 1. List Your Core Values (feel free to add more than 4 if applicable):

- Value 1:
- Value 2:
- Value 3:
- Value 4:

### 2. Align Values with Roles:

How should each value manifest in daily roles?

*Example: Value 1 should guide decision-making in...?*

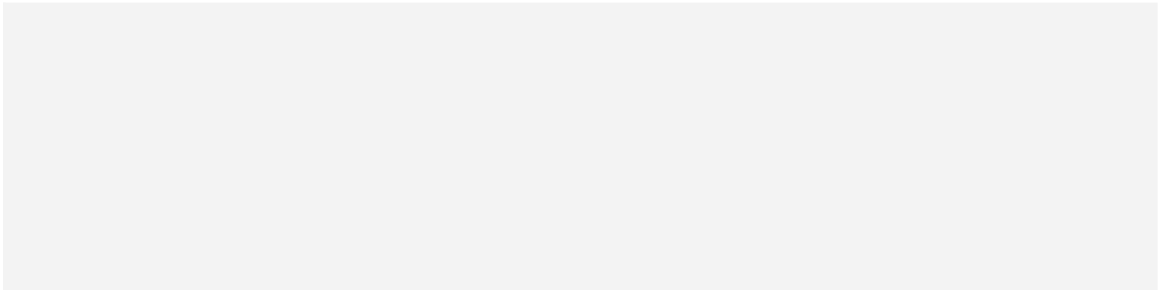
A large, empty, light gray rectangular box intended for the user to write their responses to the questions above.

## Step 2: Understand Your Mission and Vision

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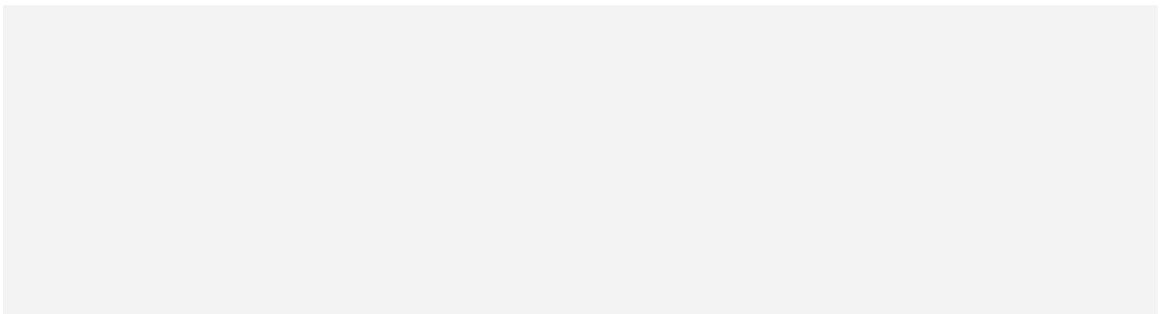
### 1. Mission Statement:

Write your company's mission statement.



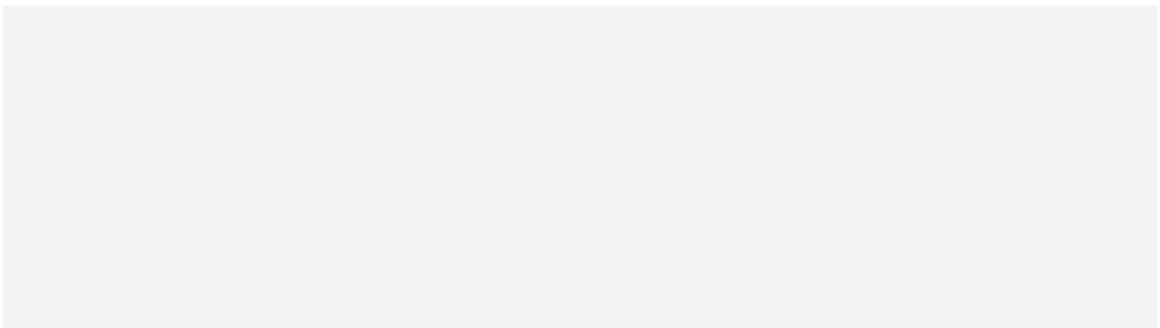
### 2. Vision Statement:

Describe your long-term vision.



### 3. Alignment:

How do these statements shape your team's goals?



## Step 3: Identify Key Cultural Touchpoints

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### 1. Cultural Attributes (feel free to add more than 2 if applicable):

- Attribute 1:
- Attribute 2:

### 2. Work Environment:

Describe your ideal work environment

## Step 4: Build Your Questions Based on the Guide's Categories

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### 1. Values-in-Action Question:

Write a question that reflects your values.

### 2. Mission-in-Action Question:

How does this candidate align with your mission?

**3. Vision-Oriented Question:**

How can this candidate help achieve your vision?

**4. Culture-Contribution Question:**

What question will assess cultural alignment?

**5. Collaboration and Teamwork Question:**

What question will assess teamwork skills?

**6. Adaptability and Growth Question:**

How will you measure adaptability?

**7. Cultural Impact Question:**

What question will determine cultural contribution?

## Step 5: Implement and Evaluate

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### **Interview Consistency:**

How will you ensure all interviewers align on cultural attributes?

