

Interviewing Candidates for Cultural Fit

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1. Behavioral Questions for Cultural Fit

Situational vs Behavioral Questions



Behavioral Questions Example: Team Work

“What was the biggest challenge you faced when you became a team leader?”

Follow Up Questions:

- “How did you accomplish this?”
- “What was the outcome of this approach?”

Behavioral Questions Example: Supervision

“Tell me about a time as supervisor that you needed to provide a direct report with their developmental performance feedback about identified challenges.”

Follow Up Questions:

- “How did you accomplish this?”
- “What was the outcome of this approach?”

2. Red Flag Behaviors/Body Language

Suspicious Work History

Inconsistent Career Path

Lack of Specific Work Examples

Leaving Job Due to Disagreement

Overqualified

Not Asking Questions

Resume Errors

Inappropriate Language

Unexplained Job Hopping

Gaps in Employment

Gossiping About Former Managers or Coworkers

Rambling

Lack of Factual Support

Arrives Unprepared

Bragging

Up-front Demands

Poor Listening Skills

Unprofessional Appearance

Non-Verbal Red Flags of Body Language: Observe, notice differences, consider & question fit

Body Posture

Arm Gestures

Nervous Movements

Eye Contact

Handshakes

Mirroring