

Hiring with “Culture Fit” in Mind

As we move into the second quarter of the year there are distinct signs of economic recovery. The stock markets seem to have settled a bit. A few prominent companies have announced strong profits in the first quarter and more announcements are expected soon. Unemployment levels are leveling off and hiring, while not robust, is beginning to pick up.

Many companies have reduced their staff in the past year. As they gradually rebuild we encourage them to focus on hiring people that will fit their individual company “culture”. Too often people are hired into companies where they simply are not a match. The result is poor morale, increased turnover and eventually... lower profits.

To avoid this hiring mistake, take time to assess your own company “culture”. Compare your assessment with co-workers to insure consistency. It is what it is... be honest in your assessment. Is your company culture fast paced and results oriented where 50 hour weeks are expected and activity is tracked daily? If so, hiring someone that has worked in a more “laid back” culture for the past 10 years is risky. Or, is your company culture one of steadfast consistency without much change? If so, a new hire from a culture where challenging the status quo was expected may also not be a fit. As you interview you can learn about the potential “cultural” fit by asking the following questions;

- How would you describe the culture at your current employer?
- What do you like least about that company culture? What do you like most?
- What type of company culture do you feel is the best fit for you?
- What is your perception of our company culture?

Listen intently to the answers and probe these answers with “how” and “why” until you have the truth, not just the “interview answer”. There are significant numbers of candidates seeking new positions and they are all moving from one culture to another. Determining “cultural fit” will help you to reduce turnover and increase profits in the long term.