

Cultural fit can be essential when hiring for a new position, allowing an organization to build a team that shares the values and vision necessary for success. While looking for the right person for the job is crucial, it doesn't necessarily mean hiring a replica of yourself. Having a more diverse team can lead your organization to have different views and problem-solving abilities to handle any change that may arise!

Here are five tips that could help you hire for cultural fit.



Create Company Culture

Company values help create a shared vision of how people should behave. Employees that share similar values, can make the company appear more productive and successful. When there is no well-defined vision of cultural understanding, this could disrupt an organization because there may be an absence of knowledge of what is expected. If you don't already, establish a core set of values; so when the hiring process is in motion, you'll be able to find the right fit for the organization and the position.

Make it Visible

One of the best ways for companies to communicate their values is by including them in the hiring process. Incorporating your value statement on the career section of your website and any corporate blog, social media page, or in your employee handbook helps the candidate determine what kind of work setting they desire. Sharing company culture also helps any hiring manager determine if the candidate shares the company's values and how they intend to treat employees.

Communicate the Culture & Values

Hiring is an essential step in making sure your organization is well-prepared for the future. It's also a step you take seriously and discuss thoroughly with potential candidates to ensure they understand your culture, values, and mission. If both the candidate and the hiring team have a clear idea of the company culture and values, it will be easier for both parties to decide if they're a good match.



Ask Behavioral Interview Questions

Instead of sticking to skill-based questions, include some questions to determine the candidate's personality and cultural fit. It's important to keep personal questions as surface level as possible - you could ask them what they consider the most important characteristic of a leader or how they define excellence. When asking culturally based questions, you could ask them what type of team they thrive in or how they would describe your company's culture. By asking simple questions, you will quickly determine which candidate most resonates with your culture and company.

Make it Part of the Onboarding

Once your new hires start, make sure your company has a solid process that involves cultural introduction for their first day. This will ensure that when someone joins the team, they already feel welcomed and want to learn as much as they can about the company, so they do their best work. After a few weeks of settling into their role, follow up with a one-on-one meeting to discuss how things are going and ways you can help them understand the organization's culture better.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

