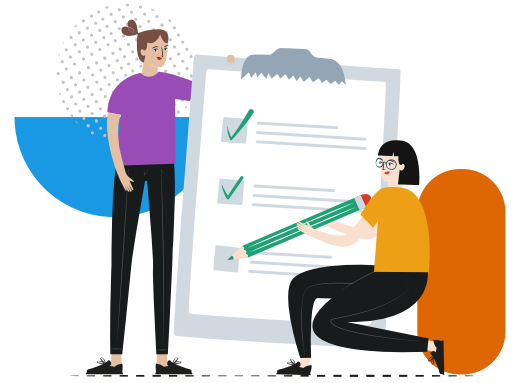


Questions to ask to assess culture add



Hiring for culture add rather than culture fit allows you to increase the diversity in your team. Conversely, hiring for culture fit may lead to hiring bias. Saying "Not a culture fit" all-too-easily masks prejudices and unjustified feelings of dislike when interviewing candidates.

What is culture add hiring?

In short, culture add is when a new candidate brings something to the table beyond the homogeneous style of your current office culture. They add to the culture instead.

Here at Recruitee, we've created a step-by-step list of questions to help you assess a candidate's culture add. To discover how to create fair evaluations, check out our [unbiased hiring features](#).

- ☐ How do teams benefit from working with you, compared to others?
- ☐ What skills, interests, or passions of yours would set you apart from others in this role?
- ☐ Tell us about a time when understanding another's perspective was beneficial.
- ☐ Tell us about a problem you solved creatively.
- ☐ What is your impression of our company culture? How might we improve?
- ☐ What skills would you like to develop while working at our company?
- ☐ What does your ideal workday look like?
- ☐ How do you handle constructive feedback on your work?
- ☐ How do you prefer to collaborate within teams?