

Culture & Values Interview

Culture & Values

Universal

Behavioral interview scorecard covering collaboration, ownership, and growth mindset.

Evaluation Criteria

Collaboration & Teamwork

Evaluates how the candidate works with others, communicates across functions, and contributes to team success.

Rating: 1 2 3 4 5

Sample Questions:

- Tell me about a time you had to work closely with someone whose working style was very different from yours.
- Describe a project where cross-functional collaboration was essential to success.
- How do you handle disagreements with teammates about technical or product decisions?

✓ STRONG SIGNAL

Candidate provides specific examples showing they adapt their communication style, actively seek input from others, and credit the team for successes. They demonstrate empathy and flexibility.

✗ WEAK SIGNAL

Candidate describes collaboration as 'telling others what to do', takes sole credit for team outcomes, or cannot provide examples of working effectively with diverse teammates.

Ownership & Accountability

Assesses whether the candidate takes responsibility for outcomes and drives work to completion independently.

Rating: 1 2 3 4 5

Sample Questions:

- Tell me about a time something went wrong on a project you owned. How did you handle it?
- Describe a situation where you went beyond your defined role to ensure something got done.
- How do you prioritize when you have more work than time?

✓ STRONG SIGNAL

Candidate shares examples where they took responsibility for failures (not just successes), proactively identified and solved problems, and followed through without needing to be managed.

✗ WEAK SIGNAL

Candidate blames others for every failure, waits to be told what to do, or cannot describe a situation where they took initiative.

Conflict Resolution

Evaluates how the candidate handles disagreements, gives and receives feedback, and navigates difficult conversations.

Rating: 1 2 3 4 5

Sample Questions:

- Tell me about a time you had a significant disagreement with a colleague. How did you resolve it?
- How do you give critical feedback to a peer?
- Describe a time you received feedback that was hard to hear. What did you do with it?

✓ **STRONG SIGNAL**

Candidate addresses conflicts directly but respectfully, seeks to understand other perspectives, and reaches constructive resolutions. They show self-awareness about how they handle difficult conversations.

✗ **WEAK SIGNAL**

Candidate avoids conflict entirely, escalates everything to management, or describes winning arguments rather than finding resolutions.

Growth Mindset & Learning

Assesses whether the candidate actively seeks to learn, adapt, and grow professionally.

Rating: 1 2 3 4 5

Sample Questions:

- Tell me about a skill you've developed recently. What motivated you to learn it?
- Describe a time you failed at something. What did you learn from it?
- How do you stay current in your field?

✓ **STRONG SIGNAL**

Candidate shows genuine curiosity, describes specific learning initiatives, reflects on failures as learning opportunities, and demonstrates adaptability when facing new challenges.

✗ **WEAK SIGNAL**

Candidate has not learned anything new recently, frames every experience as a success, or blames external factors for lack of growth.

Alignment with Company Mission & Values

Evaluates whether the candidate's personal values and motivations align with the company's mission and culture.

Rating: 1 2 3 4 5

Sample Questions:

- What kind of work environment brings out your best performance?
- What matters most to you in choosing where to work?
- How do our company values resonate with your own professional values?

✓ **STRONG SIGNAL**

Candidate's described ideal environment matches the company culture, their motivations align with the mission, and they ask thoughtful questions about the team and culture.

✗ **WEAK SIGNAL**

Candidate's stated preferences directly contradict the company culture (e.g., wants strict hierarchy in a flat org), or they show no interest in the company's mission beyond compensation.

Red Flags

- Cannot provide a single example of learning from a mistake or failure
- Describes every past colleague or manager negatively with no self-reflection
- Shows zero interest in the company's mission, product, or team dynamics

Notes & Overall Recommendation

Strong Hire Hire No Hire Strong No Hire

Notes: _____