

Candidate Work Style Preferences Questionnaire

ORGANIZATIONAL FIT INTERVIEW

Leader _____	Location _____	Company _____
Date _____	Department _____	DAE _____

Experts have found that employee satisfaction, longevity, and performance rely on organizational fit more than skills to do a job. Our process includes culture, work environment, and values to improve our ability to find organizations and opportunities where you will thrive.

1 CULTURE

Select the top seven words that best describe the key attitudes and aptitudes of your unit's culture

<input type="checkbox"/>	Outgoing/energetic	<input type="checkbox"/>	Flexible/adaptable	<input type="checkbox"/>	Focused/serious
<input type="checkbox"/>	Professional	<input type="checkbox"/>	Work-life balance	<input type="checkbox"/>	Fun loving/humorous
<input type="checkbox"/>	Collaborative/teamwork	<input type="checkbox"/>	Positive/upbeat	<input type="checkbox"/>	Creative/innovative
<input type="checkbox"/>	Process oriented/structured	<input type="checkbox"/>	High productivity	<input type="checkbox"/>	Aspirational/goal oriented
<input type="checkbox"/>	Approachable/confidential	<input type="checkbox"/>	Empathetic/fair minded	<input type="checkbox"/>	Service oriented/helpful
<input type="checkbox"/>	Proactive/forthcoming	<input type="checkbox"/>	Competitive	<input type="checkbox"/>	Intellectual/information driven
<input type="checkbox"/>	Technology influenced	<input type="checkbox"/>	Active in the community	<input type="checkbox"/>	Passionate/engaged

2 WORK ENVIRONMENT

Select the best feature for each of the six categories that best describes your work environment

Volume		Pace		Interaction	
<input type="checkbox"/>	Noisy	<input type="checkbox"/>	Fast paced	<input type="checkbox"/>	Regular face-to-face interaction
<input type="checkbox"/>	Quiet	<input type="checkbox"/>	Moderately paced	<input type="checkbox"/>	Infrequent face-to-face interaction

Space (Pick 1-2)		Autonomy		Phone	
<input type="checkbox"/>	Work remotely	<input type="checkbox"/>	Work self-directed	<input type="checkbox"/>	Frequent inbound phone
<input type="checkbox"/>	Individual cubicle	<input type="checkbox"/>	Work in groups/Collaborative	<input type="checkbox"/>	Frequent outbound phone
<input type="checkbox"/>	Open floorplan	<input type="checkbox"/>	Hands-on supervision	<input type="checkbox"/>	Infrequent phone interaction
<input type="checkbox"/>	Own office	<input type="checkbox"/>		<input type="checkbox"/>	

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3 VALUES

List the top 5 values you look for in an organization and rank them in order of emphasis:

4 COMMUNICATION & LEADERSHIP

Preferred frequency of:	None	Weekly	Monthly	Quarterly	Annually
Supervisor 1-on-1's	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team Meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Earn Awards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5 PROFESSIONAL DEVELOPMENT

- Training & professional courses
- Tuition reimbursement
- Formal onboarding and/or mentoring program