

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CHIEF CULTURE OFFICER

1	Can you describe your experience with developing or enhancing a company culture in a previous role?	1 2 3 4 5	
2	How do you measure the effectiveness of a company culture strategy?	1 2 3 4 5	
3	Can you provide an example of how you've dealt with resistance to cultural change in an organization?	1 2 3 4 5	
4	In your view, what are the critical components of a healthy and productive company culture?	1 2 3 4 5	
5	How would you approach integrating diversity and inclusion into our company culture?	1 2 3 4 5	
6	Can you share your strategies for communicating cultural expectations to employees at all levels of an organization?	1 2 3 4 5	
7	How have you previously aligned company values with employee behavior?	1 2 3 4 5	
8	What role do you believe feedback plays in shaping and maintaining company culture, and how would you implement an effective feedback system?	1 2 3 4 5	
9	Can you discuss a time when you had to adapt your approach to culture management to address a company's changing needs?	1 2 3 4 5	
10	What innovative methods have you used or seen used to engage employees in championing and contributing to the company culture?	1 2 3 4 5	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	1 2 3 4 5	
Prior Work Experience Skills or qualifications acquired through past work.	1 2 3 4 5	
Qualifications / Experience The technical skills the position actually needs.	1 2 3 4 5	
Problem Solving Abilities Demonstrated critical problem-solving.	1 2 3 4 5	
Communication Team building and communication skills.	1 2 3 4 5	

CRITERIA

SCORE (1-5) NOTES

Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.