



COLLABORATION
WAVE

CULTURE FIT INTERVIEW QUESTION PACK

**Identify candidates who align with
your team's culture and build
trust from day one.**

COLLABORATIONWAVE.COM

HOW TO USE THIS PACK

Before you start interviewing, take 10 minutes with your team to clarify:

- What behaviours define our best moments together?
- What do we value when things get difficult?
- What kind of energy do we want to protect in our team?

These answers form your culture compass.

Then, use the questions in this pack to explore how candidates behave in real situations — not just what they've done, but how they do it.

When listening, look for self-awareness, accountability, empathy, curiosity, and “we” language.

Watch for blame, defensiveness, and a transactional mindset as potential red flags.

COLLABORATION & TEAMWORK

THESE QUESTIONS REVEAL HOW CANDIDATES WORK WITH OTHERS AND HANDLE DIFFERENT PERSONALITIES.

- Tell me about a time you worked with someone very different from you. What did you learn?
- Describe a time you helped a teammate succeed. What did you do and why?
- When was the last time you disagreed with a teammate? How did you handle it?
- What does collaboration mean to you in practice?

LOOK FOR:

Empathy, communication, respect for others' ideas, willingness to compromise.

RED FLAGS:

Blame language, lack of self-reflection, "I" over "we" focus.

FEEDBACK & GROWTH

GREAT TEAM MEMBERS KNOW HOW TO GIVE AND RECEIVE FEEDBACK OPENLY.

- Tell me about a time you received feedback that was hard to hear. What did you do next?
- How do you usually ask for feedback?
- Can you share an example of how feedback helped you grow?
- Describe how you handle giving feedback to a colleague who might not agree with you.

LOOK FOR:

Self-awareness, humility, openness, and growth mindset.

RED FLAGS:

Defensiveness, blame, or avoidance of feedback conversations

OWNERSHIP & ACCOUNTABILITY

ACCOUNTABILITY BUILDS TRUST — THESE QUESTIONS SHOW WHETHER SOMEONE TAKES RESPONSIBILITY AND DRIVES RESULTS

- Tell me about a project that didn't go as planned. What was your role in fixing it?
- Describe a time you made a mistake at work. What happened and what did you learn?
- When things go wrong, what's the first thing you usually do?
- How do you keep yourself accountable when working with a team?

LOOK FOR:

Ownership, problem-solving, proactive communication, reflection.

RED FLAGS:

Finger-pointing, excuses, over-reliance on management to fix problems.

TEAM VALUES & CULTURE ALIGNMENT

THESE QUESTIONS EXPLORE HOW SOMEONE'S PERSONAL VALUES ALIGN WITH YOUR TEAM'S.

- What kind of team environment helps you do your best work?
- What behaviours do you think make a team successful?
- Describe the best team you've ever been part of. What made it great?
- What would make you feel proud to be part of a team?

LOOK FOR:

Connection to collaboration, trust, shared purpose, respect

RED FLAGS:

Focus on competition, individualism, or external rewards only.

ADAPTABILITY & CONTINUOUS IMPROVEMENT

TEAMS THAT LEARN FAST, GROW FAST.

- Tell me about a time you had to adjust quickly to a big change. How did you handle it?
- What helps you stay calm and focused in uncertainty?
- Describe a process or habit you improved without being asked to. What motivated you?
- What do you do when a plan you believed in stops working?

LOOK FOR:

Flexibility, initiative, openness to change, resilience.

RED FLAGS:

Rigidity, frustration with ambiguity, resistance to new ideas.

ASSESSMENT

After each interview, rate the candidate on a scale of 1–5 for these areas:

	1	2	3	4	5
1	Trust & collaboration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Feedback & openness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Accountability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Values alignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Adaptability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Then ask yourself:

- Would I trust this person in a difficult situation?
- Would my team enjoy working with them?
- Would they lift up our culture?

If you hesitate on any of those, dig deeper before deciding



Before hiring, have one team member join a short culture-fit conversation. Ask them afterward:

“Could you imagine collaborating with this person every day?”

Your team’s intuition is one of the best hiring tools you have.



COLLABORATIONWAVE

READY TO START?

Print these questions, bring them to your next interview, and notice how different the conversations feel when you focus on trust and fit, not just performance.

CULTURE FIT INTERVIEW
QUESTION PACK



**THIS GUIDE WAS
CREATED BY
AINHOA MONTERO**

FOUNDER OF COLLABORATION WAVE

www.collaborationwave.com