

# ASSESSMENT OF CULTURAL FIT

Rate each cultural attribute below on a scale of 0-5, according to how important that attribute is to you (YOU). Then rank your company (or the company you are evaluating) on the same scale (ORG). Calculate the difference between the two values (VAR) and combine results for total score.

0	1	2	3	4	5
<b>Not at all</b>	<b>A little bit</b>	<b>Somewhat</b>	<b>Moderately</b>	<b>Strongly</b>	<b>Crucial</b>

	YOU	ORG	VAR
1. <b>Competitive</b> <i>Aggressive, quick to take advantage of opportunities</i>	_____	_____	_____
2. <b>Supportive</b> <i>Cares about people's attitudes and feelings</i>	_____	_____	_____
3. <b>Decisive</b> <i>Chooses a strategic direction and commits to it</i>	_____	_____	_____
4. <b>Innovative</b> <i>Takes risks, willing to try new ideas</i>	_____	_____	_____
5. <b>Developmental</b> <i>Strong emphasis on training and mentorship</i>	_____	_____	_____
6. <b>Results-Oriented</b> <i>Focuses on outcomes, tangible results</i>	_____	_____	_____
7. <b>Methodical</b> <i>Focuses on long-term goals, minimizes risk</i>	_____	_____	_____
8. <b>Team-Oriented</b> <i>Cooperative, fosters collaboration</i>	_____	_____	_____
9. <b>Socially Conscious</b> <i>Focused on "doing good works"</i>	_____	_____	_____
10. <b>Structured</b> <i>Highly organized and consistent</i>	_____	_____	_____

**TOTAL SCORE**..... \_\_\_\_\_

**Score of 0 - 10: OUTSTANDING MATCH**

You and your current or prospective employer are in sync on most of the important elements. You likely fit in well already – or will fit in and meet many kindred spirits – in this place of employment. Since your talents and values will be aligned with those of the organization, you'll likely advance professionally while contributing to your company's growth and success.

**Score of 11 - 20: SOLID MATCH**

This organization is a good fit for you, although your values aren't perfectly aligned. That's not always a bad thing, though. It may encourage you to grow in new ways and step out of your comfort zone. You should have no trouble finding coworkers to bond with, and your talents and values will be appreciated in this environment.

**Score of 21 - 30: POSSIBLE MATCH**

The employer's value system differs from your own in some ways, and you may have to challenge yourself to adjust to the work environment. That's not to say it can't be done: If you're flexible and open to new ideas, you may find that it's a good learning experience. Companies benefit from hiring people who aren't afraid to make waves; in fact, your being different may be what drew them to you. The important thing is to recognize that differences exist, which may require compromises by you and your employer.

**Score of 31 - 40: UNLIKELY MATCH**

Your values and that of this employer appear to be out of alignment in fundamental areas. In other words, the qualities that are most important to you may not be highly valued within this firm. It's possible, however, that you could stretch yourself a bit and make the most of the situation – you may even grow in the process. Or, you may decide that you're better off looking for a more like-minded firm.

**Score of 41-50: NO MATCH**

Work here at your own risk. You and this employer appear to have markedly different values, and a gap like this can be difficult to bridge. If you already work in this environment, you need to assess whether it's a good long-term career prospect. If you haven't yet accepted a job with this organization, think carefully before you make a commitment.

