

## Cultural Fit and Diversity Consciousness

### Synopsis

Cultural fit as the concept of screening potential candidates to determine what type of cultural impact they would have on the organization. This is based on the alignment of values, beliefs, and behaviors between the employee and employer.

Everything, from the way your employees interact to their communication styles all shape the culture of your organization. That said, you may have witnessed first-hand how one toxic person can unravel the threads that keep your company culture together. That's why the concept of cultural fit is so prevalent today. Let's take a look into how this idea came to be popularized.

### ➤ Why is workplace culture so important?

#### **It keeps employee engagement up.**

One way to avoid having your workers be miserable is by creating a company culture that makes them want to come to work. By fostering a company culture that keeps your team focused on the task at hand.



#### **It establishes a company's "personality."**

Over time, workplace culture becomes analogous to the company's overall personality. Provides a workplace where people feel comfortable, accepted and part of something they want to contribute.

#### **People who don't mesh well can spoil the culture.**

It can only take one person who doesn't work well in the already established office culture to ruin the feeling for everyone.



## ➤ What is culture fit?

Cultural fit **is the likelihood that a job candidate will be able to conform and adapt to the core values and collective behaviors that make up an organization.** Cultural fit and functional fit are two criteria that human resource departments consider when evaluating candidates for employment.

**So, what is cultural fit?** It's commonly explained as when a (potential) employee's values, beliefs and outlook are aligned with those of their organisations.

Getting cultural fit right reaps benefits. When employees fit well with their organisation, they are more committed, more productive, more satisfied and perform better.

## The Role of Cultural fit in an organization

Cultural fit and functional fit are two criteria that human resource departments consider when evaluating candidates for employment.

Functional fit is about the candidate's hard skills -- the candidate's education, certifications, core competencies and experience.

Cultural fit, which is about soft skills and personal goals, is usually assessed during the interview phase of the hiring process. How the candidate answers open-ended questions like "Can you describe your ideal work environment for me?" can help the interviewer decide whether or not the candidate will thrive within the company's culture.

In large organizations, the interviewer's subjective assessment may be augmented with data gathered from more formal personality profile tests.

Candidates that are an appropriate cultural fit are more likely to remain at the hiring organization, thereby improving productivity while cutting down on churn and the costs associated with replacing employees.

In some organizations, cultural fit is so important that a human resource management representative might recommend hiring a candidate who is a good cultural fit but lacks some of the necessary hard skills for a particular position.

While a candidate's skills gap can be filled in with training, a lack of cultural fit may quickly lead to job dissatisfaction, poor productivity, excessive absences and turnover.

## The relationship between cultural fit and diversity

Using diversity and inclusion to increase a company's productivity, you'll build stronger teams and create a workplace where everyone feels well.

Despite this fact, many recruiters still hire for cultural fit or their "gut feeling" when choosing the perfect talent for the job, leading to a company with the same profile of employees and a decreased diversity in the workplace.

Hiring for cultural fit doesn't have to go against diversity. In fact, high-performing companies can use cultural fit and diversity together as a potent way to recruit and retain diverse talents that will constantly bring new and innovative ideas.



## Conclusion

Hiring exclusively with cultural fit in mind carries the dangers of ending up with a homogenous group of employees that lacks innovation. Instead, try hiring with inclusivity, acceptance, and diversity in mind to increase your organisation's creative output and performance as a whole.