

HEALTH WEALTH CAREER

# START HIRING FOR CULTURE FIT

HOW TO FIND THE RIGHT FIT  
FOR YOUR ORGANIZATION





START HIRING FOR CULTURE FIT

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## INTRODUCTION

*Hannah, a HR generalist reviews the new hires she made in the past months.*

*A very few fit in the organization's culture and the rest don't feel their role is challenging enough. Even some of the hires have decided that the role or the company isn't what they wanted.*

*On much deeper evaluation, Hannah finds out where did she go wrong. While interviewing, her main focus resided on the 'hobbies & interests' section in the resume, after checking grades and qualification.*

*According to her, hobbies are something that makes one stand out from the crowd. Interests, on the other hand, connects you to the inner self.*

*Fair enough.*

But is it everything a recruiter needs to make hiring decisions for a culturally fit candidate?

Come, let's walk you through the exact process to hire culturally fit candidates and make intelligent hiring decisions.



## WHAT IS CULTURE FIT?

One of my college friends applied to this multinational company. Well, I am not biased or a great fan of him but believe me, he was a gold medalist throughout the year in his domain. With plenty of innovative projects and certifications under his belt, he was more than confident about securing a position through the interview.

Unfortunately, he didn't.

**“You can do the work efficiently, no doubts. But I'm sorry, you cannot fit into our culture.”**, was the response he managed to come out with.

What exactly did he lack?

There are endless factors that come into play while assessing a candidate from work history to job skills, their behaviour and personality, and that's only the tip of the iceberg.

Being functionally fit is all about an applicant's hard aptitudes- the candidate's alma mater, grades, certifications, core capabilities and experience. These skills can be readily validated with a candidate's CV or can be tested through a structured assessment process

On the other hand, **cultural fit is more about measuring soft skills and understanding personal goals.** It deals with how a candidate fits in with the way of life, the culture of an organization: the qualities, languages, and values that are a core part of the company culture.

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**A recruiter looks for candidates with qualities, convictions, outlook and behavior that directly align with the organizational culture.**

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Need more clarity? Here we go:

Let's take two simple instances.

Firstly, an employee who functions admirably in a group should perform well in an organization with primary focus on teamwork and collaboration.

On the other hand, an employee who prefers to follow instructions will battle in a company that focuses on staff empowerment and individual responsibility.

Interestingly, in a few organizations, cultural fit is important to a point that human resource people may prescribe employing a candidate who is a decent fit, however does not have a portion of the vital hardcore abilities required for a specific job role.

The possibility that skills can be focused on, trained and developed over time has aided companies to start investigating and discovering the hidden innovative hiring territories. The reasons are the benefits, discussed in the next section.



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## HOW IMPORTANT IT IS TO HIRE FOR CULTURE FIT?

Whatsoever, an organization has a culture.

Honestly, the extent to which a candidate is a decent culture fit inside an organization is a vital factor for organizational success.

For some companies, hiring for fit is speedily winding up more vital than hiring for skills

43%

HR experts say that culture fit is absolutely the most imperative factor when hiring a new one.



## START HIRING FOR CULTURE FIT

Here are a few benefits of hiring culturally fit candidates for your business

### 1. SENSE OF WELL-BEING

Our recent study demonstrates that satisfaction is a standout amongst the most immediate benefits of a candidate who fits well in an organization. On the off chance that an employee observes their workspace to be satisfactory, they will be more joyful working there, targeting to achieve the business goals without any haphazard.

### 2. ENHANCED PERFORMANCE

Ecstasy foreseeably leads to several motivators for the employee. Since they fit well, they are probably going to be more sure about their work. Hence, endeavor to work harder and accomplish more. This directly has an expansion in his/her work performance benefiting the company as well as the employee.

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### 3. REDUCED ATTRITION

According to RoundPeg, **new hires that culturally align with your company's culture are 27.2% less likely to leave during their first 18 months with your organization.** If you can find candidates who are cultural fits as well, they will be motivated and committed to their work that not only reflects in their productivity, but as lowered attrition rates.

### 4. MORE ENGAGED

A Deloitte survey found that **83% of executives and 84% of employees ranked motivated and engaged employees as the topmost factor that contributes to an organization's success.** To the exclusion of everything else, if an employee fits culturally in the company, he or she will recognize that as a major aspect of their company experience. In this way, they will probably stay focused, since they fit so well.

## START HIRING FOR CULTURE FIT

Hiring a good fit contributes much to the growth trajectory of the organization.

On the other hand, hiring those that don't work well with the current or expected organization prompts poor work quality, diminished job satisfaction and a conceivably destructive environment.

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**And you know how much does a bad hire cost?  
More than 30% of the employee's first year  
earnings, according to the the U.S. Department  
of Labor.**

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This very much leads to the need to measure the right fit for your company through validated and structured form of assessments.



## HOW PSYCHOMETRICS HELP YOU TEST FOR CULTURE FIT?

Allow me to demonstrate this through an instance.

There's this friend of mine, possessing the capacity to make hiring decisions for his organization. So, he simply found the right candidate for the job; shrewd, an incredible resume and too much excited to commence.

Everything was going well for two months down the line. His performance started touching the surface which was up in the sky a few days back, execution numbers in freefall. Coming late in the morning and leaving early. Showing disinterest towards the work.

Two weeks down, my friend being at a prestigious position and worried about the company chose to have a talk. Turns out although he likes the work, payscale being fair enough, he does not feel right with the company. This led to a significant downfall in the company's targets.

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**Yes. 62% of professionals surveyed say that finding the culturally fit candidates for their business is troublesome.**

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Culture fit is an idea that can be a bit difficult to characterize, yet everybody knows when it is missing. Imagine a company where all the C-heads believe in open office plans and group work promotes progress, but where employees are self-observers and introvert.

Sad.

A candidate ought to be hired in light of how they would have a constructive outcome on the team they work in. Plus, how they, at last, be valuable for the company without conflicting with other staff members and at that time maintaining the conduct.

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Hope, this might have grabbed your attention to the need to gauge such areas in a new hire.

Incorporate **psychometric assessments** to your hiring process. It is a part of selection process through which an organization can look for culturally fit candidates.

**Mercer Mettl** provides psychometric assessments which endeavors to quantify the aptitude and personality of applicants by inspiring candidates to answer a progression of questions, usually under some type of timeframe.

The contention for psychometric testing is that it diminishes the danger of recruiting, for it uncovers more about a candidate's character than generally a standard interview does without the cost of time.

After all, recruiters have to hire candidates who truly think about the people they work with and for and enlist the individuals who appear to work each day just to gather a paycheck.

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One of the world's leading quality assurance company in footwear used Mettl's platform to hire the best and most ethical team of professionals when they knew their recruitment strategy needed an overhaul. Fortunately, they observed that their cultural fit and Mettl's assessment made at least 95% match.

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[WANT TO KNOW IN-DEPTH ABOUT PSYCHOMETRIC TESTS. CLICK HERE.](#)

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## HOW CAN A TOOL SUFFICE THE NEED?

What if I say, we have a tool which can streamline your recruitment process; an effective and stringent hire with quick turn around.

Yes. we do have.

**Mettl Personality Profiler** is an assessment tool that can be utilized to gauge person's probability to act and behave in a specific way on key job-related competencies. It focuses on the person's strengths and growth opportunities and helps in understanding what practices a candidate is probably going to take part in because of inclinations and preferences.

Interestingly, it can be used in combination with other tools to give a more comprehensive understanding of the candidate's pre-auras, basic skills and additionally behavioral appearances in the working environment.

Based on the Five Factor Model, the personality traits have appeared to foresee the essential job-related results such as job performance, work execution, a person's potential for burnout, their ability to be trained and ensuring job satisfaction.

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### STANDARDIZED ASSESSMENTS

In a study, group analysis demonstrated an unmistakable contrast of European and American culture with that of Asian and American ones. The former was higher in extraversion and openness to experience and rated lower in agreeableness. Observed contrasts between cultures might be the aftereffect of differences in genes or in highlights of culture or other factors.

Mettl scientists went beyond the already established model of “Big Five” personality factors and developed a whopping 26 scales or narrower-facets like constructs, constituting the building block of our assessments.

Our in-house experts found a solution and added those items (questions) in the assessments which had common answers in all other geographies; avoiding the differences. [MPP is a global tool, spread across several geographies.](#)

### ELIMINATES FORGERY

It's a common situation when job demand exceeds the supply of the jobs. This could be due to certain reason, be it unawareness of the job activities, or limited scope of a particular role in a geography, or any other such reasons.

This [leads to counterfeit](#), which is not so difficult. People, then tend

to fake tests by making others appear for the tests or however managing to get the question ideas beforehand. As a result, the idea of honest tests deteriorates.

No need to worry.

Our standardized assessments possess questions that are very much far from faking after all a candidate's goals and behavior can only be answered by himself. This way, we prompt resistance to fake.

### EXCELLENT REPORTS

There are no good or bad scores, just more or less appropriate to what required. Our assessments aren't what we declare a simple “pass-fail”; there are no right answers, nor are there any wrong ones.

Since the results are solely based on one's own behavior, the accuracy of the results depends directly on integrity and self-consciousness while in the process of test. You will get a complete analysis of competencies with low-moderate-high categorization.

A report, in itself, shall be a complete encyclopedia of the candidate, his behavior, personality and attitude towards different aspects.

For more clarification, you can have a look on the sample report.

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Another tool, Mettl Personality Inventory (MPI) can also prove a blow to the existing hiring strategies. It is an innovative, proof-based assessment, that measures pertinent personality attributes required for basic work. It aids organizations in predicting behavioral skills, which in turn, prompt company's results of interest. It enables the recruiters to access objective information about the test taker, which is vital in impacting his/her conduct at work.



TO KNOW MORE ABOUT OUR  
PSYCHOMETRIC TOOLS, [CLICK HERE.](#)

## CONCLUSION

Asking candidates questions related to personal issues, like age, citizenship status, wellbeing, family history or ethnic foundation is never reasonable when it comes to cultural fit.

Recruiters should speak to every hopeful candidate the same way as the sales team does with every potential customer. Each and every candidate that you source and assess is a potential employee. Moreover, each applicant ought to be tackled in a different way.

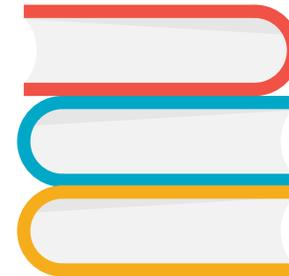
Let me put it another way, cultural fitment should become one of the main reasons for candidates to be rejected, for all a company wants is a dedicated employee who fits into the culture perfectly.

And now that you have come across this point, you have gathered in several important factors to assess a new hire that need to be assessed in a new hire.

As far as a better hire is concerned, we have already provided you with the best tools.

Hope you use it wisely.

Good luck for hiring culturally fit candidates



## ABOUT US

At Mercer | Mettl, our mission is to enable organizations to make better people decisions across two key areas: Acquisition and Development. Since our inception in 2010, we have partnered with 4000+ corporates, 31 sector skill councils/ government departments, and 15+ educational institutions across 90+ countries.

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