

Purpose

This Cultural Fit Assessment is designed to help hiring managers and interview panels evaluate alignment between candidates and the values, behaviours, and working style required to thrive in social impact organisations.

It focuses on how someone works, not just what they have done.

Core Principle

In social impact work, cultural fit is not about similarity — it is about shared intent, values alignment, and the ability to work effectively in purpose-driven, often resource-constrained environments.

Assessment Areas

1. Values Alignment

What to look for:

- Genuine motivation for social impact work (not just career progression)
- Respect for community, equity, and lived experience
- Integrity in decision-making

Questions to ask:

- Why do you want to work in the social impact sector?
 - Tell us about a time you chose purpose over convenience or profit.
 - What does meaningful impact look like to you?
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2. Collaboration & Humility

What to look for:

- Ability to work across diverse stakeholders
- Willingness to listen and adapt
- Low ego, high curiosity

Questions to ask:

- Tell us about a time you changed your approach based on feedback.
 - How do you work with people whose perspectives differ from yours?
 - Describe a situation where you were not the most senior voice in the room.
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3. Adaptability in Complexity

What to look for:

- Comfort working without perfect information
- Ability to operate in changing environments
- Problem-solving in resource-constrained settings

Questions to ask:

- Describe a time you had to deliver results without clear processes or guidance.
 - How do you prioritise when everything feels urgent?
 - Tell us about a time something didn't go to plan and what you did next.
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4. Equity & Inclusion Mindset

What to look for:

- Awareness of structural disadvantage
- Inclusive language and behaviour
- Respect for lived experience expertise

Questions to ask:

- What does equity mean in practice to you?
 - How have you ensured inclusion in your previous roles?
 - Tell us about a time you challenged inequitable behaviour or systems.
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5. Accountability & Follow-Through

What to look for:

- Reliability and ownership of outcomes
- Transparency when things go wrong

- Commitment to delivering impact, not just activity

Questions to ask:

- Tell us about a time you missed a goal — what did you do?
 - How do you ensure commitments are followed through?
 - How do you measure your own success?
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Scoring Guide (Optional)

Use a 1–5 scale for each dimension:

1 = Misaligned behaviours or values

2 = Limited evidence of alignment

3 = Meets expectations

4 = Strong alignment with social impact environment

5 = Exceptional alignment; role model behaviour

Red Flags

- Transactional attitude towards purpose-driven work
 - Lack of accountability or blame shifting
 - Discomfort working in ambiguity or constraint
 - Poor respect for lived experience or community voice
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Green Flags

- Clear purpose-led motivation
 - Demonstrated humility and openness to learning
 - Evidence of collaboration across difference
 - Strong ownership and delivery mindset in complex environments
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Final Recommendation

Hiring decisions should balance technical capability with cultural alignment. In social impact organisations, poor cultural fit can significantly reduce effectiveness and team cohesion, regardless of skills.