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COMPANION TO THE CULTURE-FIT HIRING GUIDE

Hiring scorecard.

One per interviewer, per candidate. Score it right after the conversation, while it's fresh.

CANDIDATE

ROLE

INTERVIEWER

DATE

HOW TO SCORE

1

Gap

Little or no evidence. Answers felt rehearsed, vague or worrying.

2

Partial

Some real evidence, with a few open questions worth checking.

3

Strong

Clear, specific examples. You'd bet on this without hesitating.

01 · TEAM PLAYER

____ / 9

3 traits × 3 points

02 · CULTURE FIT

____ / 15

5 areas × 3 points

TOTAL

____ / 24

Read it on page 4

SECTION 01

The Ideal Team Player.

___ / 9

Humble Team over ego

1 2 3

Ask: “Tell me about a mistake you made at work. What happened next?”

- ☐ Owns the mistake without blaming others
- ☐ Gives others credit in their stories
- ☐ Kind to people with nothing to offer them
- ☐ Curious about feedback, not defensive

Hungry Brings their own drive

1 2 3

Ask: “Tell me about a time you took on something no one asked you to.”

- ☐ Gives a real, specific example
- ☐ Knows what they’re working to get better at
- ☐ Asks about the work, not just the perks
- ☐ Energy holds up beyond the first answer

Smart Smart about people

1 2 3

Ask: “Tell me about a difficult coworker and how you handled it.”

- ☐ Shows empathy, not contempt
- ☐ Knows how they like to get feedback
- ☐ Reads the room and adjusts in the interview
- ☐ Aware of how their words land

SECTION 02

Culture fit and environment.

____ / 15

Circle where they land. There's no right answer there, it's context. Then score how well that fits **this seat and this team.**

				FIT
Energy and pace	Steady and deliberate	Balanced	Fast and urgent	1 2 3
Autonomy	Wants clear direction	Some guidance	Fully self-directed	1 2 3
Communication	Written, on their time	A mix of both	Live, in the moment	1 2 3
Recognition	Private and quiet	Either works	Public and visible	1 2 3
Connection	Keeps work separate	Friendly, some overlap	Close-knit team	1 2 3

Remember: "Where they land" is never scored. A fast-paced candidate isn't better than a steady one. What matters is whether they'll thrive in the seat you're filling.

PUTTING IT TOGETHER

The read.

21–24

Strong fit

Move forward with confidence.

17–20

Promising

Dig into the 2s before deciding.

13–16

Mixed

Real concerns. Talk it through as a team.

Below 13

Weak fit

Not the right seat, however strong the résumé.

THE OVERRIDE RULE

Any Gap (1) on Humble, Hungry or Smart is a caution flag, no matter the total. A high score can't make up for a missing trait.

COMPARE YOUR CANDIDATES

CANDIDATE	TEAM / 9	CULTURE / 15	TOTAL / 24	FLAG?

Questions about a candidate?

Let's talk it through. arisecultures.com

Use this scorecard the same way for every candidate in a role, and score only job-related behavior. Fit means how someone works, never who they are. It is not a substitute for legal or HR advice.

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