

The Right “Fit” is Important



Trying to hire people who fit your company’s culture without knowing exactly what that culture is, is like trying to buy furniture without knowing the size of the room.

What is Company Culture?

Company culture is defined by the behaviors, motivators, world-views, attitudes, leadership style, beliefs and values of an organization’s owner(s), founder(s), and senior leadership team.

What is Cultural Fit?

Fit is the likelihood that an individual will conform to, align with, or complement the company culture, or the degree to which they will contribute to the desired changes in the organization’s culture.

Why is it important?

Culture alignment means that everyone in an organization is working together to achieve commonly held goals, or as noted above, to consciously move the organization in a new direction.

Benefits of cultural fit include:

- Employees who fit the company culture are more engaged and tend to stay longer
- Engaged employees require less management
- Investing in the training and development of people who fit the culture pays off
- Employees who fit become leaders to maintain the culture and develop the next generation of leaders

**Avoid hiring people with great résumés or wonderful personalities who aren’t a good fit.
Get in touch with STM today!**



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