

Cultural Fit Assessment Template

Candidate Name: _____

Role Interviewed For: _____

Interview Date: _____

Interviewer(s): _____

Cultural Attribute	Behavior to Look For	Notes	Rating (1-5)
Patient-Centered Communication	Empathetic, respectful language; prioritizes patient needs		
Accountability & Follow-Through	Takes ownership of tasks; clear examples of resolving issues independently		
Adaptability to Change	Describes handling of changing workflows, tech platforms, or team roles		
Team Collaboration	Shares examples of supporting peers and contributing to group success		
Professionalism in Remote/Hybrid Setting	Maintains boundaries, communicates consistently, respects time zones/deadlines		
Learning Mindset	Welcomes feedback; gives examples of learning from past mistakes		

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Work Environment Preferences

Candidate Prefers:

- Structured routines
- Fast-paced or high-change settings
- Team-based environments
- Independent workflows
- Remote
- Hybrid

Does this align with your current team and workflow structure?

- Yes No Partially

Notes:

Summary Assessment

Top strengths observed:

Potential areas of concern:

Recommended next steps:

- Move forward Follow-up interview needed Do not proceed

Interviewer Signature: _____