

# A Guide to Hiring for Cultural Fit

One of the great debates is the importance of skill set versus cultural fit. However, a new employee with the ideal skill set but no cultural fit can be detrimental not only to your team, but to your practice.

## Hiring a Candidate with Skill Set Only

As a busy practice with limited time for training, it can be very tempting to hire someone you believe can “hit the ground running” with little to no training. However, regardless of the amount of experience or skill level, every new employee will require some form of training.

Employing a new team member for a skill level, only to find that you have added someone who does not fit in with your team or practice culture presents a nearly impossible situation to make work. While you can train someone to develop new skills, it is not always possible to alter someone’s attitude or cultural fit.

An employee can have all the skills and intelligence in the world, but that does not mean that they will add value to the team or work harmoniously with others. The damage that one negative person can do to your team is unbelievable, they can affect the entire team’s attitude, motivation, and performance, costing your practice time, money, and a lot of heartache.

## Hiring a Candidate with Cultural Fit Only

Cultural fit is of great importance when it comes to hiring a successful team. If the individual has the willingness and capability to learn, you will have greater success than with someone with a high skill level and zero cultural fit.

Lay the foundation for training and cultural fit early so that new hires have clear performance and behavioural expectations from day one. In a perfect world, you would hire a candidate with some skill set and great cultural fit. However, when this is not possible, we encourage you to consider candidates who will mesh well with your culture first.