**Example interview and reference checking questions to assess values alignment**

Values alignment questions are designed to understand a candidate’s personal values during the recruitment process. By comparing their responses to the values of your organisation, it is possible to evaluate values alignment. You can also ask targeted questions to explore how the candidate prioritises and demonstrates each of your core values. Examples are included below for the values of trust, integrity and respect.

| **Interview questions to understand the candidate’s values and assess values alignment** |
| --- |
| What is it about this organisation that prompted you to apply for this role?  |
| Have you ever felt that your employer expected you to compromise one of your values or principles? What happened? How did that make you feel? How did you respond?  |
| Which company have you most enjoyed working for? Why?  |
| Which company have you least enjoyed working for? Why? |

| **Interview questions to assess values in action** |
| --- |
| [Trust] Tell me about a time when you had to rebuild trust with your colleagues or customers. What was the situation? What did you do? What was the outcome?  |
| [Integrity] Give me an example of a time when you went above and beyond to do the right thing for your customers / stakeholders.  |
| [Integrity] Give me an example of a difficult decision that you had to make to deliver the best outcome for your stakeholders.   |
| [Respect] How do you demonstrate respect for others at work? Please provide a specific example.  |

| **Reference checking questions to assess values alignment** |
| --- |
| Respect is very important in our organisation. How would you describe the candidate’s respect for others? Are there any examples of respectful and disrespectful behaviour that you can share?  |
| How does the candidate demonstrate their commitment to diversity and inclusion?  |
| Can you share any specific actions that the candidate has taken to support gender equality?  |
| Tell me about a time when the candidate’s integrity was in question. What happened? How did they respond?  |
| How would you describe the candidate’s leadership style?  |