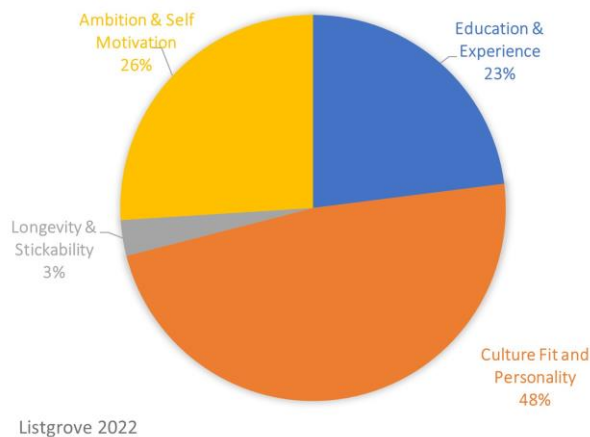


Today, we are writing to highlight the importance of culture fit when recruiting new employees.

“Just like people, businesses have a personality – it’s called business culture.” Culture-fit hiring is all about ensuring compatibility between the candidate and the values of the business. And remember, it works both ways.

A recent poll submitted to Listgrove’s followers on LinkedIn proves this point very clearly in the chart. Nearly half of the votes were attributed to culture fit and personality when it comes to engaging with new employees.

WHEN ENGAGING WITH NEW EMPLOYEES, WHAT ARE THE KEY ATTRIBUTES YOU LOOK FOR?



Recruiting and selecting the right people is fundamental to any organisation's success. How best to do it, however, can be a contentious subject and employers have a variety of assessment methods to choose from when recruiting personnel.

At Listgrove, most of our recruitment projects are retained due to the considerable benefits offered. Understanding our candidates’ needs and personality as well as our clients’ is the hallmark of our business and an essential step in the recruitment process. An employee who feels connected to the values of the business is more likely to thrive and to stay longer within the company.

Culture fit can be assessed in many ways, although often viewed as subjective, there are tools that can help identify key personality traits.

Interviews are a device used by most (if not all) businesses. However, evidence shows that whilst this technique is undoubtedly useful, the approach can be heavily subjected to bias. The challenge for any company then, is to choose a combination of tools that help to overcome biases and achieve the best outcome.

Listgrove is proud to have two Psychometric Testing qualified practitioners within the company: Jane Edwards and Ellie Guest.

The tests allow employers to systematically assess individual differences in ability, aptitude or personality and can be good predictors of job performance. This is a successful tool to allow more targeted questions to be asked to the candidate.

For more information about psychometric tests at Listgrove, [please click here](#).

For nearly five decades, Listgrove has served the Plastics, Packaging, Chemical and Recycling markets to deliver comprehensive, reliable and innovative recruitment services worldwide. For more information about Listgrove’s recruitment services, please [visit our website](#).