



Culture Audit Interview Scorecard™

Context

This tool is based on the principles outlined in the ebook: *The Interview Is Your First Culture Audit*

It is designed to help leaders evaluate whether their interview process reflects the culture they believe they are building.

Every interview communicates something.

The question is whether it communicates alignment... or exposes gaps.

What This Tool Is

The Culture Audit Interview Scorecard™ helps leaders assess how their interview process is experienced by candidates.

It evaluates whether the process is:

- Intentional
- Aligned
- Respectful
- And reflective of leadership standards

Because interviews are not just an evaluation of the candidate. They are a real-time reflection of your organization.

Why This Matters

Candidates don't learn your culture from your website. They learn it through your process. Through how they are treated. How prepared your team is. How aligned your leaders are.

And how decisions are made and communicated.

When the interview process is inconsistent:

- It creates confusion
- It signals misalignment
- It weakens trust before someone even joins

This scorecard helps identify where your process reinforces your culture, and where it contradicts it.

How to Use This Tool

Score each pillar from 1–5 based on your current reality — not your intention.

1 — Reactive and inconsistent

Little preparation or alignment. Experience varies widely.

2 — Some structure, but inconsistent

Basic expectations exist, but execution is not reliable.

3 — Moderately consistent, gaps exist

Process is somewhat structured, but inconsistencies are noticeable.

4 — Strong and consistent

Clear expectations and generally consistent execution.

5 — Highly disciplined and intentional

Well-prepared, aligned, and consistently reflective of leadership standards.

Pillar	Definition	Score (1–5)
Preparation Standard	Interviewers are prepared, aligned on role expectations, and intentional in approach.	
Leadership Presence	Leaders are engaged, focused, and demonstrate professionalism and respect during the interview.	
Interviewer Alignment	Interviewers are aligned on expectations, messaging, and evaluation criteria.	
Respect for Candidate Time	Process is timely, communication is clear, and commitments are consistently honored.	
Decision Integrity	Decisions are made with clarity, communicated effectively, and follow-through is consistent.	

Score Interpretation

21–25 — Intentional, Aligned, and Leadership-Led

The interview process consistently reflects leadership standards and reinforces the intended culture.

16–20 — Strong Foundation, Inconsistencies Are Visible

The process is generally strong, but inconsistencies in execution create mixed signals.

11–15 — Inconsistent Experience Across Interviews

The process varies depending on the interviewer or situation. Candidate experience is not predictable.

5–10 — Reactive and Misaligned

The interview process lacks structure and consistency, often contradicting the culture the organization intends to present.

30-Day Leadership Commitment

Based on your score, identify where your interview process is not reflecting your intended culture — and what leadership will do to address it.

Which pillar requires the most immediate attention?

What specific change will be implemented within the next 30 days?

Who is responsible for ensuring this change happens?

How will improvement be measured or observed?