I was watching this YouTube interview of Codie Sanchez by Tom Bilyeu and they discuss recruitment and employment. At 42:55 into the discussion they mention the importance of aligning with the company culture, you can see this exact point here [CLICK HERE](https://youtu.be/D6UyDNtZ9Sg?si=4uOQRRKWoYVGGlJr&t=2575). Tom mentions that he has a "culture document" and candidates must read it first if they are allowed to come to an interview.

They are both on the point of view of prioritizing focused work ethic over social events, but they admit that other companies are different and there is no problem with that.

The point they illustrate is that there are different cultures and expectations from companies and they will only consider a candidate if they fully understand and align with the culture of their organization, going as far as forcing them to read and research the company culture before attending an interview.