

## Company Culture Aptitude Test

### Objective:

Assess a candidate's alignment with the company's core values, teamwork approach, communication style, and problem-solving mindset.

### Time Limit:

30-40 minutes.

### Sections:

#### 1. Core Values Alignment (15 points)

Test alignment with the company's values, such as innovation, integrity, customer focus, and teamwork.

### Example Questions:

#### ○ Integrity:

**Scenario:** You notice a colleague taking shortcuts that compromise quality. What would you do?

- A. Ignore it, as it's not your responsibility.
- B. Discuss your concerns with the colleague privately.
- C. Report it to your manager immediately.
- D. Wait to see if it affects the project.

#### ○ Customer Focus:

**Scenario:** A client expresses dissatisfaction with a deliverable close to the deadline. What is your response?

- A. Defend the team's work and avoid changes.
- B. Listen actively, assure the client, and prioritize adjustments.
- C. Apologize and escalate the issue immediately.
- D. Offer a discount to avoid further feedback.

#### 2. Teamwork and Collaboration (20 points)

Gauge the candidate's ability to work effectively within a team.

### Example Questions:

#### ○ Conflict Resolution:

**Scenario:** Two team members have opposing ideas for solving a problem. What's your approach as a mediator?

- A. Pick the idea you prefer and move on.
- B. Encourage both sides to present their cases and facilitate a discussion to reach a consensus.
- C. Escalate the issue to a higher authority.
- D. Let the team members resolve it on their own.

#### ○ Collaboration Style:

**Scenario:** In a team project, you notice one member is consistently underperforming. How would you handle it?

- A. Take on their work without saying anything.
- B. Discuss your observations with them and offer support.
- C. Report their behavior to the manager immediately.
- D. Ignore it and focus on your tasks.

#### 3. Communication Style (20 points)

Evaluate clarity, empathy, and adaptability in communication.

### Example Questions:

- *Empathy:*  
**Scenario:** A colleague seems disengaged and distracted during meetings. What do you do?
  - A. Call them out in the next meeting.
  - B. Check in privately to see if they're okay and offer support.
  - C. Ignore it unless it affects you directly.
  - D. Mention it to the manager.
- *Clarity:*  
**Scenario:** You're asked to explain a technical concept to a non-technical client. What's your approach?
  - A. Use technical terms to ensure accuracy.
  - B. Simplify the explanation using analogies and visuals.
  - C. Avoid going into too much detail.
  - D. Refer them to a technical document.

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#### 4. Problem-Solving and Initiative (20 points)

Assess how candidates handle challenges and proactively seek solutions.

##### Example Questions:

- *Initiative:*  
**Scenario:** You discover a process inefficiency that's costing the company time. What do you do?
  - A. Suggest improvements during the next team meeting.
  - B. Keep it to yourself to avoid extra work.
  - C. Discuss it privately with your manager and propose solutions.
  - D. Implement changes without informing anyone.
- *Problem-Solving:*  
**Scenario:** You encounter a problem in a project that you've never faced before. What's your approach?
  - A. Research independently and try to solve it.
  - B. Immediately escalates to your manager.
  - C. Ask colleagues for help without researching.
  - D. Delay progress until you feel confident.

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#### 5. Workplace Scenarios (25 points)

Present real-life scenarios to evaluate how candidates react under pressure, make decisions, and align with company culture.

##### Example Questions:

- *Time Management:*  
**Scenario:** You're juggling multiple deadlines and receive a new urgent request. What's your approach?
  - A. Prioritize the new request over existing tasks.
  - B. Communicate with stakeholders to adjust deadlines and prioritize effectively.
  - C. Work overtime to meet all deadlines.
  - D. Focus on the original tasks and address the new request later.