

Cultural Alignment Interview



Purpose of this interview

We are committed to advocating for a fair technological future, aiming to amplify positive social change while maintaining a culture of collaboration and cultivation.

This commitment adds deeper meaning and greater purpose to Thoughtworks, making it a key factor in our culture and values.

Alignment opportunity

- Assess the candidate's alignment with Thoughtworks' culture
- Offer the candidate an opportunity to get to know us and understand what we care about

Ensuring an inclusive and safe environment

- This interview also assists us in building a safe space for everyone

About the interview

- This will be a two-way conversation, aided by a set of digital cards containing three categories of questions.
- The focus areas will be
 - Cultivation
 - Social change
 - Collaboration
- There are no right or wrong answers, just concrete answers about your past experiences and opinions on different topics.
- We encourage open discussion of contentious topics in this interview, aligning with Thoughtworks' culture of addressing societal & cultural challenges openly and authentically. We encourage you to approach this conversation with an open perspective and your authentic self.



Additional prep material links

- [Thoughtworks - Social Change](#)
- [Diversity, Inclusion, Equity](#)
- [Diversity matters](#)
- [Fostering a cultivation culture](#)
- [Thoughtworks: Perspectives - Collaboration](#)



After the interview?

Next steps in your process



The recruiter will get in touch with you with feedback and next steps.



Don't forget to ask your recruiter about how to best prepare for any future interviews.



And keep exploring and learning about Thoughtworks via our [website](#)



Looking forward to hearing from you!

The Recruitment Team

Have a question?
Please reach out to your recruiter!