

Use of Organizational “Fit” as a Criterion for Recruitment & Hiring Policy



Skills and experience are important to job success. But so are personal “fit” with an organization’s culture. The problem is that unlike skills and experience, “fit” is a subjective standard that’s hard to define and measure. So, basing employment decisions on fit—or lack thereof—can get you into trouble under discrimination laws. Here’s a Policy you can adapt to minimize discrimination risks associated with evaluating fit in recruitment and hiring.