

## **A 360° analysis of the working culture on your project team**

**Answer the following questions by yourself and then compare them with your team mates. Compare the answers where you differ and explain your answers.**

1. What kind of leader do you prefer to have? A leader with more hierarchy than other team members or a leader that has almost equal level of hierarchy than the team members. Explain
2. Do you prefer working alone or as a part of a team? What percentage of the time for a project would you allocate to each, if you would be given the choice?
3. Do you feel that developing a relationship with your team members is an important part to improve team performance?
4. When you work with a team, describe the role that you are most likely to play on the team? (Organizer, leader, motivator, giver of ideas, listener, mediator, etc.)
5. Are you more used to think about the process of a task before you start to work or are you more used to jump into the task?
6. Are you used to work with tight agendas and schedules or are you used to have more freedom to include topics on the agendas and flexibility to change time for meetings and other tasks?
7. Describe how much percent you would like to work in a team project from the following ways: in face to face, phone calls, online work and discussions.
8. Is it easy for you to say directly your opinion in front of the group even if this contradicts your team members of your team leader?

Source: <http://humanresources.about.com/od/interviewquestions/a/cultural-fit-interview-questions.htm>