

# RADICAL SYSTEM DEVELOPMENT

## BUILDING REMOTE CULTURES

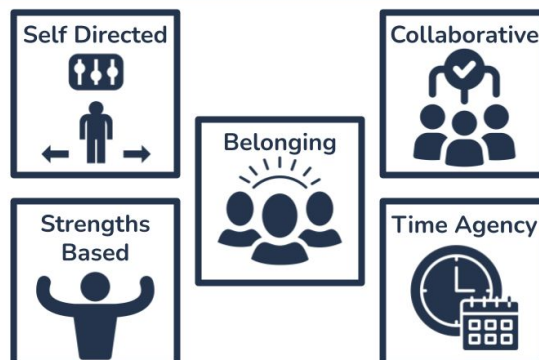
*We are excited to help support your journey by offering these questions free of charge! If you find them useful, please support our journey by sharing the link for others to download them directly from our website. By sharing the website, (instead of the actual document), we are able to connect with more people and spread the word of a developing a Radical System!*

# Assessing Culture

During every interview process there are opportunities to ask questions. In our experience, direct question such as “Do you offer a flexible work schedule?” are often answered by what the employer THINKS you want to hear. They offer little room to understand the nuances that make a culture good or bad.

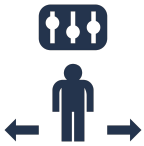
The following questions are designed to help you get to the core of a company’s lived culture. The questions signal what is important to you as a potential employee and can be used at any point in the interview and hiring process.

### Elements of an Effective Remote Culture



# Questions to ask a hiring committee or manager

**Directions:** These questions are designed for an interviewee to uncover a company's existing climate and culture. They are best used in the initial stages of the interview to help you determine if you wish to consider pursuing the position, team, or company.



What opportunities will I have to set and pursue professional goals with this company?



How do you know what people are naturally good at and how do you use that in decision making?



All new hires come in as “outsiders”, what systems do you have in place to make “outsiders” “insiders”?



When you think about your most effective collaborative teams, what do they have in common?



What expectations around communications (email, instant messaging, phone calls, etc.) might I need to know about? *Hint: If you are expected to immediately respond/answer, you will have little agency over your time.*

# Questions for a potential co-worker

**Directions:** These questions are designed for an interviewee to uncover a company's existing climate and culture. They are best used when you are deeper into the interview process and seriously considering accepting a position. These can be used by reaching out to potential coworkers via email, social media, or in person.



When do you most feel “micromanaged”?



On a scale of 0-5 days, how many work days a week do you get the opportunity to do work that compliments your strengths?



When you think about coworkers valuing you as a member of the community with something to contribute, how would you rate that feeling on a scale of 1-10? Why?



When your team is collaborating, how often do you think it is working “at its best”? What would you say “at its best” means?



If you think of your average week, what percent of your time do you spend in meetings, responding to others, and engaged in uninterrupted project work time? *Hint: The higher the percentage of meetings and responding to others, the less agency you have over your own time.*