Interview Questions to Assess Diversity Values and Skills

An employee who values diversity—and more importantly exhibits inclusive behaviors—more naturally selects, collaborates with, and retains diverse talent.

This interview guide contains questions to ask candidates in order to evaluate them on inclusion competency. Use these questions when interviewing candidates of all types of positions for culture fit.

Knowledge: The candidate’s definition of diversity is broad and includes non-stereotypical notions of diversity.

- What have you done to improve your knowledge about diversity? How have you demonstrated what you have learned?
- How can lack of workforce diversity impact the business?
- Share an instance when you learned something from someone from a background different than yours.

Values: The candidate shows positive emotion when talking about diversity.

- Is diversity important? Why?
- Tell me about a time you worked on a team with diverse backgrounds and experiences. What were the benefits of team diversity?
- How do you want the organization you work for to demonstrate its diversity values?

Experience: The candidate is experienced and skilled in working with and/or managing diverse teams.

- Discuss an experience with respect to diversity that helped you in your professional development.
- What efforts have you made, or been involved with, to foster diversity competence and understanding?
- How have you handled a situation when a colleague or a direct report was not accepting of others’ background, values, or experiences?

Actions: The candidates’ actions demonstrate his/her diversity values.

- What efforts have you made, or been involved with, to foster diversity competence and understanding?
- Tell me about a time when you achieved superior outcomes by incorporating diverse perspectives.
- Have you ever seen any bias against someone from a different background than the norm? What did you do?