

True story!

Hi there,

I recently had an interesting conversation with the Human Resources Manager of a leading company - Ujjwal, and I think it is worth sharing.

Ujjwal: I was recently interviewing candidates for the role of a Senior Developer in our Data Analytics team. The hiring brief was clear: 5-7 years of coding experience in a broad range of programming languages, an analytical frame of mind, and the ability to mentor junior developers.

Me: Great, shortlisting some interesting profiles wouldn't have been a challenge then?

Ujjwal: Yes, but I was faced with a strange dilemma regarding one of the potential hires - Subhash. He seemed to fit the bill perfectly until he walked into the room.

Me: Why? Did he forget to knock on the door? Haha!

Ujjwal: Nope. In fact, he seemed quite well mannered and, as per his CV, was incredibly talented. But he was hesitant while speaking.

Me: Hesitant!?



Ujjwal: Yeah. His language was punctuated with awkward pauses and mostly made up of monosyllables.

Me: But he was applying for a development position. Didn't just his work experience make him suitable for the job?

Ujjwal: Of course! He was competent, enthusiastic, and a quick learner. However, the role involved coordinating with clients too. And we as an organisation, promote communication and cross-team collaboration in the workplace.

Ujjwal: Subhash would do great as an individual contributor. But he would certainly have trouble sharing his vast experience with his fellow team members. Also, owing to his reserved communication, he may not be a culture fit.

Me: So, did you hire him?

Ujjwal didn't hire Subhash right away.

Do you think he made the right decision? What would you do in a similar situation?

While mere communication skills vs culture and job role fit may not be as complex a decision for some, this debate on Skills vs Culture Fit has been a long one.

I can think of this piece that featured in our magazine sheds light on this exact conundrum...

[Skill vs Culture Fit – What's Your Take?](#)

While I reconnect and share my thoughts with Ujjwal, I'll leave you to contemplate on the above.

Cheers!