

# Ideal Candidate Profile

Deep Dish Academy believes defining your organization's culture is the most important part of a successful hiring strategy. Through our ideal candidate profile, we seek to clearly articulate our core values and identify key traits that successful team members share.

## SHARED VALUES

***Intrinsically motivated:*** We prioritize meaningful work, collaboration, and progress over financial rewards, recognition, or other external incentives.

***Fun-oriented:*** We bring energy and positivity to the workplace, contributing to a vibrant and enjoyable team culture.

***Growth mindset:*** We view challenges as opportunities to learn, expand our perspectives, and pursue personal and professional development.

## KEY TRAITS

***Humble:*** We are servant leaders who are confident yet modest, value team success over personal glory, and are open to all forms of feedback.

***Hungry:*** We are self-driven, proactive, determined, ever-curious, and consistently look for ways to contribute beyond the basics.

***Emotionally Intelligent:*** We demonstrate empathy, handle conflict with grace, adapt well to change, communicate effectively, and build strong relationships.

## EVALUATION APPROACH

Below is a list of activities we use during our hiring process:

**Cultural Fit Assessment:** Ask questions to evaluate alignment with our core values.

**Process Evaluation:** Assess how candidates analyze an existing product or service.

**Creative Exercise:** Challenge candidates to write a short story, manifesto, or presentation.

**Gamified Assessment:** Play interactive games to measure participants' soft skills such as problem-solving and adaptability.

**Behavioral Assessment:** Use psychometric tools and questionnaires to understand personality traits and decision-making tendencies.

**Group Project:** Simulate a brainstorming session or collaborative task to observe teamwork, communication, and leadership dynamics.

**Work Samples and Portfolios:** Review past projects, achievements, and creative work.

At Deep Dish Academy, we believe hiring the right people is the foundation of organizational success. By focusing on shared values and key traits, we help build teams that thrive together and drive meaningful results.

Visit [www.deepdishacademy.com](http://www.deepdishacademy.com) to learn more and get help with your next hire!