

The Problem with "Fit" vs. The Power of Alignment

When we hire for "fit," we freeze people and teams in a snapshot. When we hire for alignment, we recognize how work actually *moves and evolves*.

Here's why alignment matters more than "fit" in today's world of work.



Misfit in Action

The Traditional "Fit" Approach

"Skills matched. But the team dynamic was wrong → performance dropped"

- Emphasizes similarity and conformity
- Static assessment at a single point in time
- Often reinforces unconscious bias
- Fails to account for team and individual growth

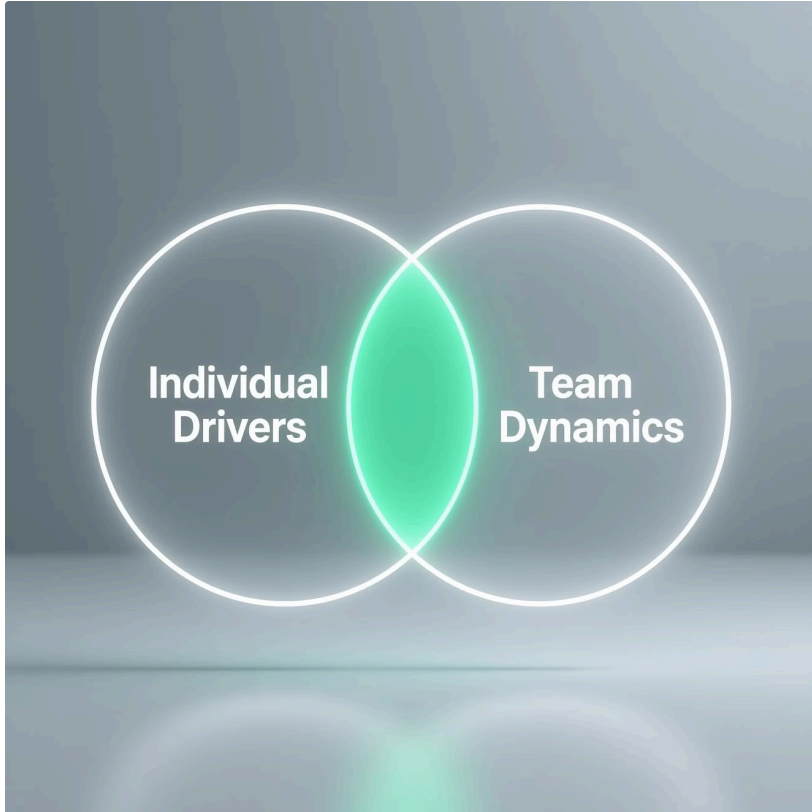
The Reality of Work

Teams and individuals are constantly evolving:

- Projects and priorities shift frequently
- Skills development is ongoing
- Team compositions change
- Business needs transform with market conditions

When we focus exclusively on "fit," we create rigid expectations that don't allow for the natural evolution of people and teams. This leads to performance issues, engagement problems, and ultimately, turnover.

The Alignment Zone



What Is Alignment?

Alignment recognizes the **dynamic relationship** between individual motivations and team objectives. It's about creating conditions where both can evolve together.

Key Elements of Alignment:

- **Values congruence** (not personality similarity)
- **Complementary capabilities** (not identical skills)
- **Shared purpose** (not uniform perspectives)

❏ When hiring for alignment, ask: "How will this person's unique qualities and growth trajectory complement our evolving team needs and organizational direction?"