

BUSINESS INSIDER

Shandee Chernow, president and CEO of [CertiStar](#), a restaurant software company that improves the safety of people who suffer from food allergies and has 15 completely remote employees, tests applicants for culture fit by having them speak to not one but four people throughout the interview process, and she hires by team consensus.

"Everyone has veto power over any particular person. Being a small team, it's really important to me that anyone new we potentially bring in can fit with just about everyone else," she said.

Similarly, Lake Waslander recommended having candidates virtually meet as many people as possible to allow candidates to gauge the work environment and make sure it's a good fit for them.

"You get a sense of the culture of a company by walking through the office, and you don't get it in [a remote] case," she said.



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