

# Candidate Experience Survey

## LEGEND

|                       |              |             |           |                    |
|-----------------------|--------------|-------------|-----------|--------------------|
| Strongly Disagree = 1 | Disagree = 2 | Neutral = 3 | Agree = 4 | Strongly Agree = 5 |
| Detractor             | Detractor    | Passive     | Promoter  | Promoter           |

(people ops reference)

### Employer Brand Awareness

1. [Company\_Name] reviews influenced your decision to apply for our organization.

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

2. Social media provided relevant content of interest and made me want to learn more and apply to [Company\_Name].

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

### Job Description / Online Application Submittal

1. The application process was quick and simple to complete.

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

2. The Job Description was compelling and provided a clear understanding of the position.

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

3. The application was mobile and user friendly. (leave blank if you did not apply via mobile)

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

### Phone Screen / Interview

1. The Recruiter was highly responsive and kept me in the loop on my candidacy status in a timely manner.

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

2. The Recruiter was able to answer my questions regarding the company and position.

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

3. **[Company\_Name] was accommodating by reimbursing me for my travel.** (leave blank if non-applicable)

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

4. **The Interviewer(s) were on time.**

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

5. **[Company\_Name] provided feedback on how the interview went for development.**

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

**Job Offer** (leave blank if you did not receive an offer)

1. **[Company\_Name] provided me with a fair amount of time to accept the offer**

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

2. **The compensation package and benefits were competitive relative to the same positions at other companies.**

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

3. **The offer details were explained in a way that was understandable.**

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

**Candidate Dispositioning**

1. **[Company\_Name] let you know of your status in the application process within a timely manner.**

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

**Pre-boarding/Onboarding** (leave blank if you did not receive an offer)

1. **My references enjoyed being part of the hiring process and would also be open to work at [Company\_Name] given the right opportunity.**

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|

**Rate your Overall Satisfaction**

1. **My overall satisfaction as a candidate was positive**

|   |                                |                               |                             |                                      |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Disagree | <input type="radio"/> Neutral | <input type="radio"/> Agree | <input type="radio"/> Strongly Agree |
|---|--------------------------------|-------------------------------|-----------------------------|--------------------------------------|