

Candidate Experience Survey

You can also use [Google Forms](https://www.google.com/forms) to create an online survey with the questions below.

Please respond to the following questions. Feel free to skip any questions you are not comfortable answering, or that are not applicable to you.

Overall Satisfaction

1. Overall, my recruitment experience at [YOUR ORGANIZATION] was positive.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

2. I would recommend a friend to apply to [YOUR ORGANIZATION].

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

3. If I saw a job posting from [YOUR ORGANIZATION] that I was interested in, I would apply again.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

4. The amount of time [YOUR ORGANIZATION] took to evaluate my candidacy was:

| | | | | | | |
|-----------|---|---|---|---|---|----------|
| | 1 | 2 | 3 | 4 | 5 | |
| Too short | | | | | | Too long |

Recruiter Evaluation

1. My recruiter gave me a clear preview of the recruitment process.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

2. My recruiter helped me understand what to expect in my interviews at [YOUR ORGANIZATION].

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

3. My recruiter gave me a clear explanation of the role and responsibilities for the position(s) I was applying for.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

4. My recruiter promptly answered my questions.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

5. My recruiter gave me regular updates about my progress throughout the process.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

Interviewer Evaluation

1. My interviewer(s) were well prepared for my interview(s).

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

2. My interviewer(s) were on time for my interview(s).

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

3. I got a good sense of the responsibilities of the role by talking with the interviewer(s).

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

4. I was given enough opportunity to ask my own questions.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

5. I felt the interviewers were able to assess my knowledge, skills, and abilities required for the job.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

Interview Process

1. I was satisfied with the timeliness and responsiveness of the person scheduling my interview(s).

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

2. The recruiting team member who hosted me was helpful and friendly (e.g., greeted me when I arrived onsite).

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

3. My travel expenses were reimbursed within an appropriate amount of time.

If you did not need reimbursement, please leave blank.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

Offer Evaluation

1. My offer package (e.g., salary, stock, benefits, etc.) was competitive compared to compensation for similar jobs at other companies.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

2. The details of my offer package (e.g., salary, stock, benefits, etc.) were clear to me.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

[YOUR ORGANIZATION] Impression

1. [YOUR ORGANIZATION] provides opportunities for challenging work.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

2. [YOUR ORGANIZATION] values new ideas and innovation.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

3. [YOUR ORGANIZATION] is a fun place to work.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

4. [YOUR ORGANIZATION] builds great products.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

5. Employees seem to enjoy working at [YOUR ORGANIZATION].

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

6. [YOUR ORGANIZATION] employees work on important projects that matter.

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

Online Channels

1. The job posting was influential in affecting my decision to [YOUR ORGANIZATION].

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |

2. The [YOUR ORGANIZATION] social media was influential in affecting my decision to apply to [YOUR ORGANIZATION].

| | | | | | | |
|-------------------|---|---|---|---|---|----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Strongly disagree | | | | | | Strongly agree |