

Candidate Experience Survey

You can also use [Google 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 [] was positive.

	1	2	3	4	5	
Strongly disagree						Strongly agree

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

	1	2	3	4	5	
Strongly disagree						Strongly agree

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

	1	2	3	4	5	
Strongly disagree						Strongly agree

4. The amount of time [] 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 [_____].

	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. [] provides opportunities for challenging work.

	1	2	3	4	5	
Strongly disagree						Strongly agree

2. [] values new ideas and innovation.

	1	2	3	4	5	
Strongly disagree						Strongly agree

3. [] is a fun place to work.

	1	2	3	4	5	
Strongly disagree						Strongly agree

4. [] builds great products.

	1	2	3	4	5	
Strongly disagree						Strongly agree

5. Employees seem to enjoy working at [_____].

1 2 3 4 5

Strongly disagree						Strongly agree
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6. [_____] employees work on important projects that matter.

1 2 3 4 5

Strongly disagree						Strongly agree
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Online Channels

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

1 2 3 4 5

Strongly disagree						Strongly agree
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2. The [_____] social media was influential in affecting my decision to apply to [_____].

1 2 3 4 5

Strongly disagree						Strongly agree
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