2022 Candidate Experience Report
84% of survey respondents are looking or are open to a new job in the next six months.

In the first half of 2022, survey respondents are:

- Actively looking for a new job with urgency: 26%
- Actively looking for a new job within the next six months: 28%
- Not actively job searching but open to new job opportunities within the next six months: 30%
- Are not open to a new job in the next six months: 16%
Survey respondents’ current outlook of the job market is:

- Very optimistic (29%)
- Somewhat optimistic (35%)
- Somewhat pessimistic (16%)
- Very pessimistic (11%)
- No strong feelings towards the current outlook (9%)

64% of job seekers have a positive outlook of the job market currently.
Compared to pre-March 2020,

- 33% of job seekers believe it’s now quicker to find a new job, while 37% believe that it now takes longer to find a job.

On average,

- 42% of job seekers are applying to more roles compared to pre-pandemic, while 24% are applying to fewer roles.

Yet,

- 60% of job seekers believe the recruitment experience should be improved by companies.
58% of candidates expect to hear back from companies in one week or less regarding their initial application.
The most important factors that determine whether a candidate has a positive interview experience include:

- Questions and responses give a good sense of what the job would be like: 50%
- Interviews are engaged and welcoming: 47%
- Interviews start on-time: 45%
- Timely recruiter response and follow-up times: 41%
- Interviewers come well-prepared – questions are not vague, duplicated, or irrelevant: 36%
- Flexible scheduling options: 34%
- Interviews are knowledgeable when asked questions: 32%
75% of candidates have been ghosted after a job interview.

Candidates have been ghosted by a company/interviewer after:

- After the initial conversation with recruiter: 38%
- After the first round with hiring manager: 32%
- After the take-home test: 22%
- After an on-site/virtual group interview: 23%
- After the final conversation or interview: 25%
70% of candidates want feedback after an interview.

61% of candidates would be more inclined to reapply to future roles at a company they had previously received feedback from that company.
The most important factors candidates consider when evaluating a company’s investment toward diversity, equity and inclusion are:

- Benefits (remote/flexible work arrangements, coverage for gender affirmation treatment, etc.): 49%
- Employee reviews (via Glassdoor, Comparably etc.) on progress and/or opportunities: 47%
- A (racially/gender) diverse leadership team or board: 34%
- Promoting affinity/employee resource groups (ERGs) on the careers page: 34%
- Publishing annual diversity reports and/or available EEO-1 report: 28%
- Other: 10%

43% of candidates have had their name mispronounced in a job interview.

51% of candidates would not apply to a job if remote/hybrid work was not an option.
**Demographics**

**Employment status:**
- Currently employed (87%)
- Currently unemployed but seeking employment (13%)

**Country:**
- The United States (53%)
- The United Kingdom (25%)
- Germany (12%)
- Ireland (10%)

**Age:**
- 18 – 24 (19%)
- 25 – 34 (31%)
- 35 – 44 (33%)
- 45 – 54 (12%)
- > 54 (6%)

**Gender:**
- Male (55%)
- Female (45%)

*Greenhouse surveyed over 1,500 respondents, of which 1,305 were employed, with the remaining 195 respondents currently seeking employment. The respondents were located in the US, the UK, Ireland and Germany.