October 2023

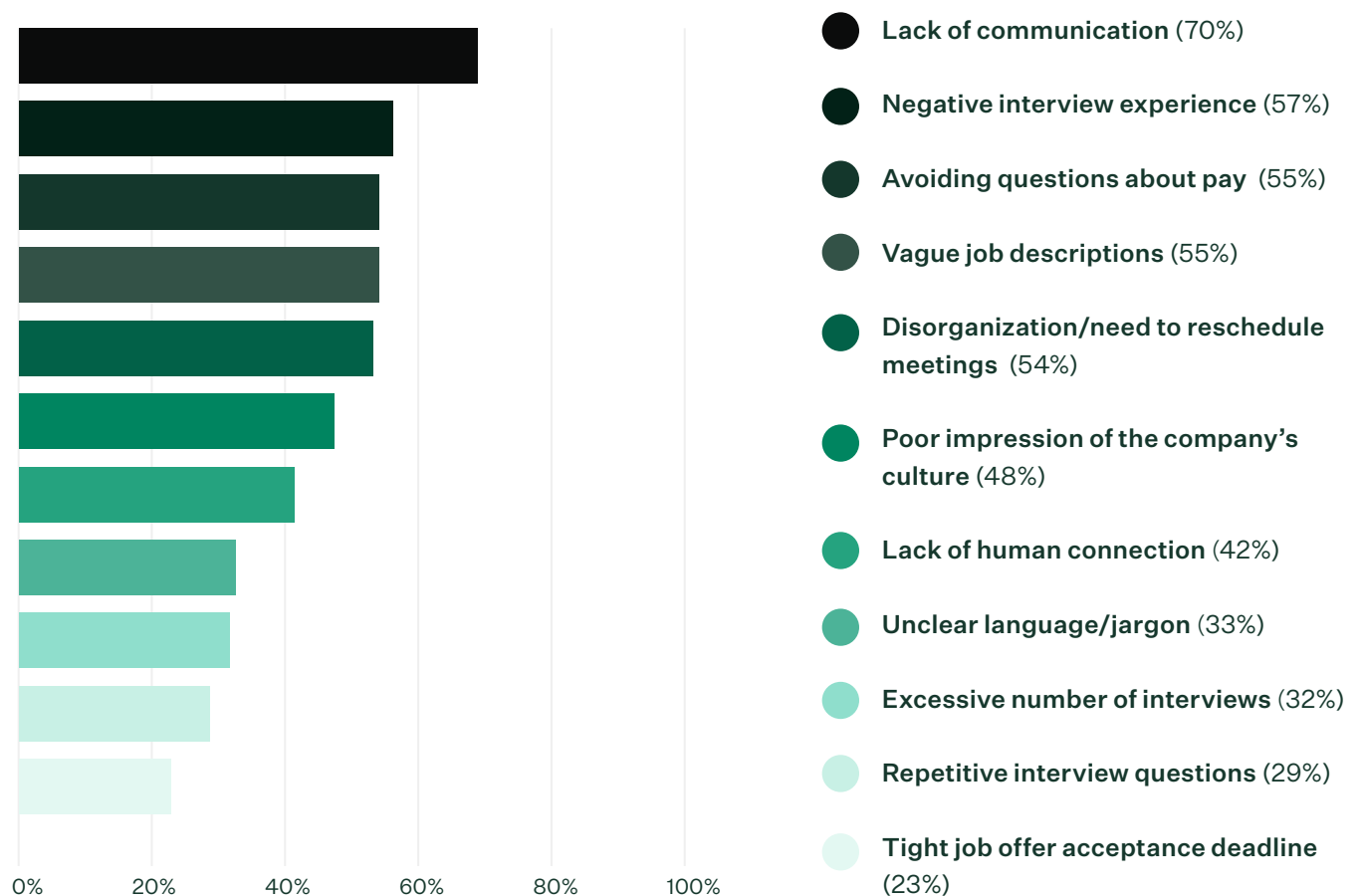# Greenhouse Candidate Interview Experience Report

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70%

of candidates believe a lack of communication is the biggest red flag in the hiring process.

The biggest red flags in the hiring process according to candidates are:

- Lack of communication (70%)
- Negative interview experience (57%)
- Avoiding questions about pay (55%)
- Vague job descriptions (55%)
- Disorganization/need to reschedule meetings (54%)
- Poor impression of the company's culture (48%)
- Lack of human connection (42%)
- Unclear language/jargon (33%)
- Excessive number of interviews (32%)
- Repetitive interview questions (29%)
- Tight job offer acceptance deadline (23%)

Close to half

of all candidates (49%) somewhat or strongly dislike take-home assignments.

Of the candidates who somewhat or strongly liked take-home assignments, those from historically underrepresented groups were **59% more in favor** compared to white candidates.

How do you feel about job postings that require a take-home assignment?

- **Strongly dislike** (21%)
- **Somewhat dislike** (28%)
- **Have no strong opinion** (34%)
- **Somewhat like** (6%)
- **Strongly like** (11%)

43% of candidates strongly or somewhat agree with personality and/or cognitive assessments.

Candidates from historically underrepresented groups were **21% more likely** to favour personality and/or cognitive tests.
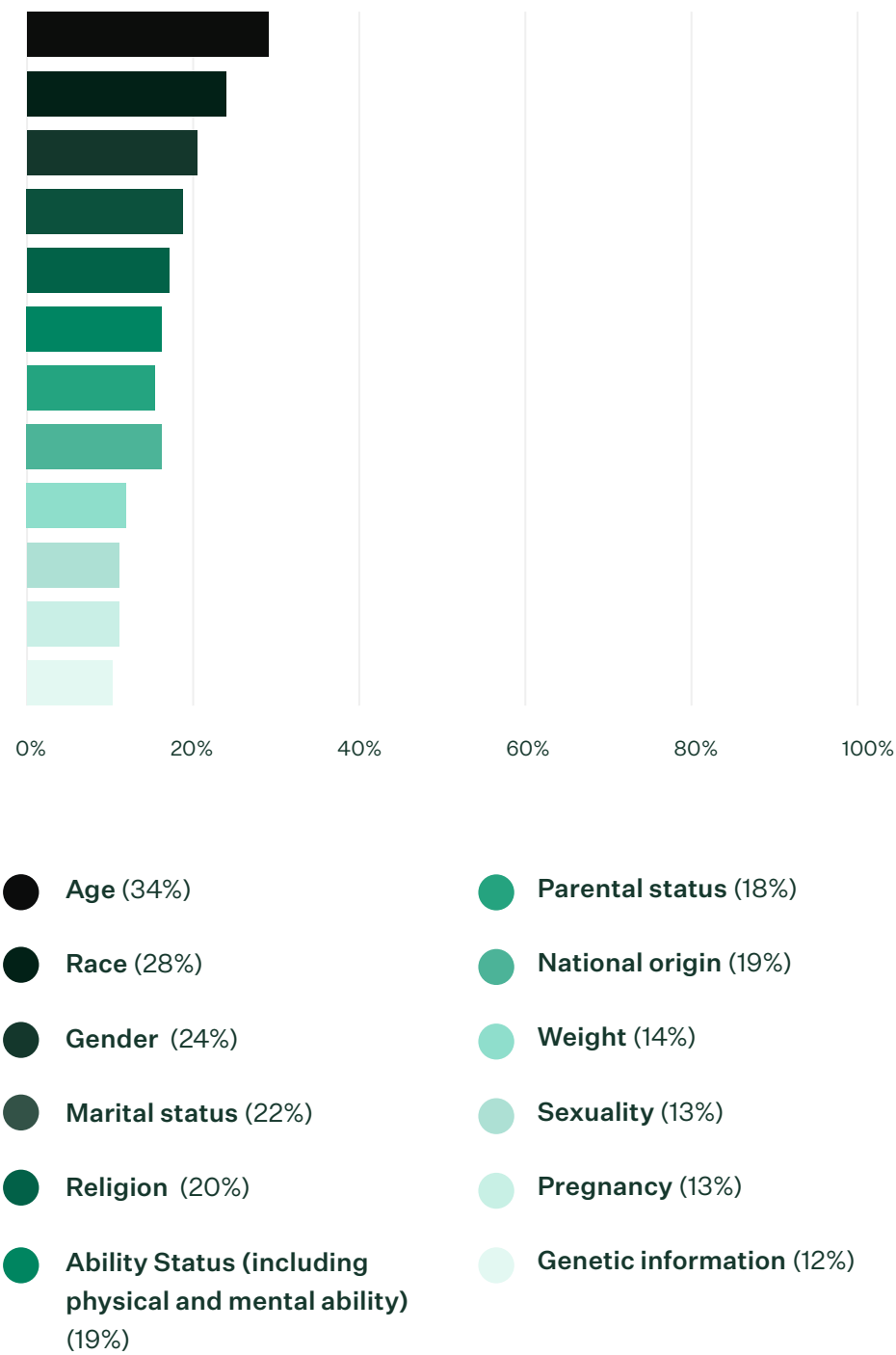
How do you feel about employers using personality and/or cognitive assessments for a position?

- Strongly agree (13%)
- Somewhat agree (30%)
- Have no strong opinion (33%)
- Somewhat disagree (9%)
- Strongly disagree (15%)

The most common discriminatory questions respondents faced during the interview process were focused on:

- ● **Age** (34%)
- ● **Race** (28%)
- ● **Gender** (24%)
- ● **Marital status** (22%)
- ● **Religion** (20%)
- ● **Ability Status (including physical and mental ability)** (19%)

- ● **Parental status** (18%)
- ● **National origin** (19%)
- ● **Weight** (14%)
- ● **Sexuality** (13%)
- ● **Pregnancy** (13%)
- ● **Genetic information** (12%)

30% of candidates believe they have been rejected by a job because of their age.

39% of candidates have experienced a negative interview outcome for having a gap in their resume.
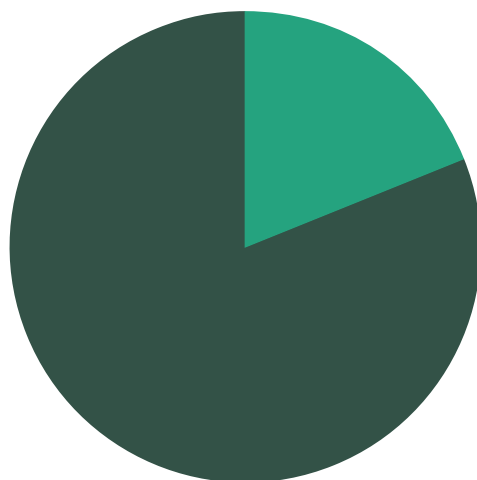
Close to one-fifth (19%) of candidates have changed their names on their resumes.

Candidates who have changed their name when applying for a job have done so:

To sound less ethnic (45%)

To sound younger (42%)

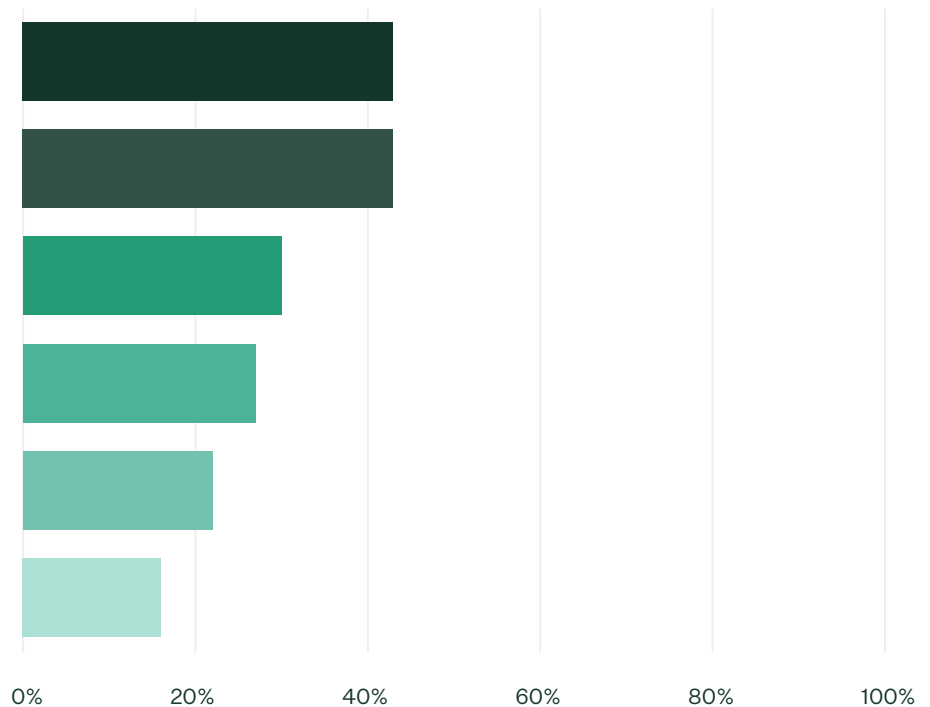**Use a shortened version of their name** (37%)

Because they adopted an english name (23%)

To sound like the opposite gender (22%)

Because they are transgender or gender fluid (22%)

36% of candidates have ghosted a potential employer/recruiter.

## The main reasons for ghosting potential employer/recruiter were:

- ● **Experienced a poor interview** (43%)
- ● **The organization was different from what I expected it would be** (43%)
- ● **I received a better job offer from another organization** (30%)
- ● **The working hours described during the interview process were not a good fit for me** (27%)
- ● **The working model (remote/hybrid/in-person) for the job was not a good fit for me** (22%)
- ● **There were too many interview rounds** (16%)

22% of candidates have worked jobs that did not match what was described during the interview process and job description.

42% have worked a job position that has more responsibilities than described.

While the majority of candidates have mostly experienced accurate working models described in job postings, a number have not matched what was described:
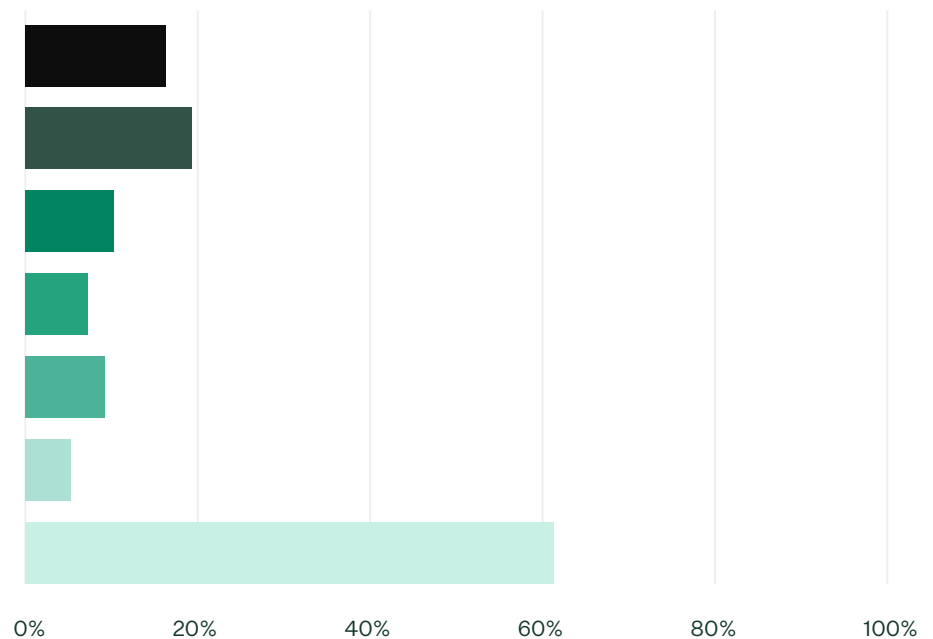
- Applied for a job that was listed as remote, but was actually a hybrid environment (16%)

- Applied for a job that was listed as remote, but was actually fully in-person (19%)

- Applied for a job that was listed as in person, but was actually hybrid (10%)

- Applied for a job that was listed as in person, but was actually remote (7%)

- Applied for a job that was listed as hybrid, but was actually fully in person (9%)

- Applied for a job that was listed as hybrid, but was actually fully remote (5%)

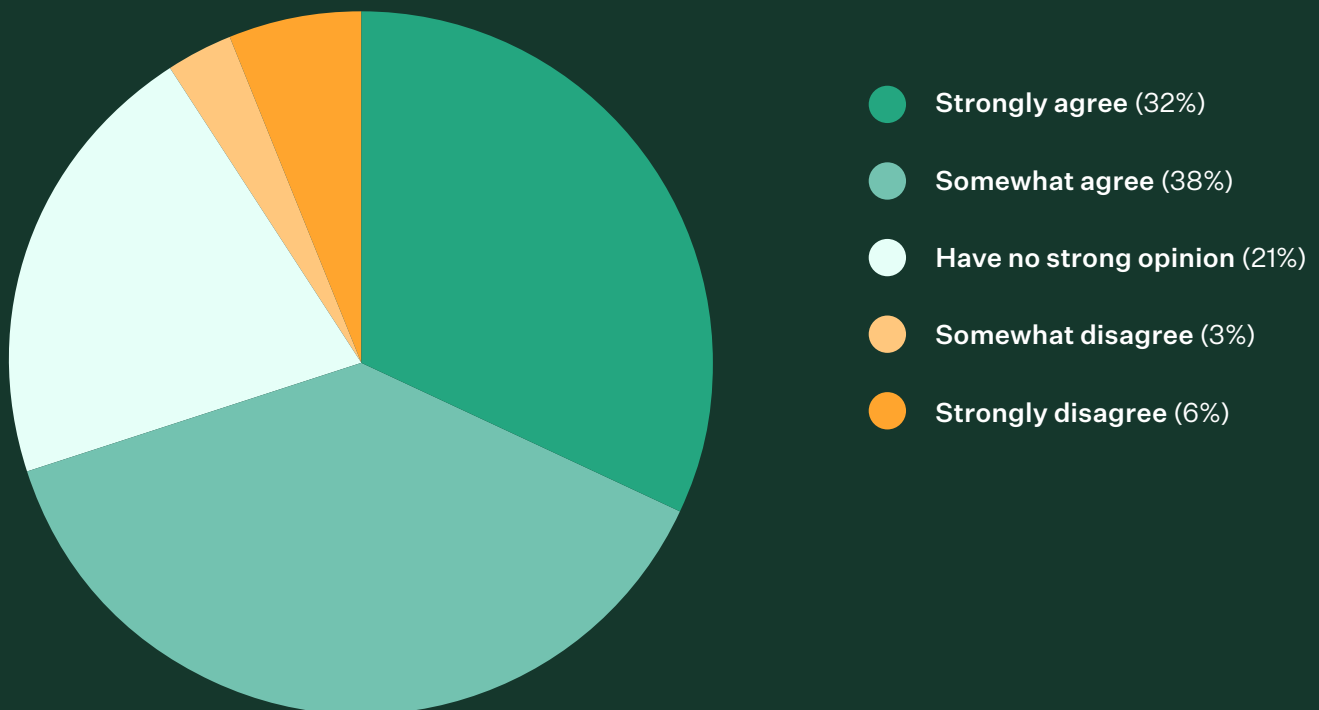- I've mostly experienced accurate working models reflected in the job posting (61%)

70%

of candidates strongly or somewhat agree with companies filtering through applications based on keywords to find their top candidate.

How do you feel about the following statement:

Companies filter through applications based on keywords to find their top candidate.

- **Strongly agree** (32%)
- **Somewhat agree** (38%)
- **Have no strong opinion** (21%)
- **Somewhat disagree** (3%)
- **Strongly disagree** (6%)

57% of candidates would use white font on their resume to increase their chances of being seen.

How do you feel about the following statement:

I would add words that are used in a job posting's description of skills and/or responsibilities in white font to my resume, CV, or cover letter to increase my chances of being seen.

- **Strongly agree** (24%)
- **Somewhat agree** (33%)
- **Have no strong opinion** (22%)
- **Somewhat disagree** (7%)
- **Strongly disagree** (14%)

The most valuable sources for job-seeking advice according to candidates:
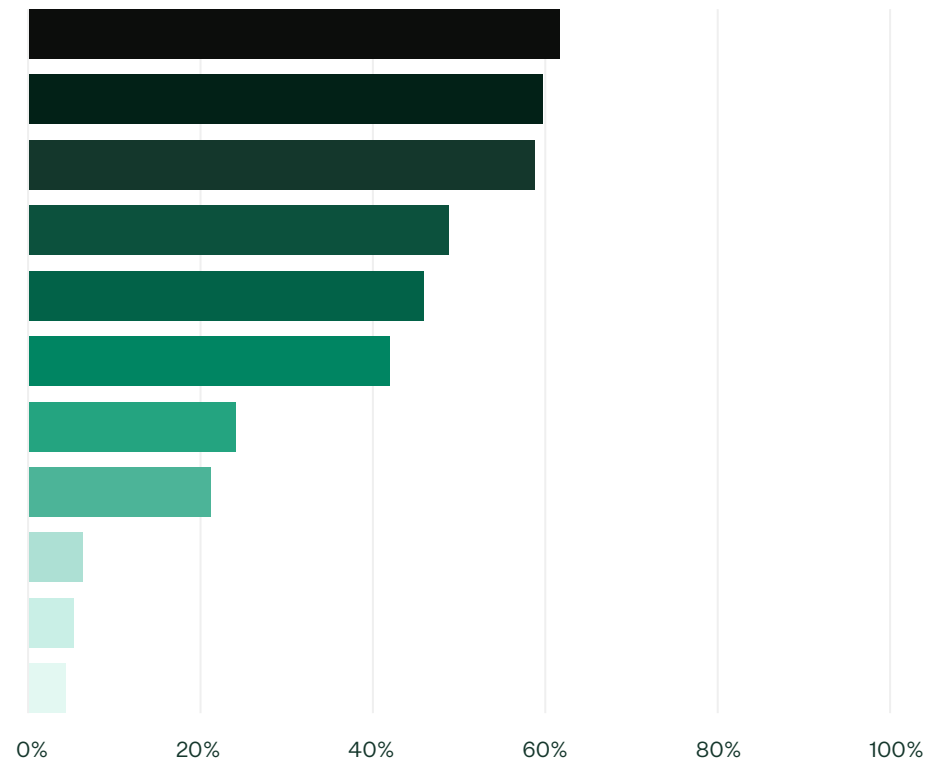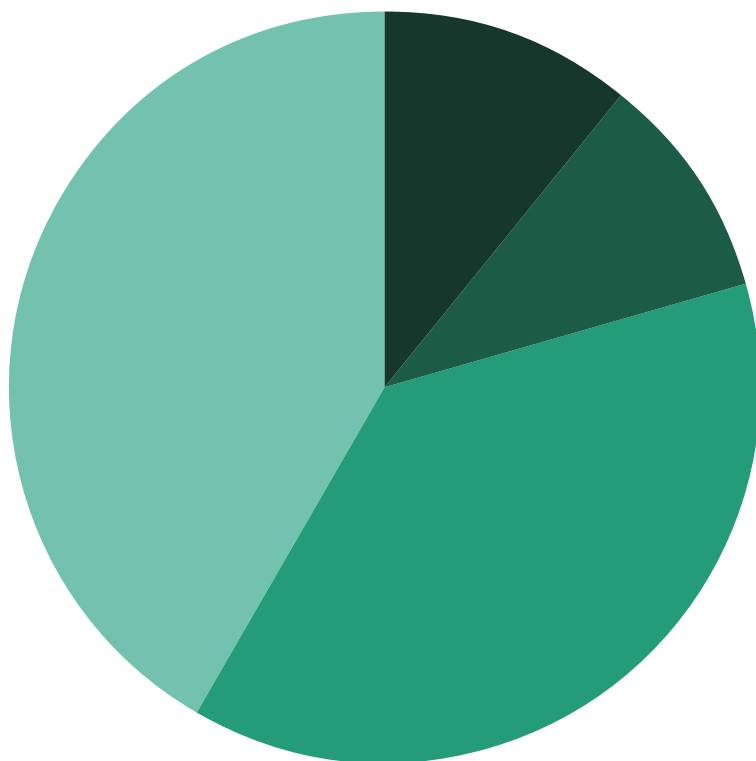

- **Search engines (e.g. Google)** (62%)
- **LinkedIn** (60%)
- **Friends and family** (59%)
- **Word of mouth** (49%)
- **Work colleagues** (46%)
- **Glassdoor** (42%)
- **TikTok** (24%)
- **Reddit** (21%)
- **Slack channels** (6%)
- **Comparably** (5%)
- **Blind** (4%)

59%

of candidates have or are planning to use an AI-generated headshot.
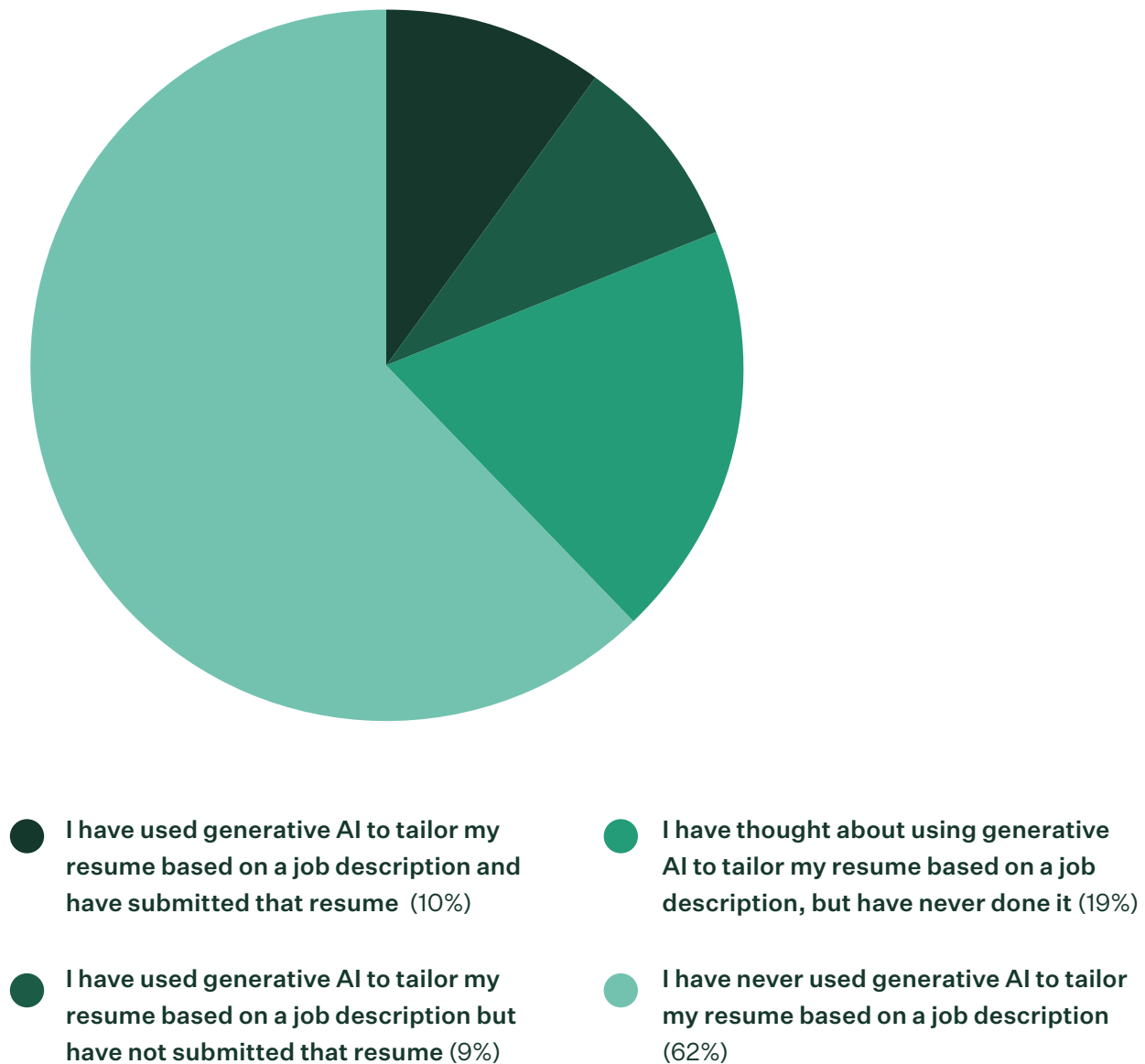
Which of the following statements best describes your position on AI headshots?

- I have generated an AI headshot, but I've not used it in a professional setting (11%)
- I have generated an AI headshot and I have used it in a professional setting (10%)
- I have never generated an AI headshot, but I have contemplated doing so (38%)
- I don't know what an AI-generated headshot is (42%)

Which of the following statements best reflects your experience using generative AI such as ChatGPT, Google's Bard, or Microsoft's Bing to optimize your resume, CV, and/or cover letter?

- I have used generative AI to tailor my resume based on a job description and have submitted that resume (10%)

- I have used generative AI to tailor my resume based on a job description but have not submitted that resume (9%)

- I have thought about using generative AI to tailor my resume based on a job description, but have never done it (19%)

- I have never used generative AI to tailor my resume based on a job description (62%)

Survey methodology

Greenhouse, *the* hiring software company, surveyed 1,200 respondents who are currently employed and residing in the United States.
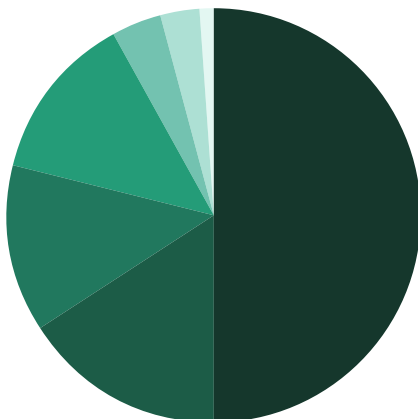
Gender of respondents
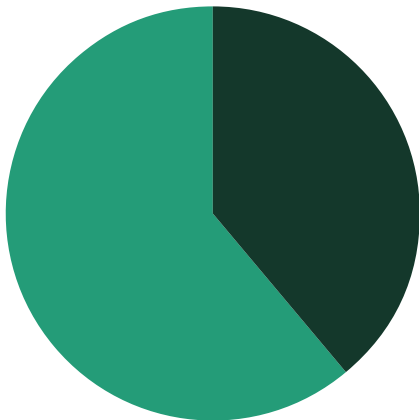
● **Male** (39%)

● **Female** (61%)

Age of respondents

● **> 54** (18%)   ● **25 - 34** (27%)

● **45-54** (19%)   ● **18 - 24** (11%)

● **35 - 44** (25%)

Ethnicity of respondents

● **White** (50%)   ● **Multiracial** (4%)

● **Black** (16%)   ● **Arab** (3%)

● **Hispanic and Latin** (13%)   ● **Other** (1%)

● **Asian** (13%)

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through our powerful hiring approach, complete
suite of software and services, and large partner
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