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 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%)

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.
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%)
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%)
While the majority of candidates have mostly experienced accurate working models described in job postings, a number have not matched what was described:

- 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.

- 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%)
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.

57% of candidates would use white font on their resume to increase their 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%)
- 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%)
- 45-54 (19%)
- 35-44 (25%)
- 25-34 (27%)
- 18-24 (11%)

Ethnicity of respondents
- White (50%)
- Black (16%)
- Hispanic and Latin (13%)
- Asian (13%)
- Multiracial (4%)
- Arab (3%)
- Other (1%)
Greenhouse is the hiring software company. We help businesses become great at hiring through our powerful hiring approach, complete suite of software and services, and large partner ecosystem – so businesses can hire for what’s next.

To learn more, visit

greenhouse.com