Candidate Experience Survey

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| Thank you for considering [Company Name] as your potential employer. Your input is important to us, and want to ensure that your experience with our recruitment process was positive.  Your feedback is anonymous. Filling in the survey should take you a maximum of 5-10 minutes.  Your responses will help us identify areas that need improvement and provide a better experience for everyone. |

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| **Open-ended questions** |
| 1. What did you find most positive about the recruitment process? |
| *[Write your answer here]* |
| 2. How do you think the interview process could be improved? |
| *[Write your answer here]* |
| 3. Was there anything about the recruitment process that you found frustrating? |
| *[Write your answer here]* |
| 4. Please rank the following in order of importance to you: Communication, interview process, feedback, and job offer details. |
| *[1. Feedback, 2. Job offer details, 3. Communication…]* |
| 5. What is your level of experience in your field? |
| *[Entry-level, Mid-level, Senior, Executive…]* |

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| **Yes/No questions** | 1 | 2 |
| 6. Was the application process easy to complete? |  |  |
| 7. Did you receive clear instructions for the interview? |  |  |
| 8. Were your expectations met regarding the recruitment timeline? |  |  |

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| **Likert-scale-questions  (1 = Lowest score, 5= Highest score)** | 1 | 2 | 3 | 4 | 5 |
| 9. How would you rate the clarity of the job description? |  |  |  |  |  |
| 10. How satisfied were you with the communication from our recruitment team? |  |  |  |  |  |
| 11. How would you rate your overall experience with the application process? |  |  |  |  |  |
| 12. How likely are you to apply for another position with our company in the future? |  |  |  |  |  |

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| **Multiple-choice questions** | |
| 13. Which aspect of the recruitment process did you find most valuable? | |
|  | Interview feedback |
|  | Communication |
|  | Job clarity |
|  | Other… |
| 14. How did you find the length of the recruitment process? | |
|  | Too long |
|  | Just right |
|  | Too short |
| 15. What resources did you use to prepare for the interview? | |
|  | Company website |
|  | Job description |
|  | External reviews |
|  | Other… |

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