

# Recruiting Top Talent: A Hiring Industry Survey



**We surveyed 181 executives, hiring managers,  
and HR professionals about their company's recruiting practices  
to provide you with rare insight into  
their hiring processes and preferences.**

**Strongly Agree**

**Agree**

**Neutral**

**Disagree**

**Strongly Disagree**

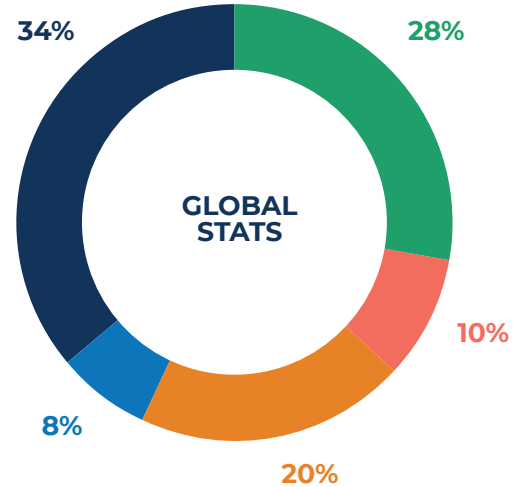
## TRAINING

In my career, I have received dedicated training on how to interview job candidates.



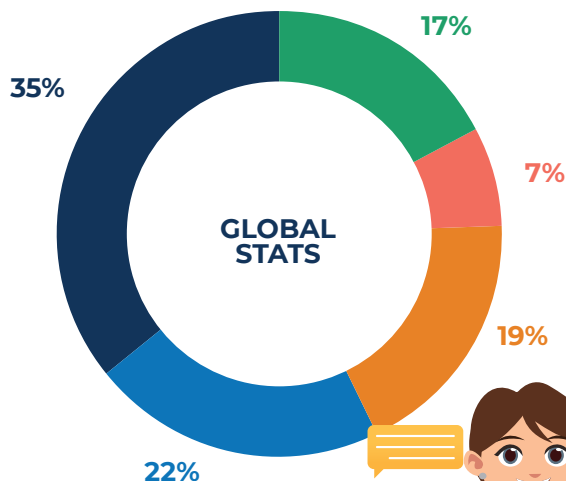
**62%**

Of respondents reported receiving interview training



## UPDATES

My company has created a formalized plan to communicate with and update candidates throughout the recruitment process.



**52%**

of companies report having a notification to keep job applicants updated



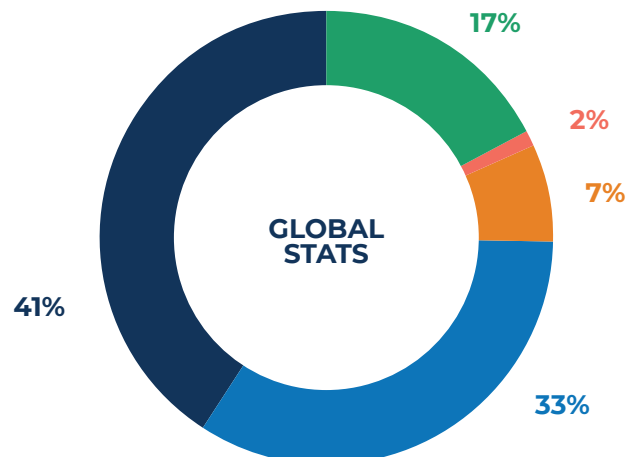
## APPLICANT TRACKING SYSTEMS

I believe applicant tracking systems are an effective way to screen and pre-qualify candidates prior to HR / hiring manager review.



**58%**

of respondents believe ATS are an effective screening tool



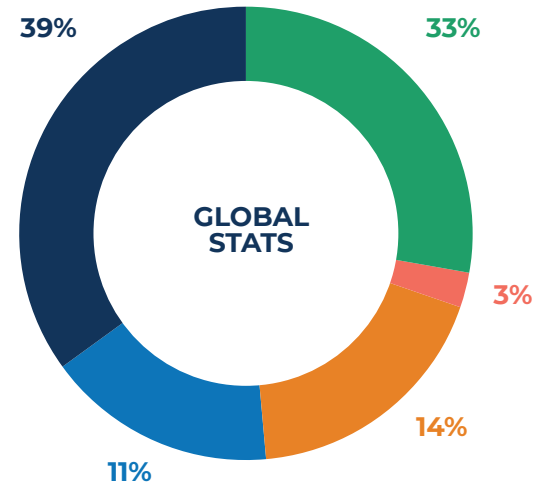


## HUMAN REVIEW

I believe at least one person (human eyes) should review all resumes submitted for each role.

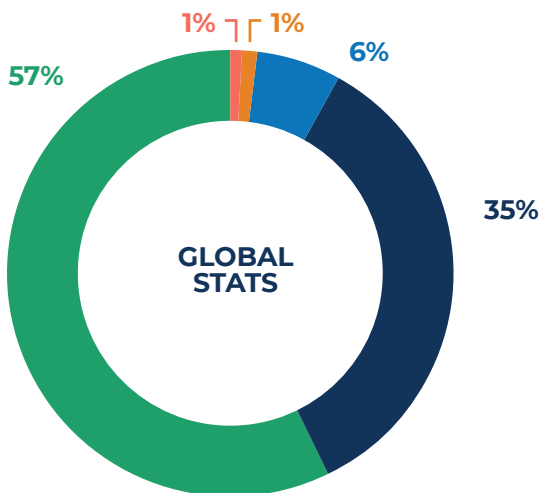
**72%**

of those surveyed believe a human should review all resumes



## REPUTATION

I believe the quality of a company's recruitment process has a direct effect on a company's overall reputation / image.



**92%**

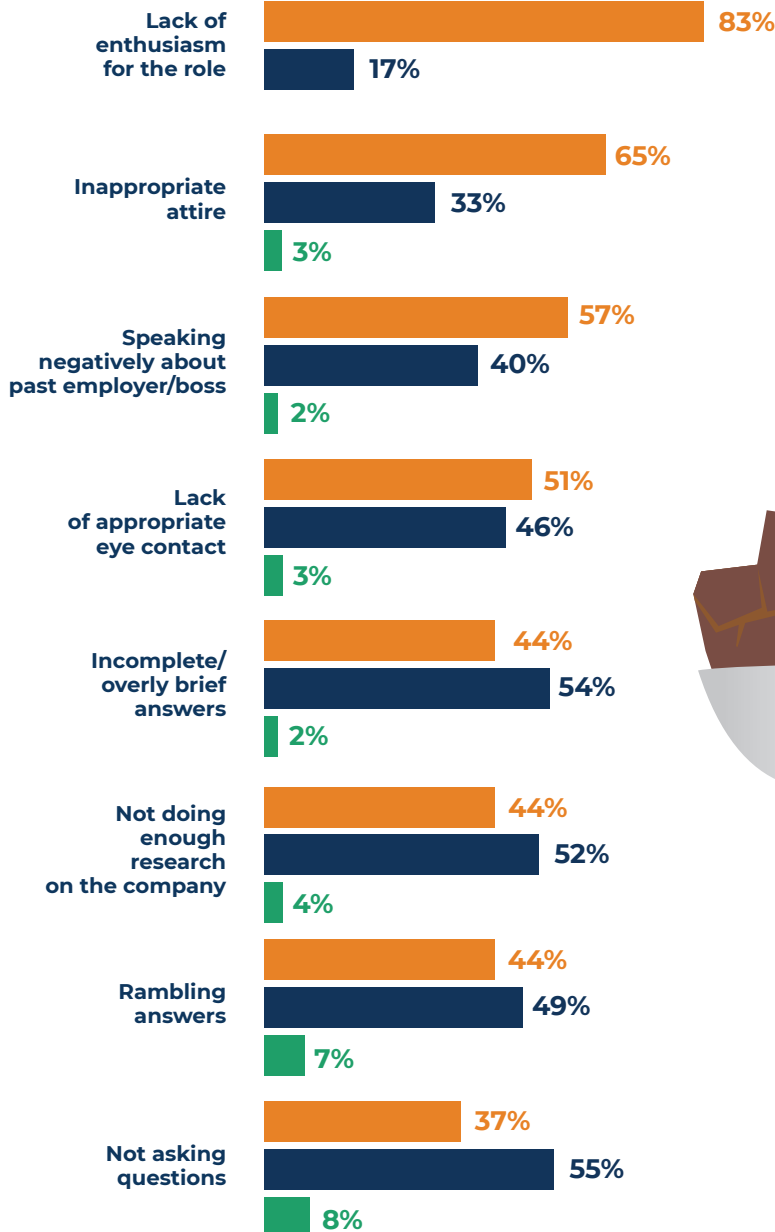
of hiring professionals believe a company's overall reputation is affected by their recruitment process



Very negative    Somewhat negative    Not a negative

## INTERVIEW KILLERS

How much of a negative impact does each of the following have on a candidate's interview?



**Biggest Interview Blunder**  
**83%**  
of respondents report that Lack of Enthusiasm has a very negative impact on a candidate's interview





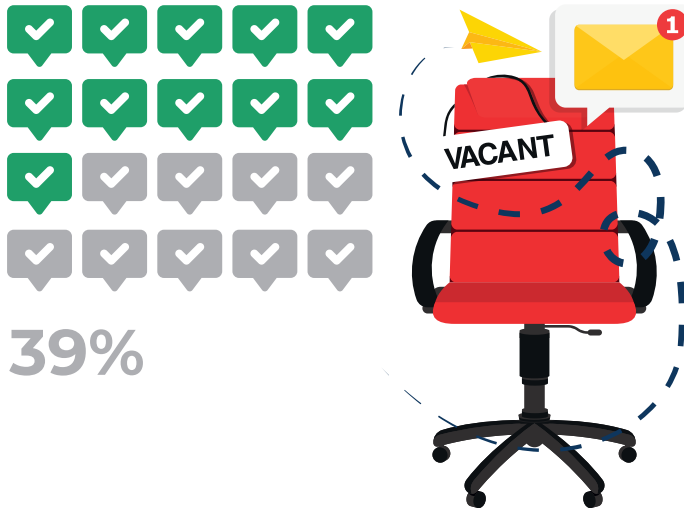
Yes



No

## APPLICATION RECEIVED

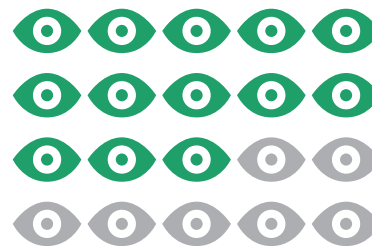
All candidates receive a notification when they apply for a role within my company.



39%

## RESUME REVIEW

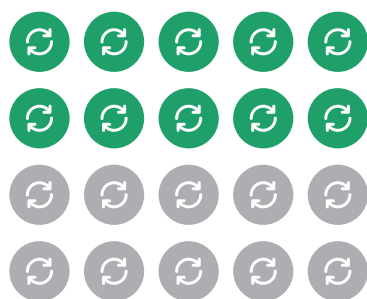
Every resume submitted to my company is reviewed by at least one set of human eyes.



30%

## STATUS UPDATES

All candidates receive prompt status updates throughout the recruiting process.



39%



## JOB FILLED

All candidates receive a notification when the role for which they applied has been filled.

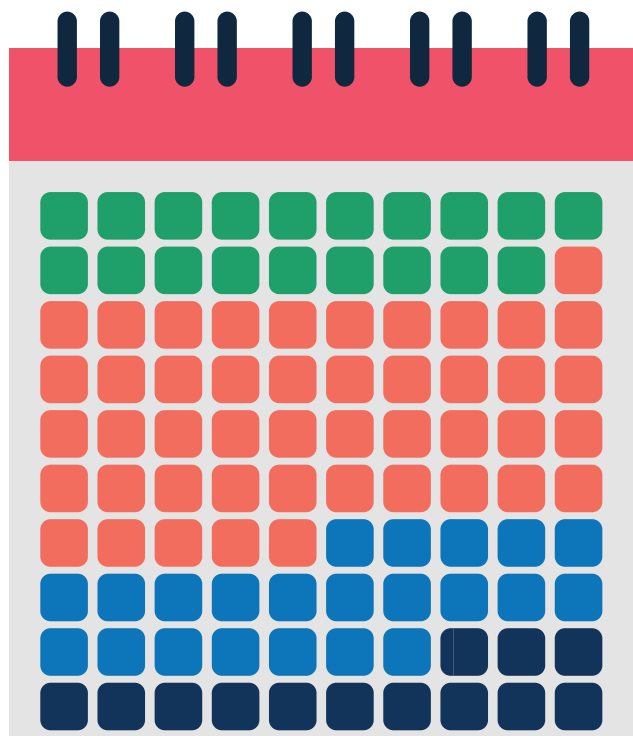


55%



## CANDIDATE CONTACT

How quickly does your organization typically contact a candidate if they are qualified for a role?



**19%**

1-2  
business  
days

**46%**

3-5  
business  
days

**22%**

6-10  
business  
days

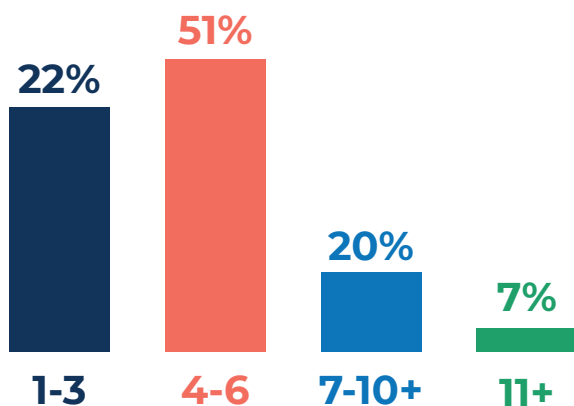
**13%**

11+  
business  
days



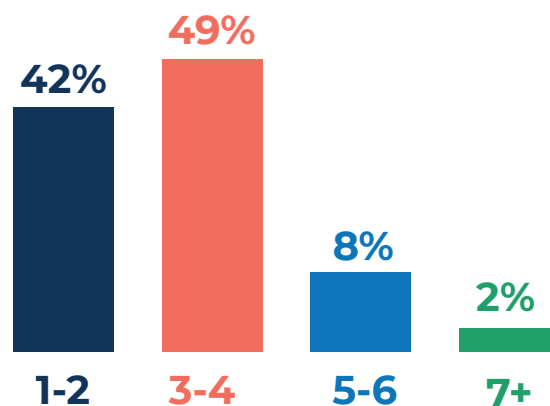
## CANDIDATES INTERVIEWED

On average, how many candidates are interviewed within your company for each role?



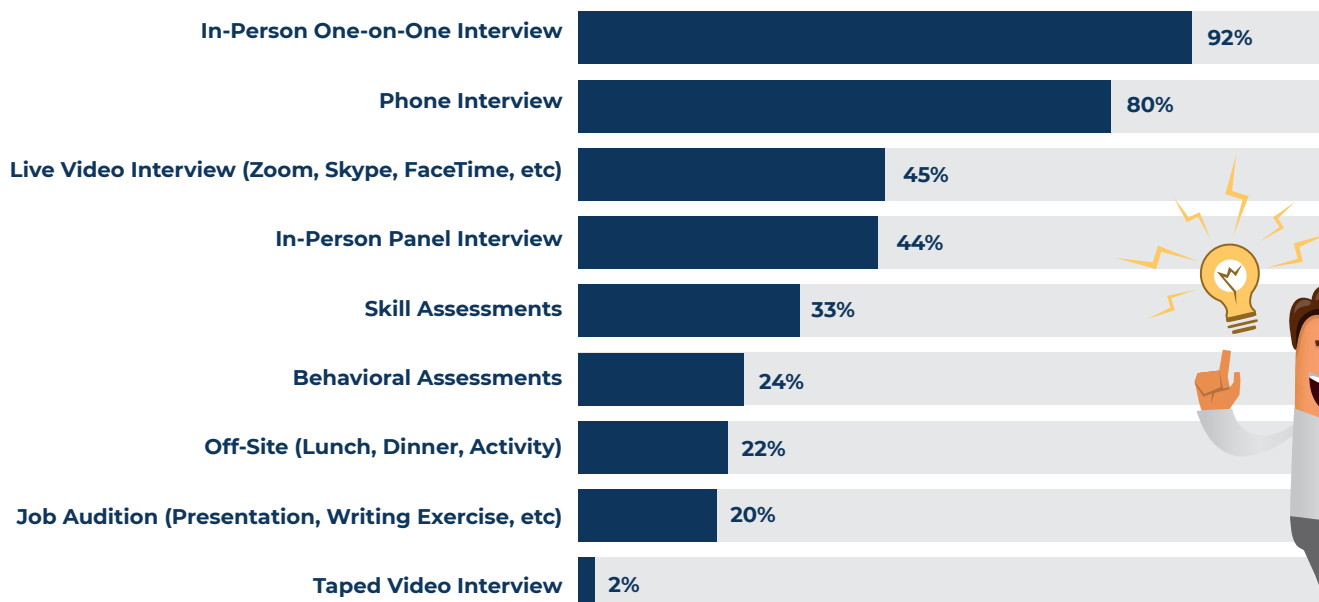
## INTERVIEW ROUNDS

How many rounds of interviews are typically conducted for each role within your company?



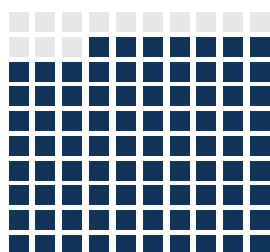
## HIRING PROCESS

Which of the following are part of your company's typical hiring process?



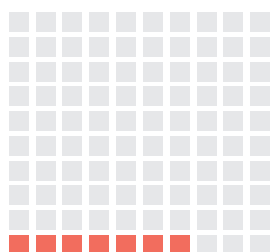
## INTERVIEW APPROACH

Which interview question approach(es) does your company use?



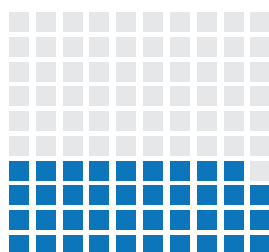
**87%**

**Behavioral**  
(Tell me about a time...)



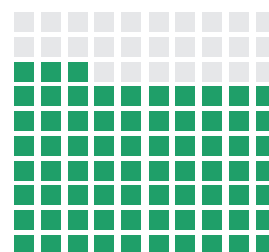
**7%**

**Brainteasers** (How many ping pong balls fit in a car?)



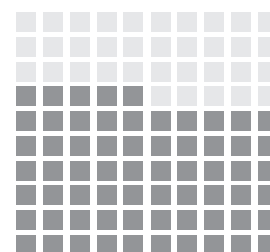
**39%**

**Case Study** (How would you go about selling xyz product in a new market?)



**73%**

**Situational** (If you were in x situation, what would you do?)



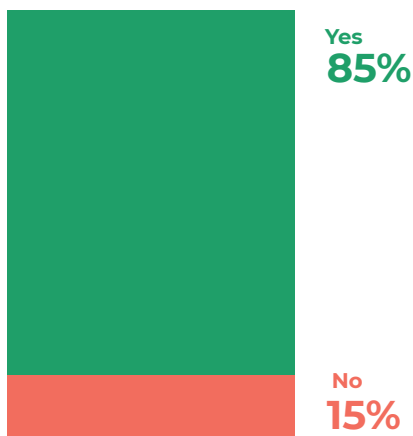
**65%**

**Opinion Questions** (What is your biggest weakness?)



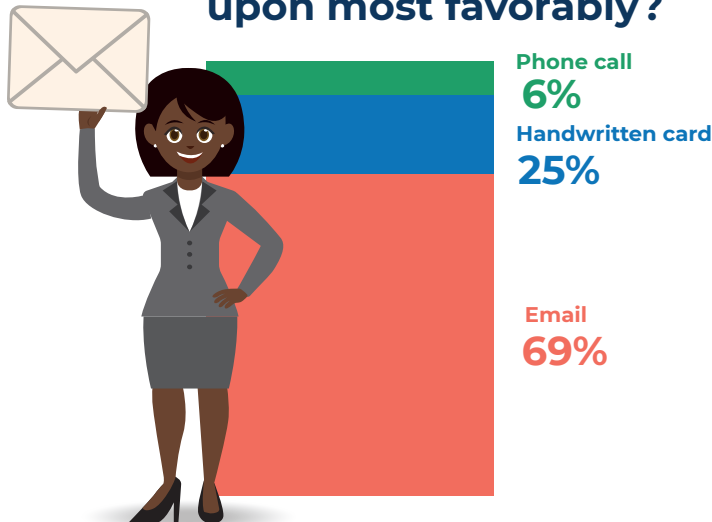
## FOLLOW-UP IMPACT

Does a candidate's follow-up after an interview make a positive difference?



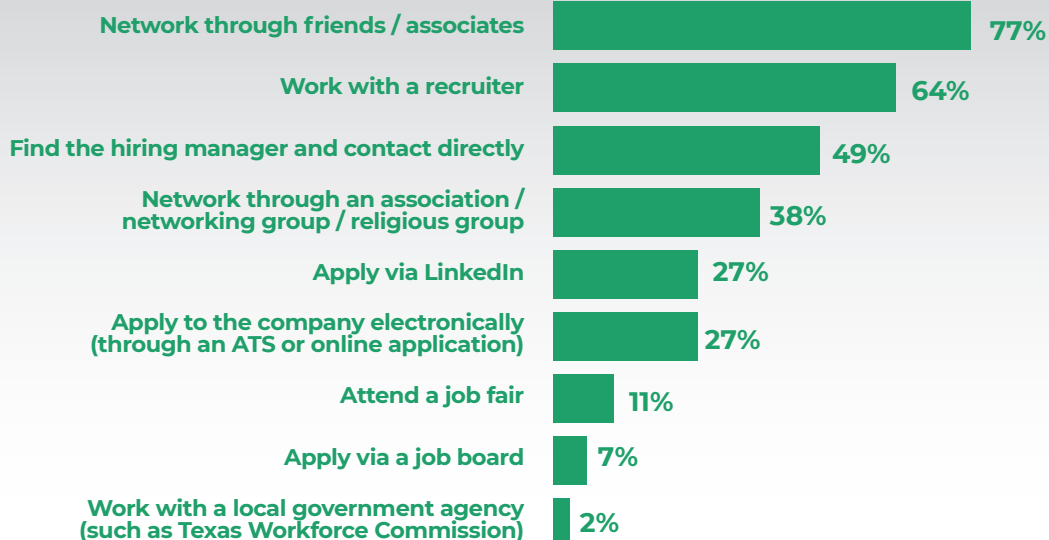
## FOLLOW-UP METHODS

Which of the following interview follow-up methods do you look upon most favorably?



## JOB SEARCH METHOD

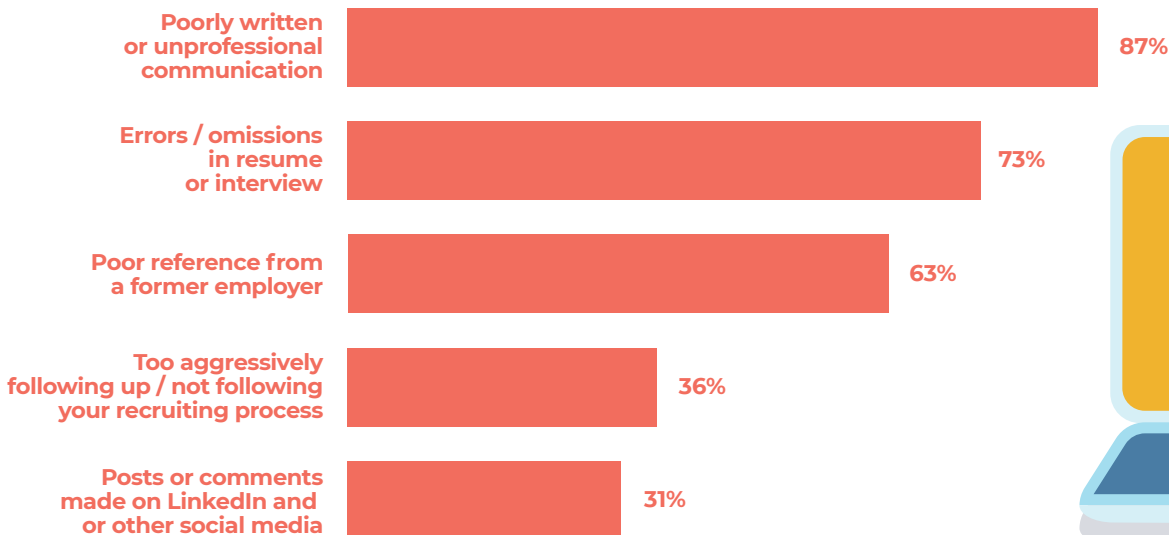
If you were advising a family member on how to apply for a job to maximize effectiveness, which three of the following methods would you most recommend?





## APPLICATION KILLERS

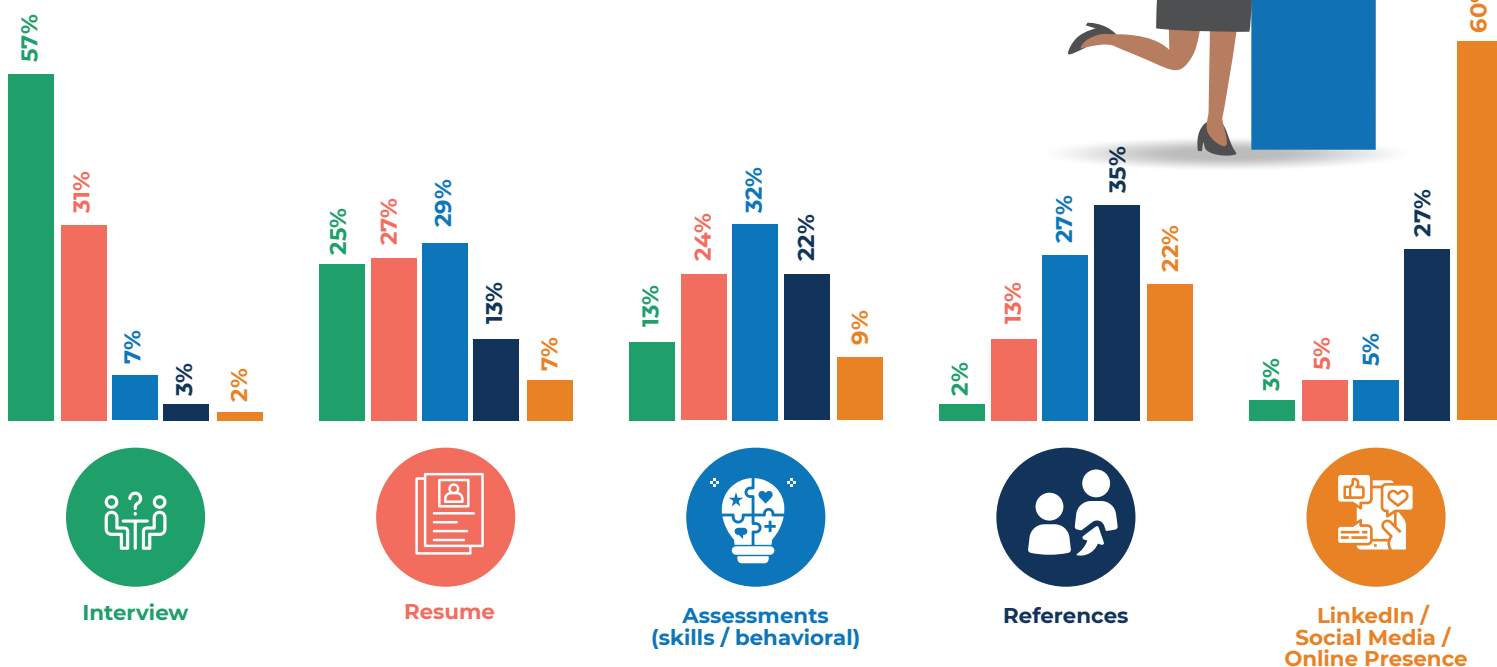
For which reasons have you removed a candidate from consideration?



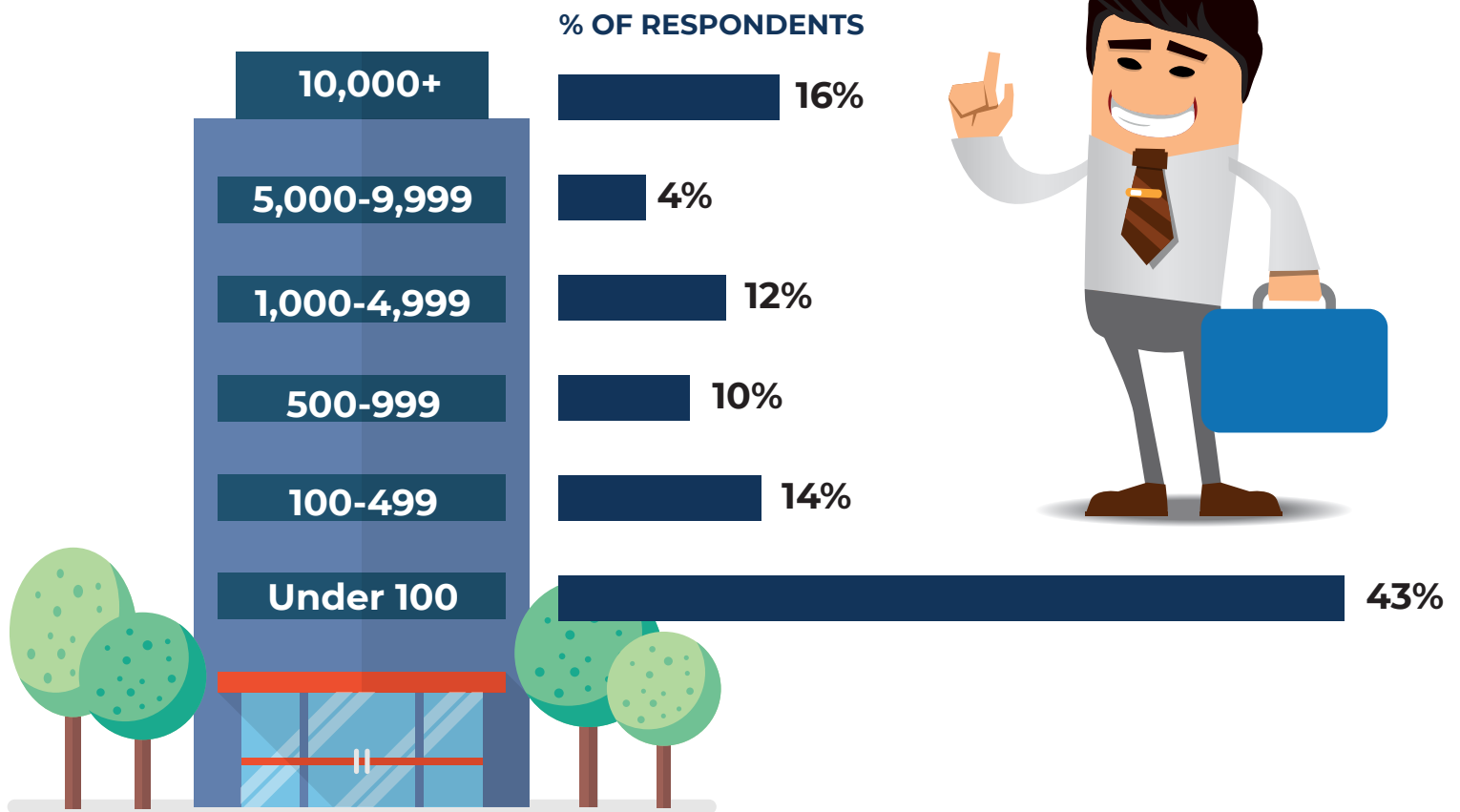
## ASSESSING CANDIDATES

Which of the following are most important when you are assessing a candidate?

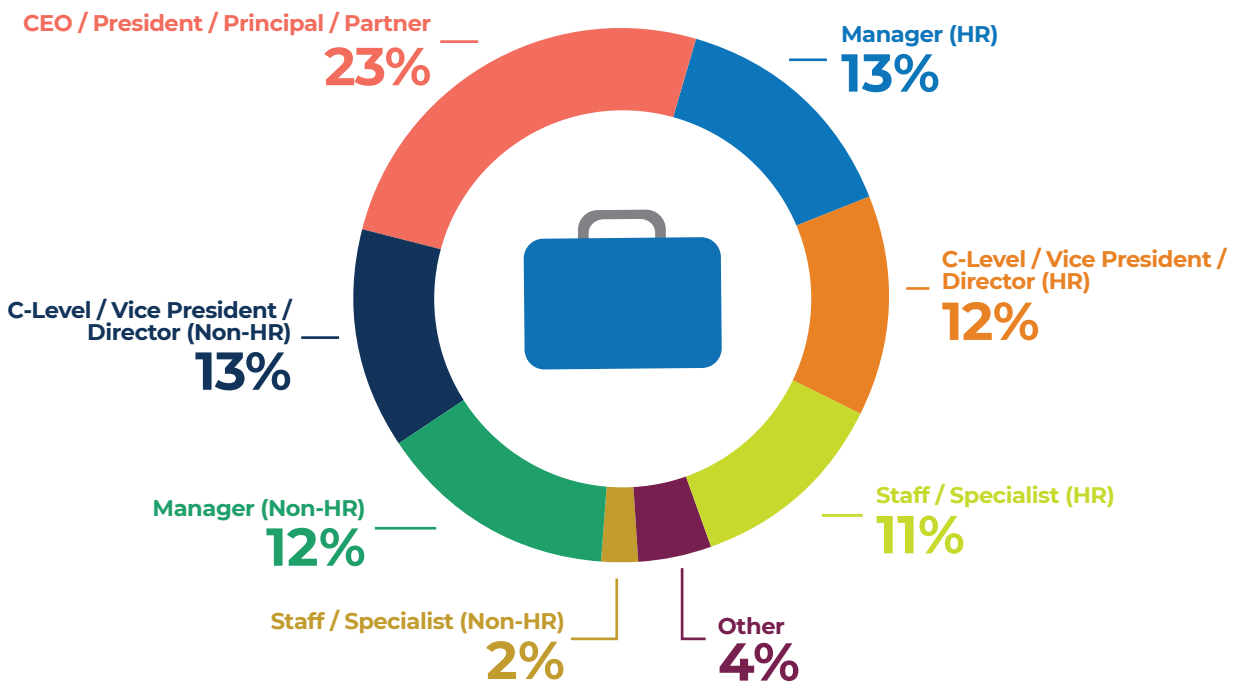
1<sup>st</sup> 2<sup>nd</sup> 3<sup>rd</sup> 4<sup>th</sup> 5<sup>th</sup>



## COMPANY SIZE



## RESPONDENT ROLE



## RESPONDENT INDUSTRY

