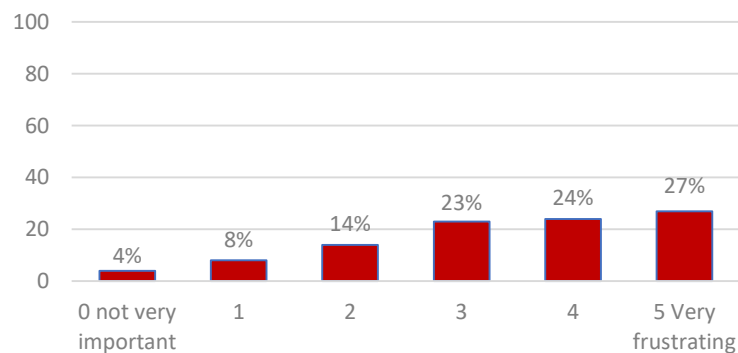peoplefirst

We asked our candidates....
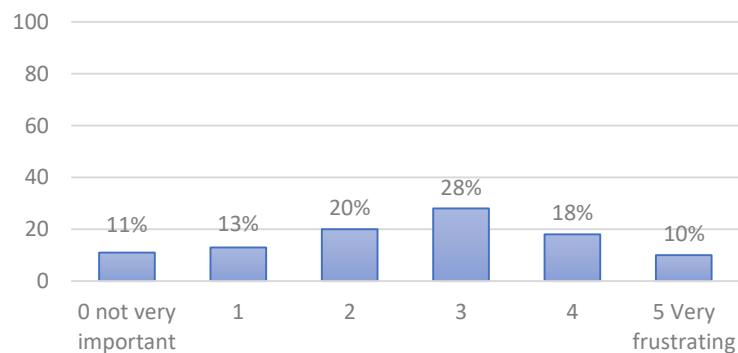
What do you find most frustrating about the interview process?

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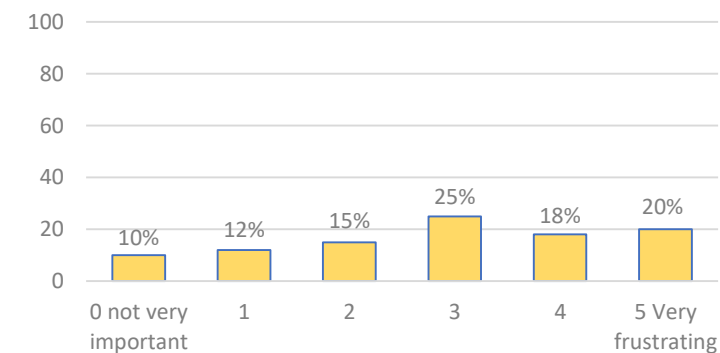
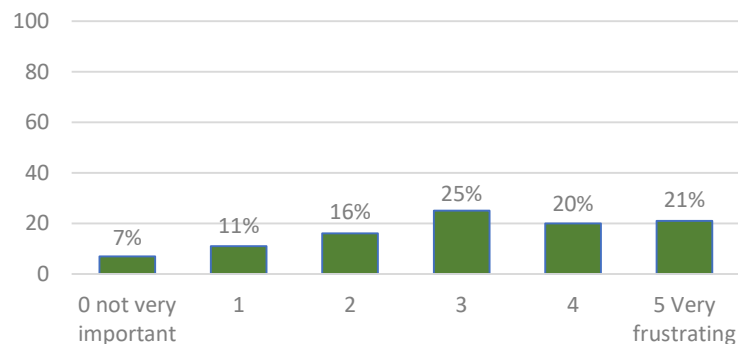### Multi-staged interview process – eg. having to do tests/presentations etc.

0 not very important	1	2	3	4	5 Very frustrating
4%	8%	14%	23%	24%	27%

Short notice before the interview, giving you less time to prepare

0 not very important	1	2	3	4	5 Very frustrating
11%	13%	20%	28%	18%	10%

Interview is cancelled or rearranged with little notice

0 not very important	1	2	3	4	5 Very frustrating
10%	12%	15%	25%	18%	20%

Unprepared interviewer

0 not very important	1	2	3	4	5 Very frustrating
7%	11%	16%	25%	20%	21%

Interview questions which you don't think are relevant to the role

0 not very important	1	2	3	4	5 Very frustrating
9%	10%	16%	28%	15%	22%
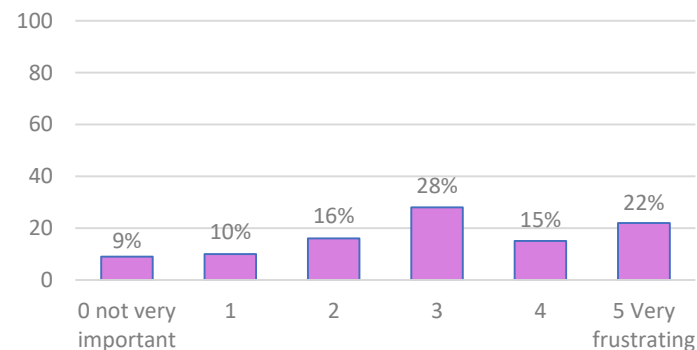
Long interview process

0 not very important	1	2	3	4	5 Very frustrating
6%	11%	14%	26%	20%	23%

What do you find most frustrating about the interview process
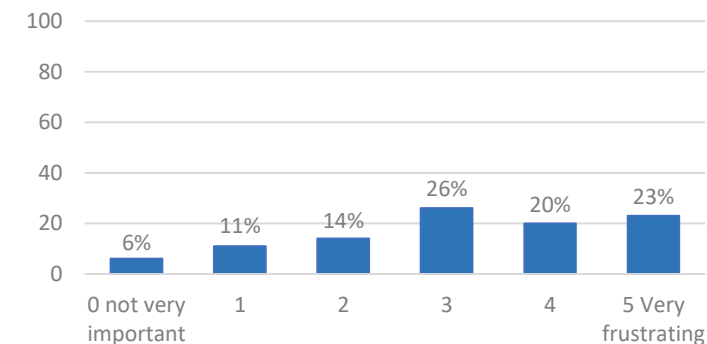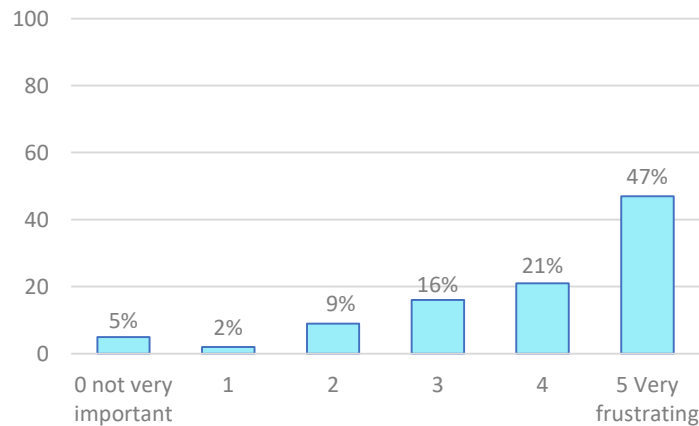

One of the most frustrating parts of the interview process, coming in at Number 4, is an unclear job description. However, this was overtaken by a long wait for feedback, which 68% of candidates ranked as "frustrating/very frustrating"
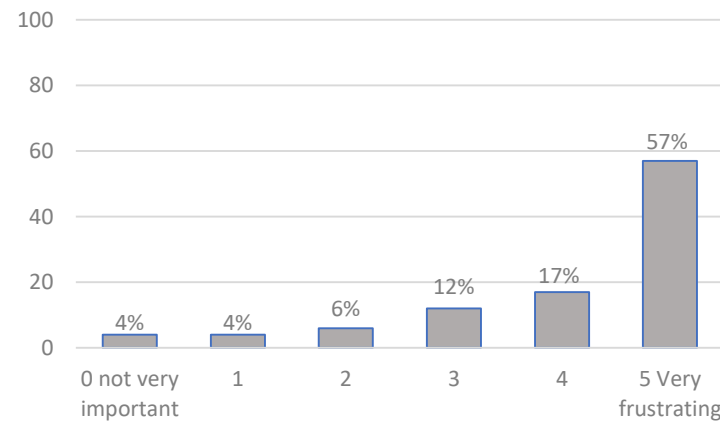
And the theme continues…. 68% of candidates also said that unclear feedback was "frustrating/very frustrating"; but even worse than that, 74% of people ranked lack of any feedback at all as the most frustrating thing about the interview process.

Top Takeaways from our survey:

Feedback, feedback, feedback! We hear this again and again from candidates. When a candidate invests time and commits to an interview process, s/he expects to receive feedback, even if the feedback is negative. Feedback will also help your brand image as an employer.   Keeping the interview process short and simple will also help to attract candidates. The longer the process, the longer your candidate has to explore other opportunities....

For more information, or to speak to a People First consultant, contact us on:

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