Candidate Survey

TEMPLATES

NEOGOV

Gather feedback from candidates to improve their experience.

Post-Application (To receive feedback on Discovery)

How did you first learn about this position?

- ☐ Job board
- ☐ Agency website
- ☐ Social media
- ☐ Employee referral
- ☐ Career fair/recruiting event
- ☐ Internship
- ☐ Other:_____

How would you rate your experience finding information about our agency and this role?
O Excellent   O Good   O Average   O Poor   O Very Poor

How would you rate the application process?
O Excellent   O Good   O Average   O Poor   O Very Poor

How could we improve the application process?

_____

Post-Interview (To receive feedback on the Application and Evaluation)

How would you rate the interview scheduling process?
O Excellent   O Good   O Average   O Poor   O Very Poor

How would you rate your overall interview experience?
O Excellent   O Good   O Average   O Poor   O Very Poor

How well did the interview process help you understand the role and our agency culture?
O Very Well   O Well   O Somewhat   O Not Well   O Not at all

What could we improve about our interview process?

_____

Post-Hire (To receive feedback on Decision and Onboarding)

What were the top 3 factors that influenced your decision to accept our job offer?

Select only 3

☐ Mission and purpose of the work   ☐ Agency reputation

☐ Job security and benefits   ☐ Interview experience

☐ Career growth opportunities   ☐ Immediate supervisor/manager

☐ Work-life balance   ☐ Training and development opportunities

☐ Team and culture   ☐ Other:_____

☐ Salary and compensation

What influenced your decision to join us?

_____

How well did your experience match with the description of the role?

O Exceeded Expectations   O Met Expectations   O Mostly Met Expectations
O Below Expectations   O Worse Than Expected

How would you rate your onboarding experience?

O Excellent   O Good   O Average   O Poor   O Very Poor