

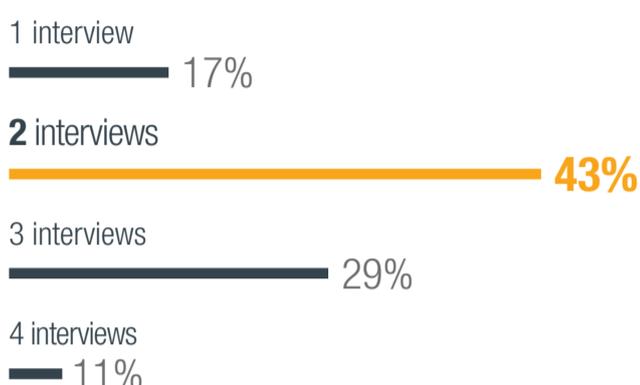


# CANDIDATES & RECRUITMENT PROCESSES: INSIGHTS INTO THEIR PERCEPTION

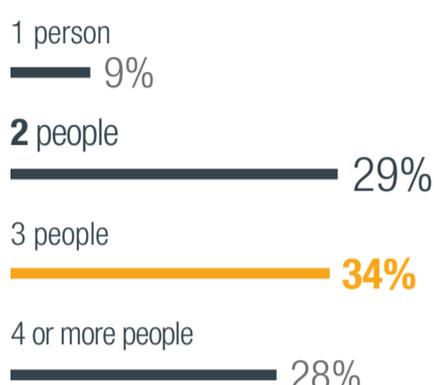
## Recruitment processes how long, how many?



### HOW MANY INTERVIEW ROUNDS DO CANDIDATES GO THROUGH?



### HOW MANY PEOPLE DO CANDIDATES SPEAK TO IN INTERVIEWS?



### HOW LONG IS THE OVERALL PROCESS?



**More than half of candidates (59%)** think the recruitment process is too long

## Recruitment methods & tools



**73%** of candidates would appreciate to have access to new tools (video CV, personality tests...)



**34%** of candidates are **happy with the feedback** they receive from recruitment companies



**69%** of candidates have **already participated in personality tests**



**94%** of candidates would like to benefit from a greater immersion in the company's culture



**51%** of candidates feel as comfortable in a phone interview as in a face to face interview. **The number rises to 53% in online interviews**



Scenario interviews (role plays, escape games, gaming, technical tests...) are the least used method in Poland.

Less than **5 out of 10** professionals have been interviewed through these methods

Study based on the answers of 245 candidates collected between April and June 2020