

Candidate experience survey questions

Need help to attract and engage top talent? Use our template to find valuable insights about your candidates' experience. Pinpoint areas for improvement, and optimize your recruitment process today.

In a few moments, you'll read a list of 15 candidate experience survey questions that you can use to enhance your applicant's experience when entering your hiring pipeline. Select a handful of the following questions to provide the best, actionable data for your company.

Make sure you consider each question carefully, thinking about what the answers will reveal and how to use that data to improve your candidate's experiences. Note that anything in squared brackets should also be personalized to your company.

Your Candidate Experience Survey Questions

Begin optimizing your recruitment process by understanding the impact of your current strategy. These questions were carefully crafted to reveal hidden insights into your candidate experience. When answered honestly, it will allow you to improve your hiring process and position your company as a top-choice working environment.

1. The recruiter was polite and professional.



2. The recruiter was able to answer any questions I had about the company.

Strongly agree Agree Neutral Disagree Strongly disagree

3. I felt that the application form was easy to fill out.

Strongly agree Agree Neutral Disagree Strongly disagree

4. I was updated regularly and always knew what the next step of the process would be.

Strongly agree Agree Neutral Disagree Strongly disagree

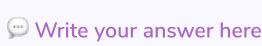
5. I felt that my answers to the interview questions were truly listened to.

Strongly agree Agree Neutral Disagree Strongly disagree

6. As a whole, I'm content with the recruitment process at [your company's name]

Strongly agree Agree Neutral Disagree Strongly disagree

7. Could we make your experience as a candidate any better?



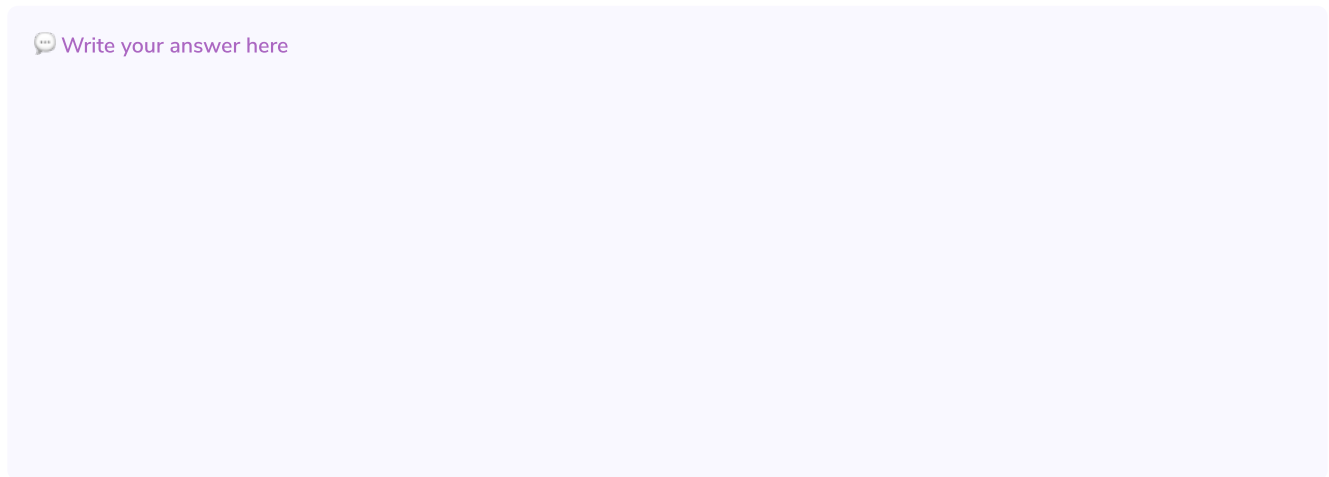
8. Did you feel welcomed by the company during your interview?

- Yes No Partially

9. Based on the job description, was our company what you expected?

- Yes No Partially

10. Please explain your previous answer:

 Write your answer here

11. Were you given any feedback on your application?

- Yes No I was offered but I didn't accept it

12. Would you reapply to work here if a similar role opened up?

- Absolutely Probably Maybe It's unlikely Definitely not

12. On a scale of 1 to 5 (1 being "absolutely not" and 5 being "without a doubt"), how likely are you to refer friends or family members should a suitable position open?


1 2 3 4 5




14. Please provide a reason for your answer above:

 Write your answer here

15. Please describe your experience of applying for a vacancy with us in 3 words:

 Word 1

 Word 2

 Word 3

