

Job application survey

Thank you for applying. These questions are about our application process, not about you, and your answers play no part in any hiring decision. Please do not write your name.

Job applied for

Date

For each statement, tick one box from 1 (strongly disagree) to 5 (strongly agree).

1 Where did you first see this job?

- ☐ Our website ☐ A job board ☐ Social media ☐ Someone I know ☐ Somewhere else

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
2 The job ad made the pay, hours and location clear.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
3 I could picture a normal day in this job from the ad.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
4 The form said up front how long it would take.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
5 Every question on the application related to this job.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
6 The application worked well on the device I used.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
7 I had a fair chance to show why I suit this job.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
8 I know when I will hear back about my application.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
9 Overall, applying for this job was easy.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

10 About how long did the application take you?

- ☐ Under 10 minutes ☐ 10 to 20 minutes ☐ 20 to 40 minutes ☐ Over 40 minutes

11 Did anything nearly stop you from finishing? (tick all that apply)

- ☐ The length ☐ Retyping my resume ☐ Making an account ☐ A technical fault ☐ Unclear questions
- ☐ Nothing

12 What one change would have made applying easier?

Optional questions (1 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Screening questions for the application form

13 When could you start?

- ☐ Right away ☐ Within 2 weeks ☐ Within a month ☐ Later than that

14 Which times could you work? (tick all that apply)

- ☐ Weekday days ☐ Weekday evenings ☐ Overnight ☐ Weekends

15 How much experience do you have in similar work?

- ☐ None yet ☐ Under 1 year ☐ 1 to 3 years ☐ 4 to 7 years ☐ 8 years or more

16 Do you hold the license this job requires?

- ☐ Yes ☐ In progress ☐ No

17 What pay range are you hoping for in this role?

18 What made you apply for this job?

19 Tell us about some work you are proud of that fits this job.

20 Will you need any adjustments for our interview or task?

- ☐ Yes, please contact me ☐ No

After an interview or task

STATEMENT	STRONGLY DISAGREE			STRONGLY AGREE	
21 What I was asked matched the work this role involves.	☐	☐	☐	☐	☐
22 I had enough time to show what I can do.	☐	☐	☐	☐	☐

Optional questions (2 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

After an interview or task (continued)

STATEMENT	STRONGLY DISAGREE		STRONGLY AGREE	
23 The people I met were ready for our conversation.	☐ 1	☐ 2	☐ 3	☐ 4
24 I was treated with courtesy at every step.	☐ 1	☐ 2	☐ 3	☐ 4
25 I heard back by the date I was given.	☐ 1	☐ 2	☐ 3	☐ 4

After the decision

26 What was the outcome of your application?

☐ I was offered the job ☐ I was not selected ☐ I withdrew ☐ Still waiting

27 How long after applying did you hear the decision?

☐ Within a week ☐ 1 to 2 weeks ☐ 3 to 4 weeks ☐ 1 to 2 months ☐ Over 2 months

STATEMENT	STRONGLY DISAGREE		STRONGLY AGREE	
28 The decision message told me what I needed to know.	☐ 1	☐ 2	☐ 3	☐ 4
29 I would apply here again for a different role.	☐ 1	☐ 2	☐ 3	☐ 4

New hires looking back

STATEMENT	STRONGLY DISAGREE		STRONGLY AGREE	
30 The job turned out to be the one the ad described.	☐ 1	☐ 2	☐ 3	☐ 4
31 The hiring steps tested skills I really use here.	☐ 1	☐ 2	☐ 3	☐ 4
32 What I was told about pay and benefits proved accurate.	☐ 1	☐ 2	☐ 3	☐ 4

33 How long was it from applying to your offer?

☐ Under 2 weeks ☐ 2 to 4 weeks ☐ 1 to 2 months ☐ Over 2 months

34 What do you wish you had known before you accepted?

Thank you. Your answers are anonymous.

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Optional questions (3 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

About you and how you applied (optional)

35 Which device did you use to apply?

☐ Phone ☐ Tablet ☐ Laptop or desktop

36 Have you applied to us before?

☐ No, this is my first time ☐ Yes, once before ☐ Yes, more than once

37 Are you working at the moment?

☐ Yes, full time ☐ Yes, part time ☐ No ☐ Studying full time

38 What level was the job you applied for?

☐ Entry level ☐ Experienced ☐ Manager ☐ Senior leader

Thank you. Your answers are anonymous.

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