

Candidate Journey

Survey Template



Candidate Name (optional)		Hiring Manager Name	
Organization Name		Application Date	
Hiring Department		Interview Date	
Job ID#		Job Offer (Y/N)	

Rating Scale

For each aspect of your candidate journey evaluated on this form, select the rating that best describes the hiring team's performance.

- 5. Strongly Agree:** This rating indicates that the hiring process exceeded your expectations and requirements, going above and beyond to make you feel valued and excited about future employment.
- 4. Agree:** This rating indicates that the hiring process met your expectations and requirements, contributing to satisfaction but with opportunities for improvement.
- 3. Neutral:** This rating indicates that the hiring process did not contribute to feelings of satisfaction or dissatisfaction with the process.
- 2. Disagree:** This rating indicates that the hiring process may have left you feeling dissatisfied or unclear about expectations and timelines.
- 1. Strongly Disagree:** This rating indicates that the hiring process made you feel extremely dissatisfied, contributing to an overall negative hiring experience.

Candidate Journey Feedback Survey

Hiring Process Step	Rating	Comments
The application process was straightforward and easy to navigate.		
The expectations around the job role and functions were clear and easy to understand.		
Communication about the application status was clear and timely.		

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The process for scheduling an interview was convenient and timely.		
The interview experience was positive and uplifting.		
The communication about hiring decisions was timely and respectful.		
My overall candidate journey was positive.		

What was the best part of your candidate journey?

Candidate Comments:

What could have improved your candidate journey?

Candidate Comments:

Would you recommend applying to our organization?

Yes
 No

Candidate Comments:

Do you have any additional feedback about your candidate journey?

Candidate Comments: