

Top 10 Things Candidates Love, and Hate.



The Top Ten Things That Candidates Love (drum roll, please):

1. Being treated with respect at every level even if they are not the final candidate.
2. Having flexibility in the process and having the ability to have their concerns heard,
3. Being asked for feedback about the interviews and the hiring process.
4. Getting help on resigning and being flexible around start dates.
5. Having open and honest communication about objections to their history.
6. Getting a list of information they would have to provide prior to an offer.
7. Having someone help them go through the application process if they need help.
8. Getting courtesy telephone calls about the status of their candidacy.
9. Participating in a transparent interview process.
10. Talking to people who are knowledgeable about their background.

The Top Ten Things That Candidates Hate:

1. Not getting feedback or status communication on the status of their interviews.
2. Going through an interview process only to find out that the job is not really open.
3. Enduring background checks that find changes out of their control.
4. Having to go through a gauntlet of unnecessary interviews on multiple days.
5. Feeling as if they are the perfect candidate for the job but can't get an interview.
6. Dealing with interviewers who are unprepared or never even read their resume.
7. Having to navigate a difficult or invasive application process (usually online).
8. Learning that someone on the interview team questioned their resume.
9. Dealing with unprofessional and condescending HR professionals.
10. Not knowing the interview logistics (who, what, where, and why) in advance.