

Candidate Experience Survey

Thank you for considering WPH as your potential employer. Your input is important to us, and want to ensure that your experience with our recruitment process was positive.

Your feedback is anonymous. Filling in the survey should take you a maximum of 5-10 minutes.

Your responses will help us identify areas that need improvement and provide a better experience for everyone.

Open-ended questions

1. What did you find most positive about the recruitment process?

[Write your answer here]

2. How do you think the interview process could be improved?

[Write your answer here]

3. Was there anything about the recruitment process that you found frustrating?

[Write your answer here]

4. Please rank the following in order of importance to you: Communication, interview process, feedback, and job offer details.

[1. Feedback, 2. Job offer details, 3. Communication...]

5. How did the feedback from the post-interview report, including the radar chart, align with your self-assessment of skills and abilities?

[Write your answer here]

Yes/No questions

6. Was the application process easy to complete?

☐☐

7. Were the questions asked by the AI interviewer relevant and tailored to your skills and experience?

☐☐

8. Did the AI interviewer provide accurate and relevant responses to your questions during the interview?

☐☐

9. Did you receive timely and constructive feedback after the interviews?	<input type="checkbox"/>	<input type="checkbox"/>
10. Did you feel valued and appreciated as a candidate throughout the process?	<input type="checkbox"/>	<input type="checkbox"/>

Likert-scale-questions (1 = Lowest score, 5= Highest score)	1	2	3	4	5
11. How would you rate the clarity and timeliness of communication throughout the hiring process?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. How consistent was the job description with what was presented to you about the role during the hiring process?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. How comfortable did you feel interacting with the AI interviewer?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. How would you rate your overall experience with the application process?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. How well did the hiring process align with your expectations?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. How strongly do you agree that the hiring process was fair and unbiased?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Multiple-choice questions	
17. The interview process was?	
<input type="checkbox"/>	Challenging and interesting
<input type="checkbox"/>	Fast and fluid
<input type="checkbox"/>	Rather boring
<input type="checkbox"/>	Too long
<input type="checkbox"/>	Other...
18. How would you rate your understanding of the role after the hiring process?	
<input type="checkbox"/>	I got a very clear understanding of the role
<input type="checkbox"/>	I understood most parts of the role

<input type="checkbox"/>	I understood the basics of the role
<input type="checkbox"/>	I didn't understand most parts of the role
<input type="checkbox"/>	I didn't understand the role at all

19. Which aspect of the recruitment process did you find most valuable?

<input type="checkbox"/>	The AI-driven interview experience
<input type="checkbox"/>	Clarity and timeliness of communication
<input type="checkbox"/>	The fairness and transparency of the process
<input type="checkbox"/>	The constructive feedback provided
<input type="checkbox"/>	Other...

20. What stage of the hiring process did you find most challenging?

<input type="checkbox"/>	Submitting the application
<input type="checkbox"/>	Scheduling the interview
<input type="checkbox"/>	The AI-driven interview itself
<input type="checkbox"/>	Other...

21. You would have performed better in your assessment if you had?

<input type="checkbox"/>	Detailed instructions
<input type="checkbox"/>	Clarifications from the hiring manager
<input type="checkbox"/>	More time
<input type="checkbox"/>	I had adequate resources and time to successfully complete the assessment
<input type="checkbox"/>	Other...

22. How likely are you to recommend our company as an employer?

<input type="checkbox"/>	Very likely
<input type="checkbox"/>	Likely

<input type="checkbox"/>	Somewhat likely
<input type="checkbox"/>	Not likely
<input type="checkbox"/>	Not at all likely