

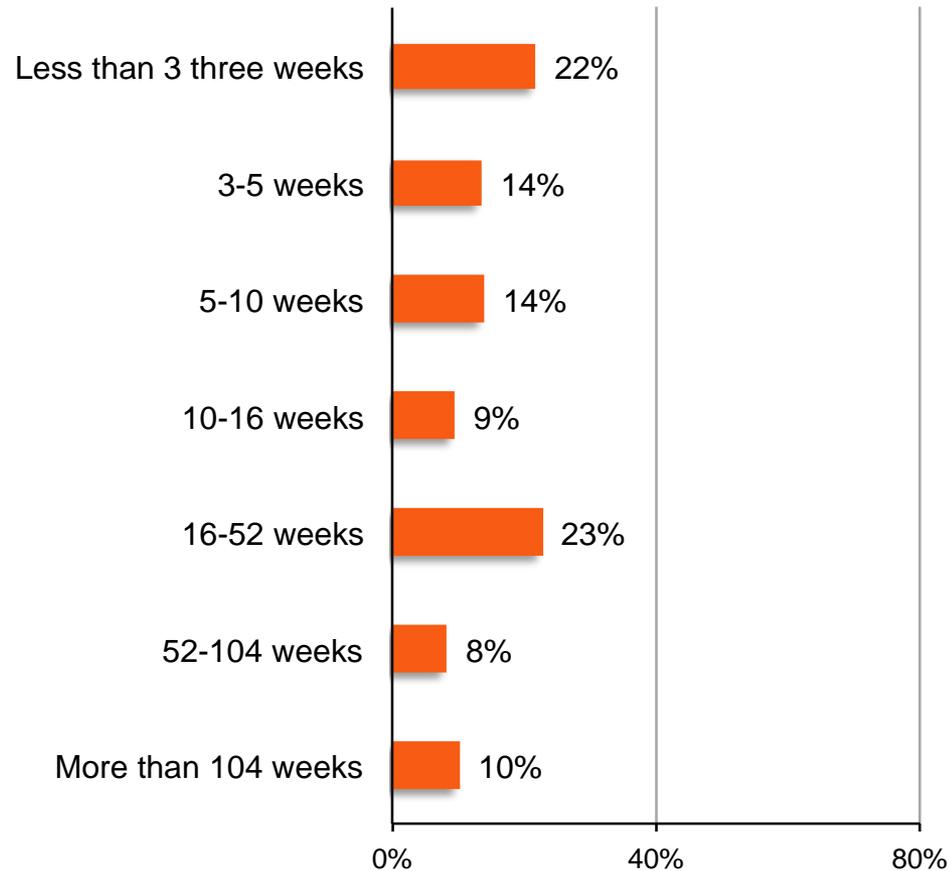
Today's Job Candidate: Ever Mobile, Always On

CANDIDATES

Charts

Q3. How long ago did you start your current or most recent job search?

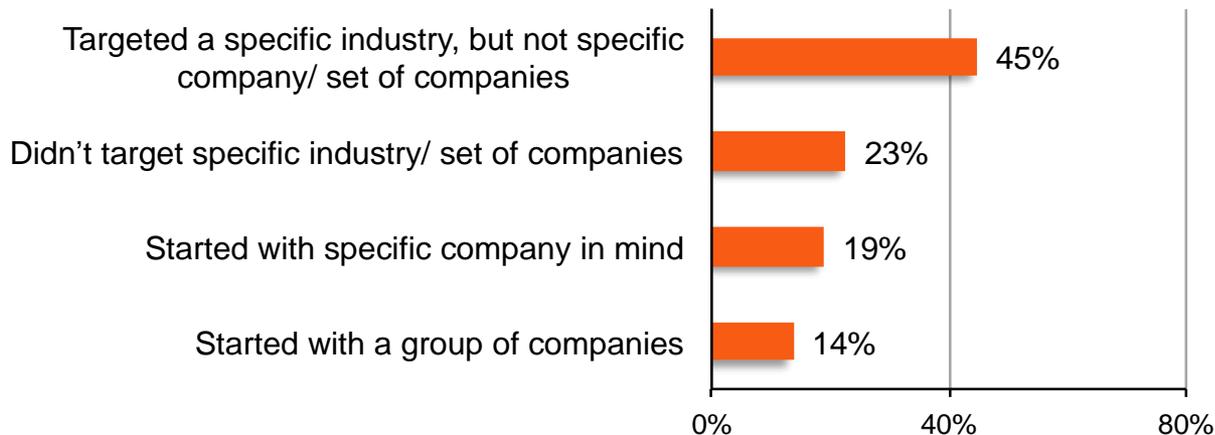
Duration of Current/Most Recent Job Search



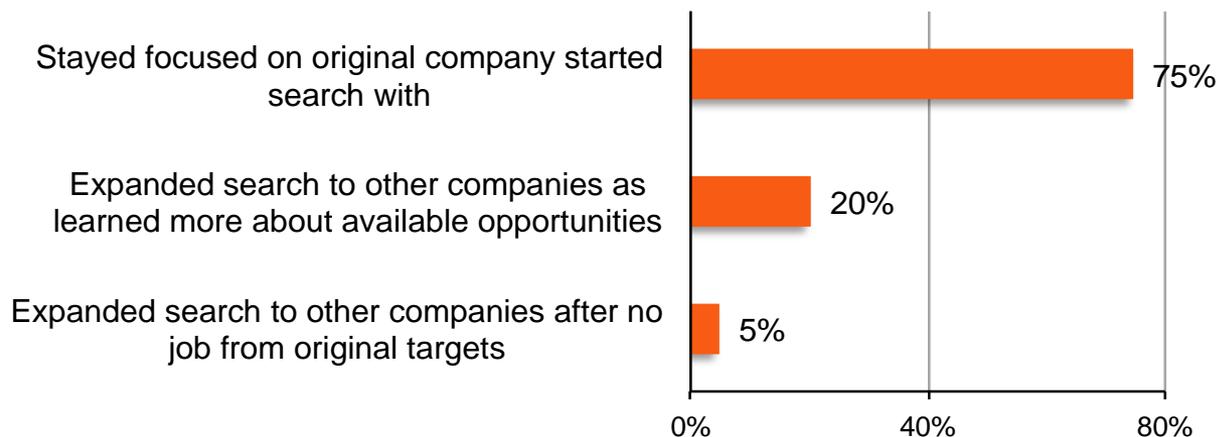
Q4. When you began your job search, which of the following best describes the approach you took?

**Q5. As your job search progressed, which of the following occurred?
(Of those starting with a specific company in mind)**

Approach Taken at Beginning of Job Search

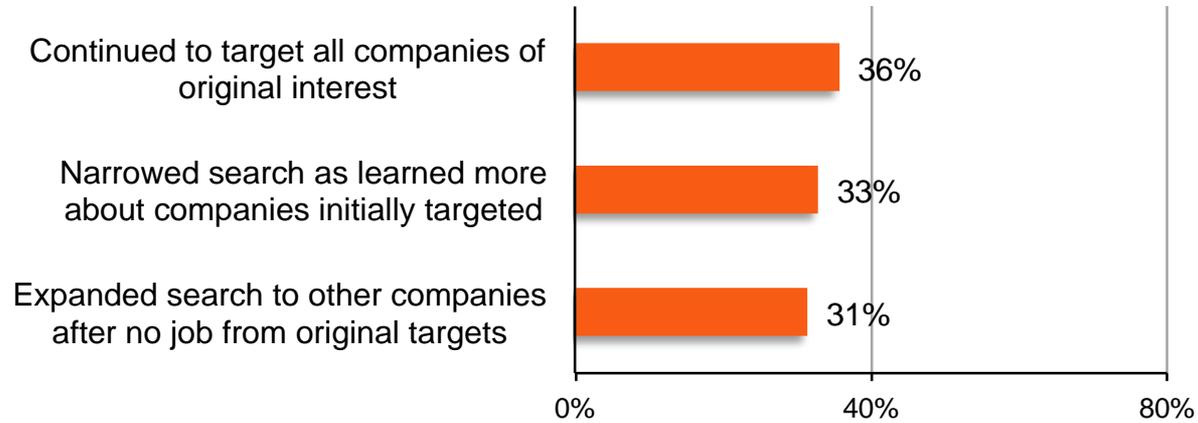


Approach Taken as Job Search Progressed



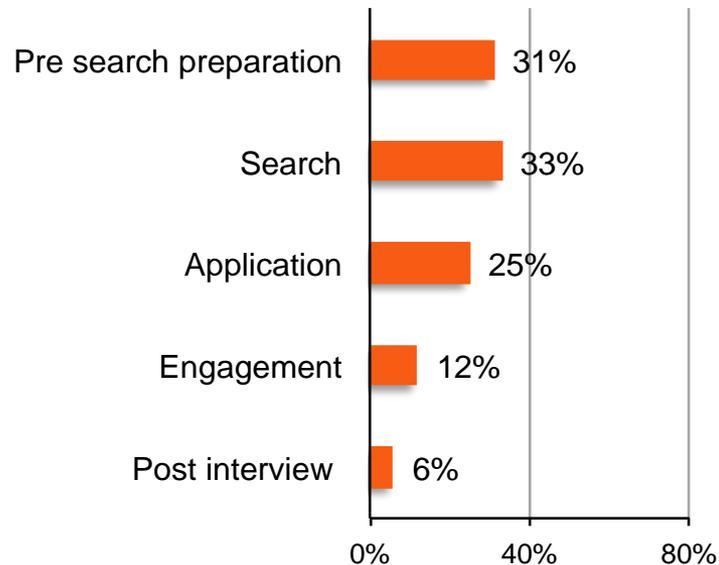
Q6. As your job search progressed, which of the following occurred? (Of those starting with a group of companies in mind)

Approach Taken as Job Search Progressed



Q7. What percentage of your job search has been devoted to each of the following phases?

Average Percentage of Time Devoted to Each Phase of Job Search



Pre search preparation - Researching companies, updating resume, determining salary requirements, developing additional skills, etc.

Search - Identifying attractive opportunities, reaching out to professional/personal network, initial search of job postings, etc.

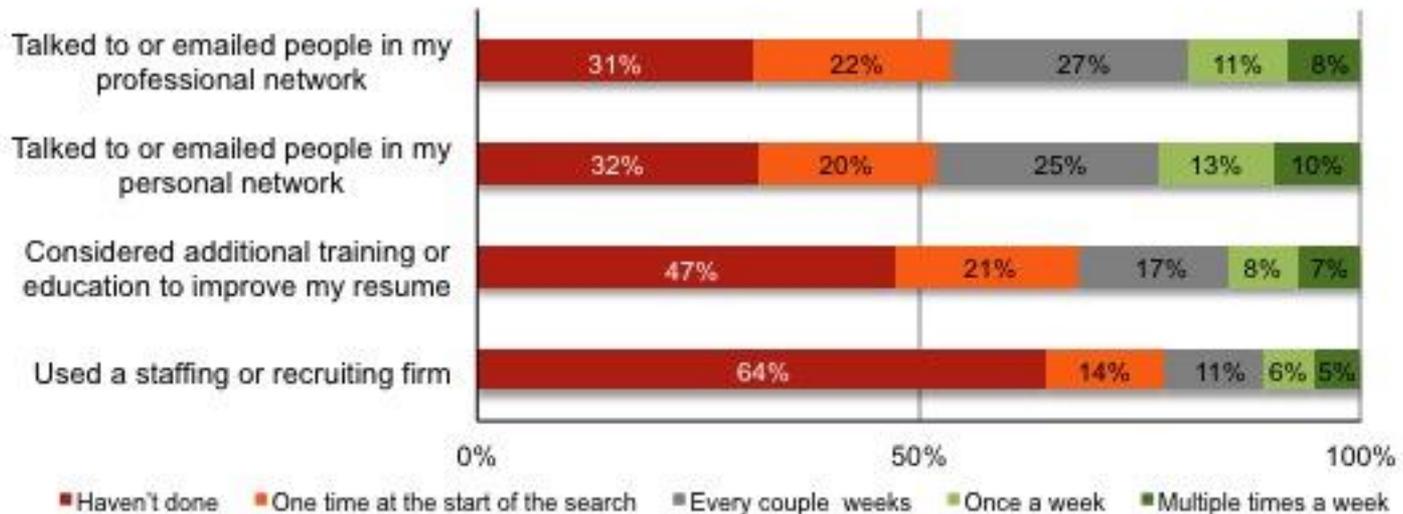
Application - Applying to jobs and companies, registering with staffing and recruiting firms, etc.

Engagement - Interviewing for jobs, analyzing opportunities, etc.

Post interview - Sending thank you cards, following up on open applications, etc.

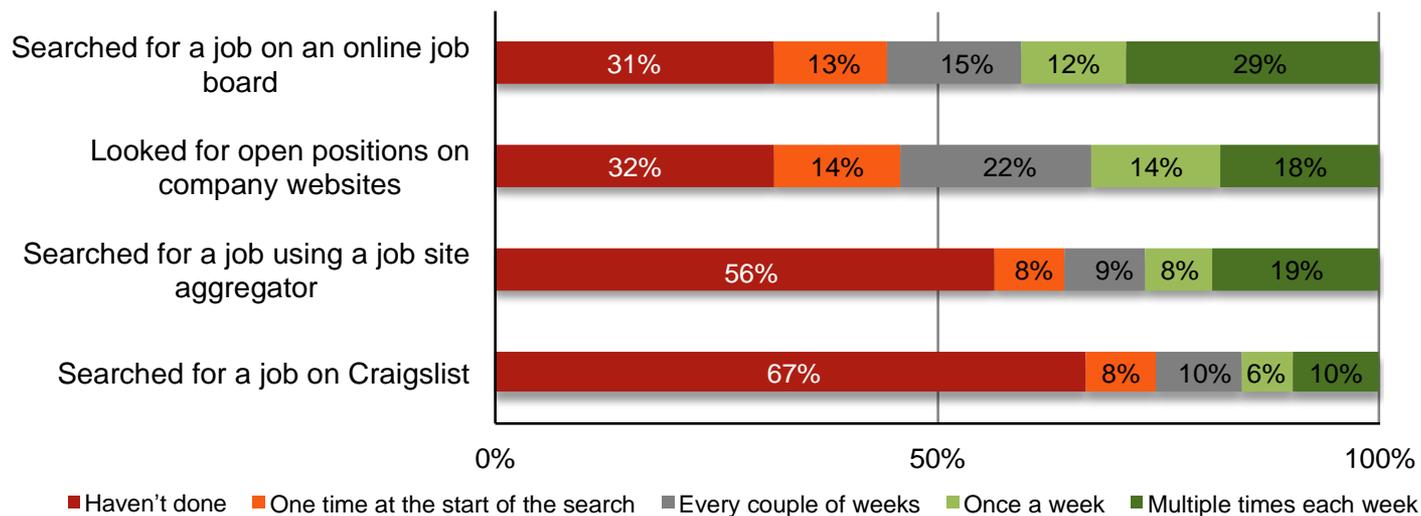
Q11. Please indicate how often you have performed each of the following job search behaviors.

Frequency Job Search Behaviors are Performed



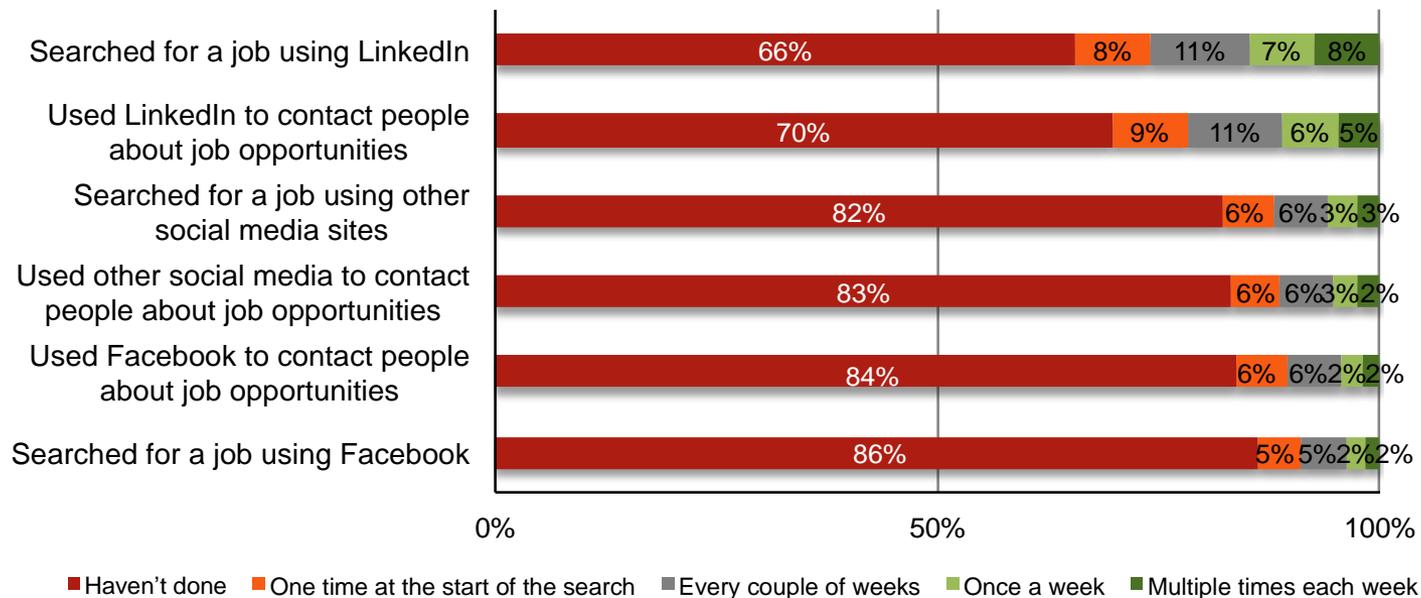
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Frequency Job Search Behaviors are Performed



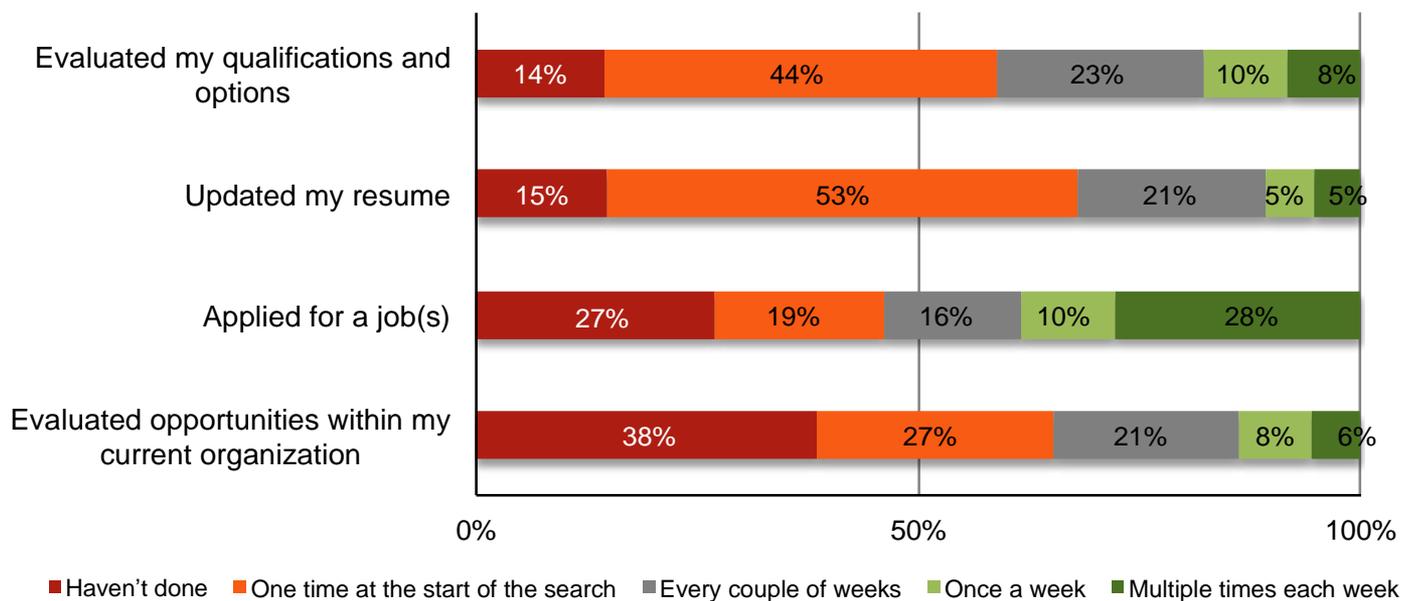
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Frequency Job Search Behaviors are Performed



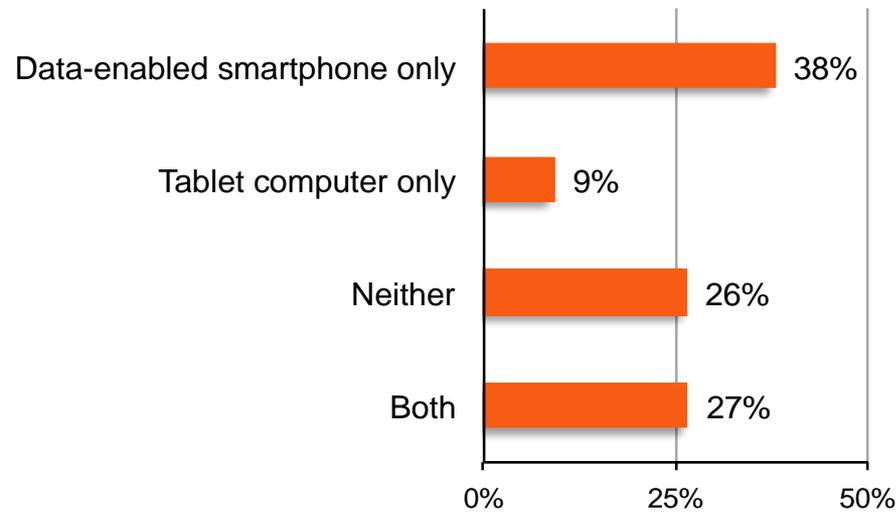
Q11. Please indicate how often you have performed each of the following job search behaviors.

Frequency Job Search Behaviors are Performed



Q13. Which of the following mobile devices do you currently own?

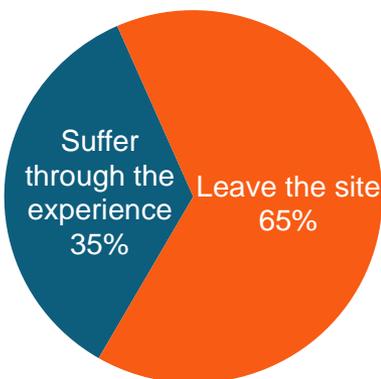
Mobile Device Ownership



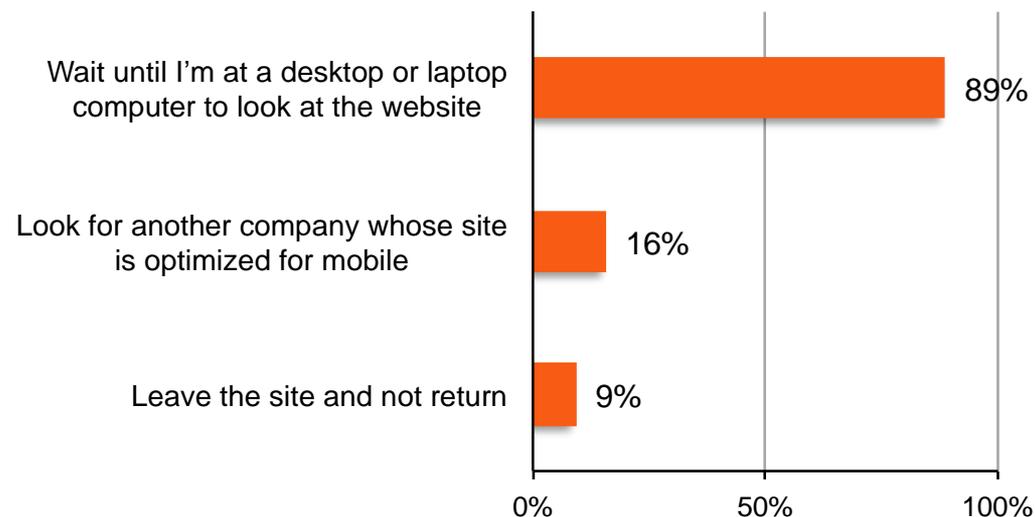
Q15. If you view a website on your mobile device that is not optimized for mobile and doesn't work well or look correct on your smartphone or tablet, which of the following do you typically do?

Q16. When you leave a website that is not optimized for your mobile device, which of the following do you typically do?

Approach to Websites Being Viewed on Mobile Device that isn't Mobile Optimized

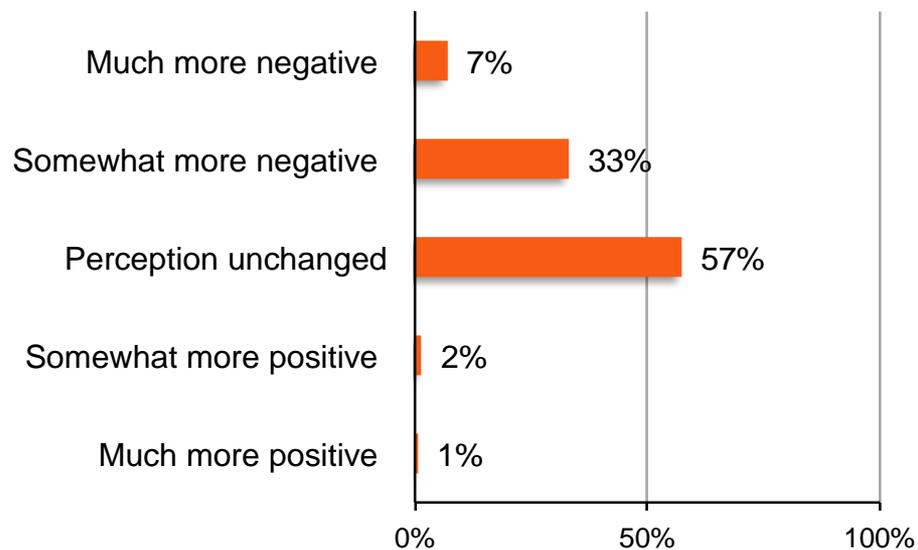


Approach when Leaving Non-Mobile Optimized Website



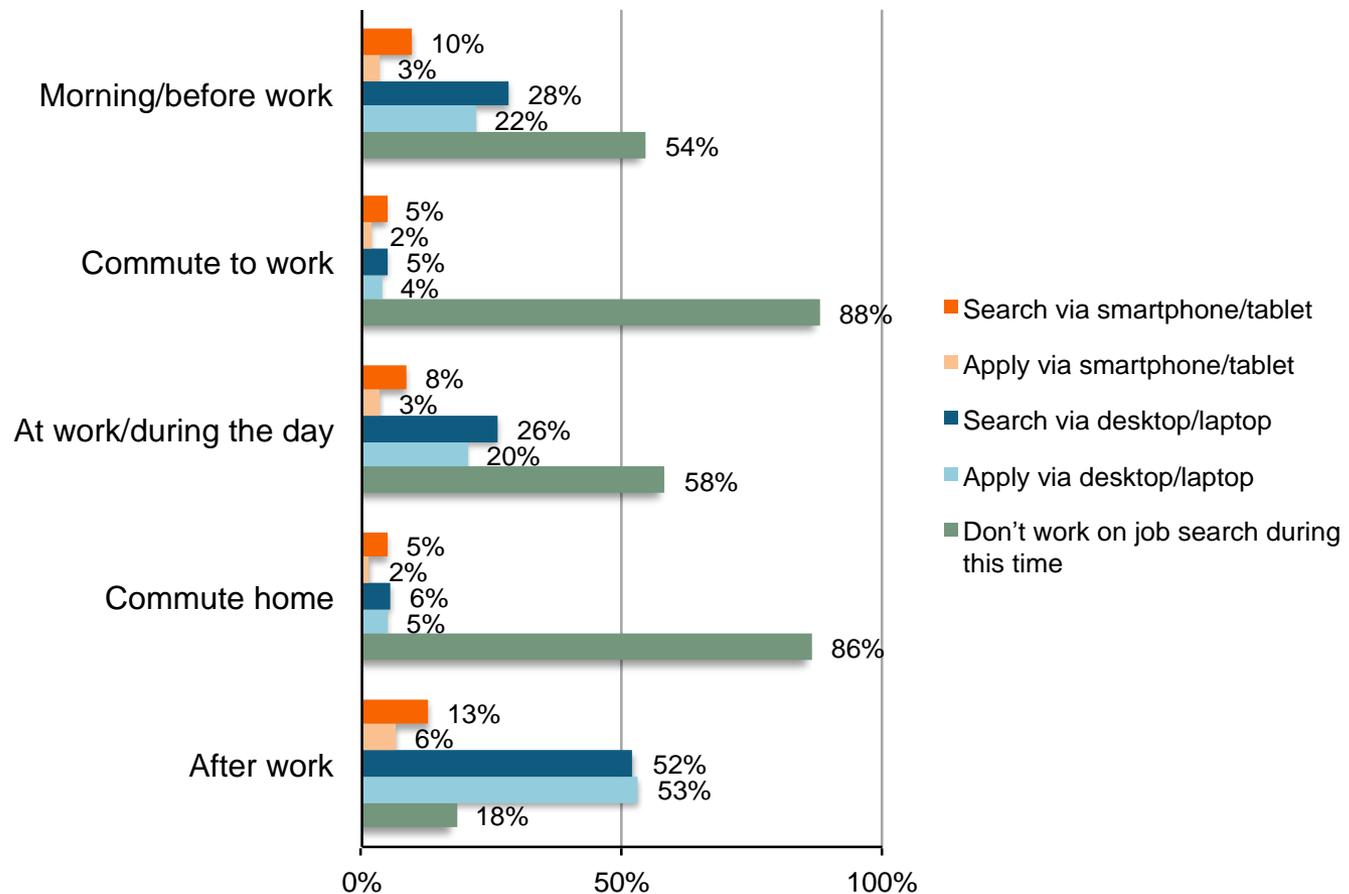
Q17. If a company's website is not optimized for mobile browsing, how does that impact your perception of the company?

Impact Non-Mobile Optimized Website has on Perception of a Company



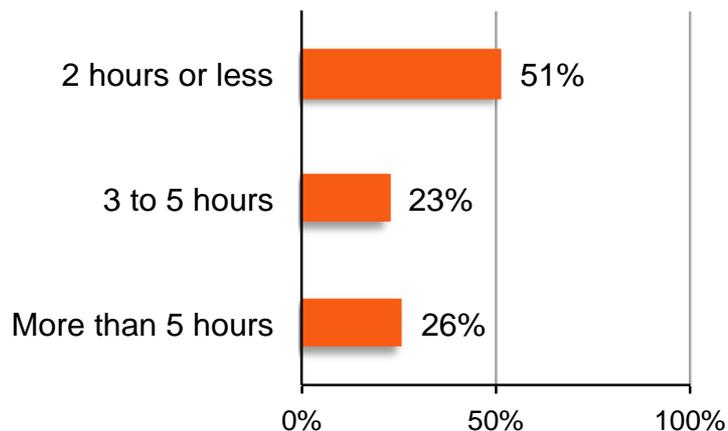
Q18. When searching for a job, what search activities do you complete at each of the following times of the day?

Time of Day Search Activities are Completed

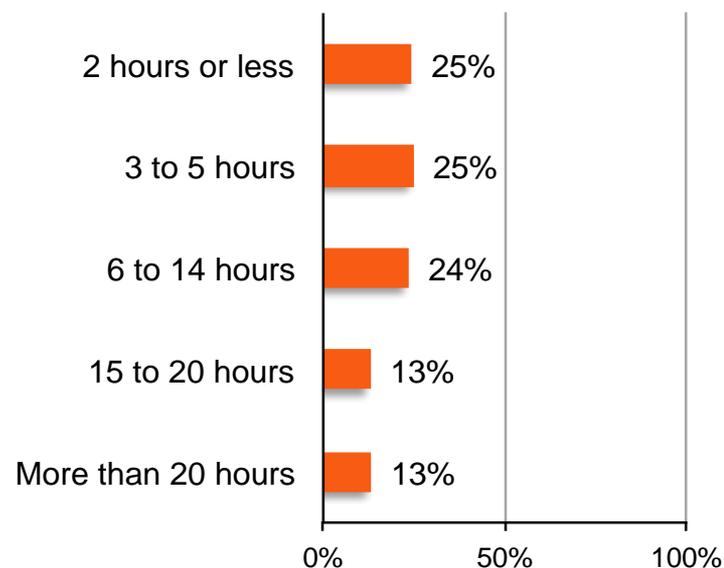


Q19. During your current or most recent job search, how many hours per week would you estimate you spent on the following devices for job search activities?

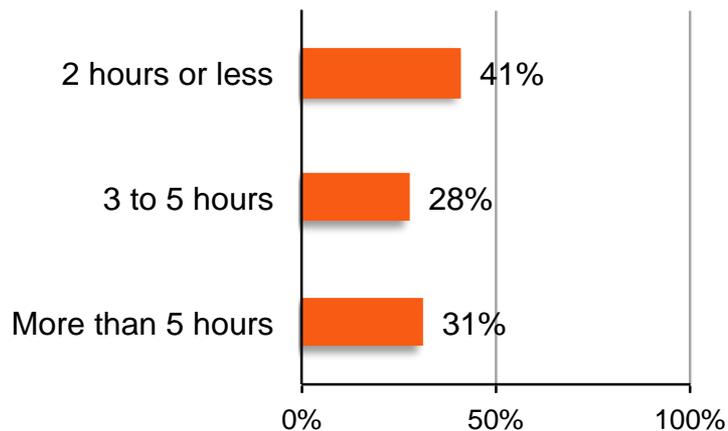
Hours per Week Spent on Smartphone Completing Job Search Activities



Hours per Week Spent on Desktop/Laptop Completing Job Search Activities

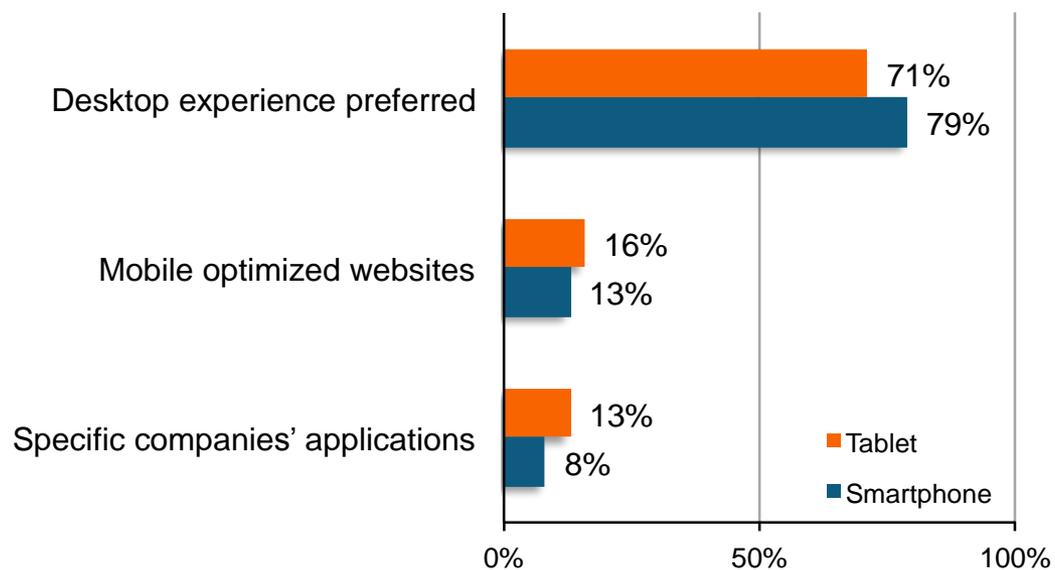


Hours per Week Spent on Tablet Completing Job Search Activities



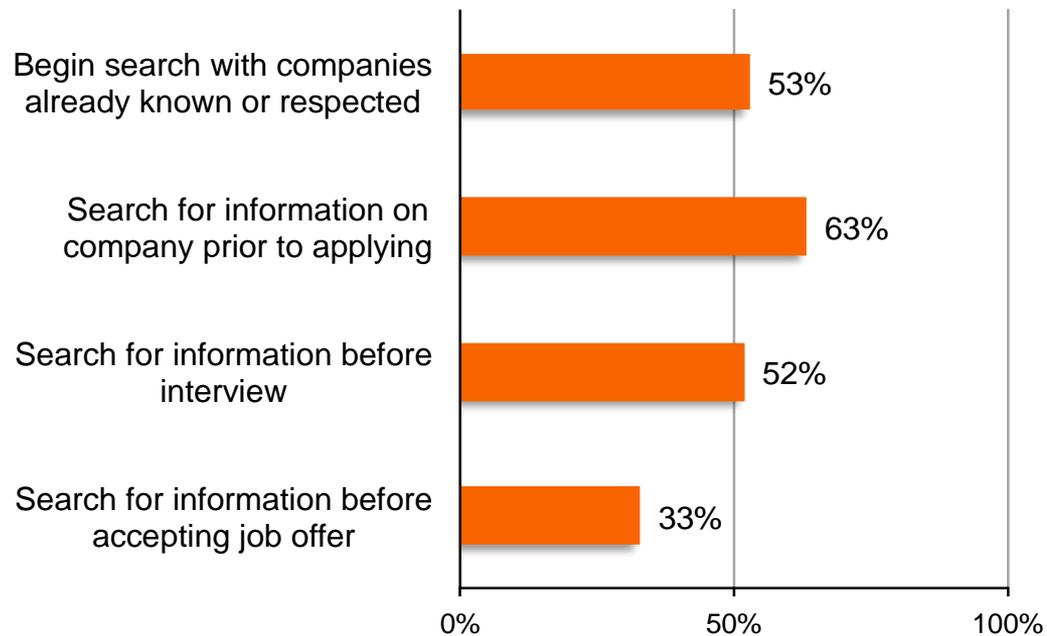
Q20/1. When completing job search activities on your smartphone/tablet, do you typically prefer to download and use specific company's applications (apps) or work in mobile optimized websites?

Preference When Completing Job Search Activities



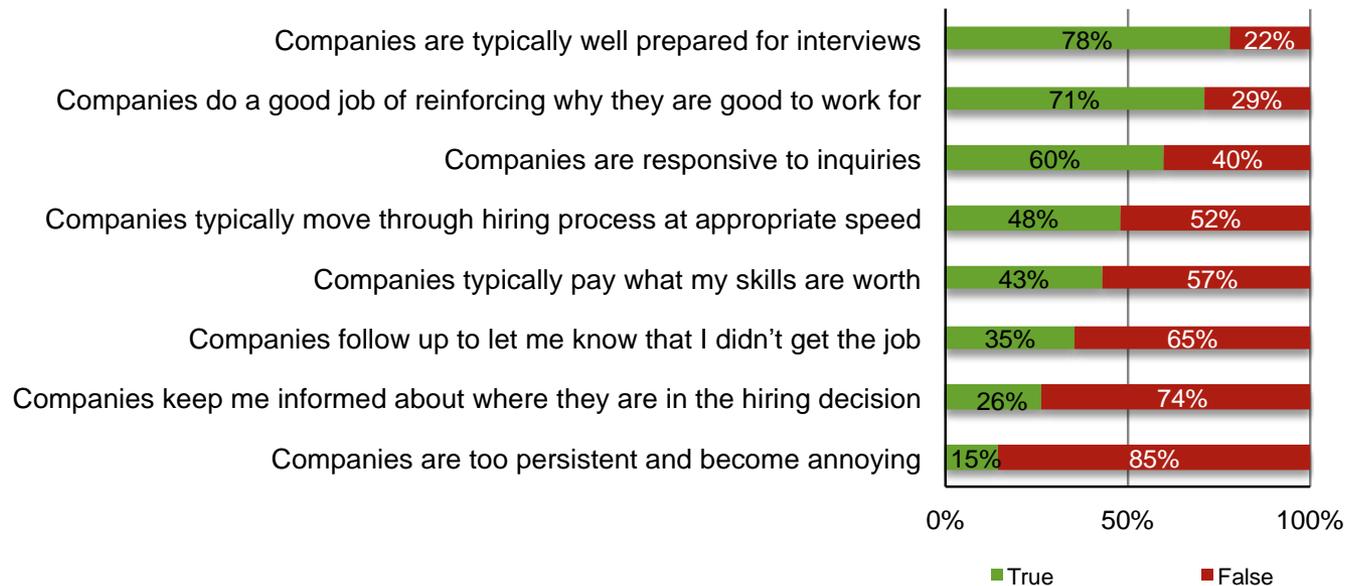
Q22. At what point during the job search would you seek additional information about a company you were considering working for?

Point in Search when Additional Information is Sought



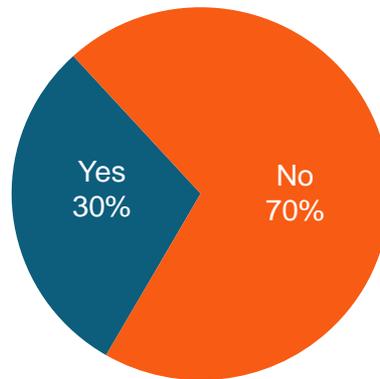
Q24. In general, when working with a hiring manager/recruiter throughout the hiring process, which of the following statements do you think are true?

Perceptions when Working with Hiring Manger/Recruiter throughout Hiring Process



Q25. When you were interviewing for your current or most recent position, were you interviewed by a C-level executive (CEO, CFO, COO, etc.).

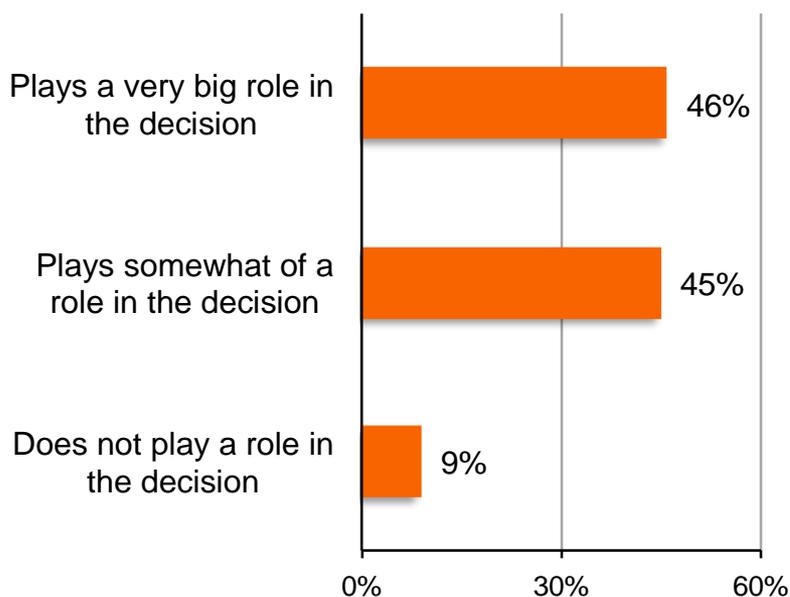
**Interviewed by C-Level Executive for
Current or Most Recent Job?**



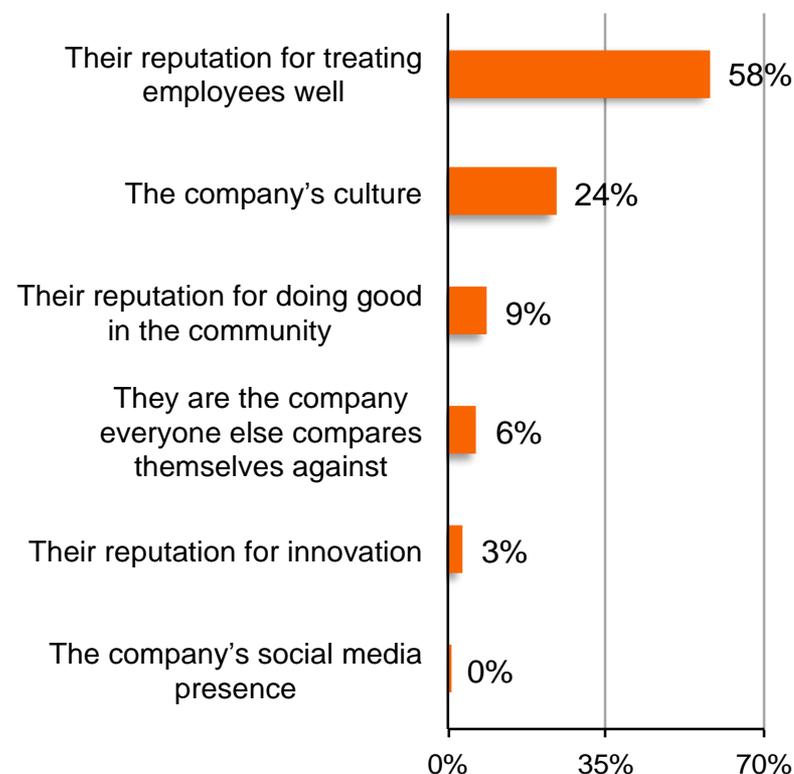
Q28. What role does a company's employment brand (the company's reputation as an employer) play in your decision to apply for a job?

Q29. What is the key component of a company's employment brand that causes you to want to work there?

Role Employment Brand Plays in Decision to Apply for a Job

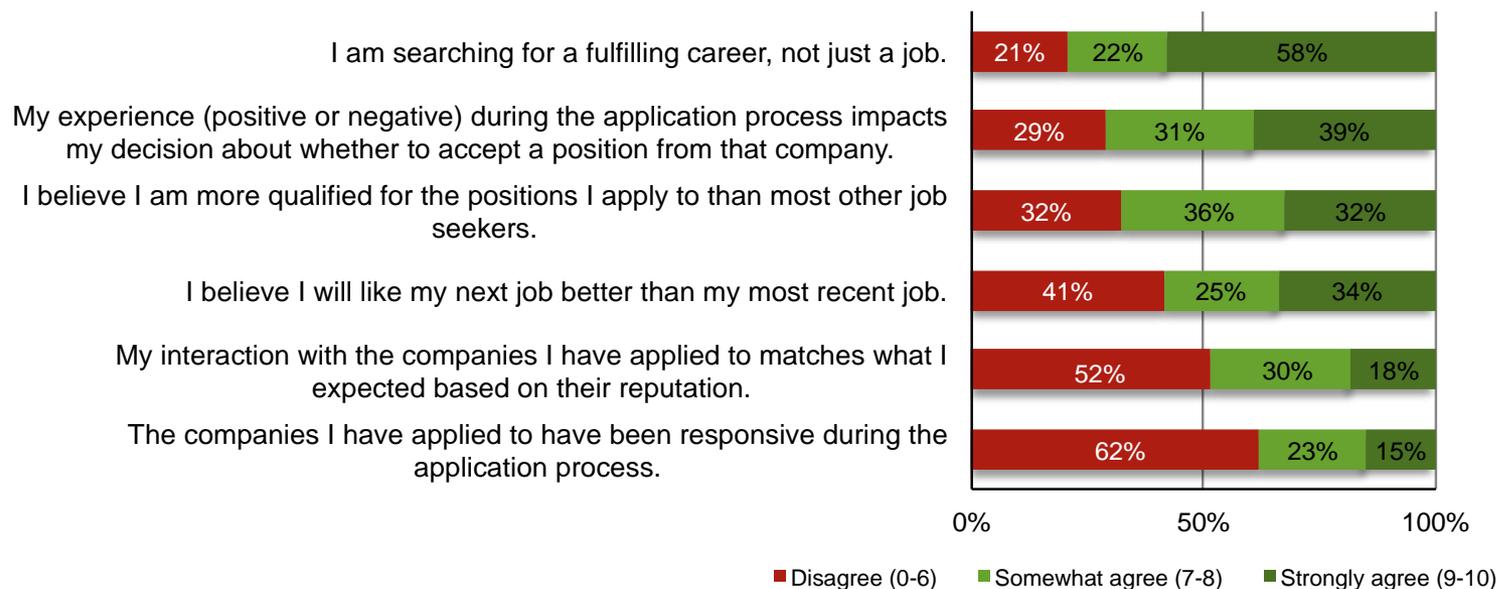


Key Component of Employment Brand that Makes Company Attractive



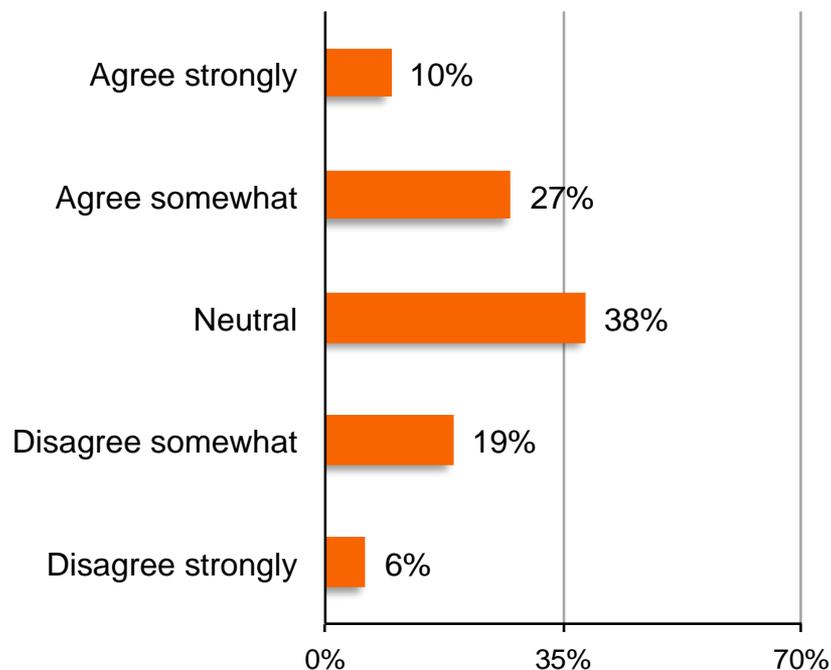
Q30. Please rate your agreement with each of the following statements:

Perceptions when Working with Hiring Manger/Recruiter throughout Hiring Process



Q31. To what extent do you agree or disagree with the following statement: "There is a significant skills gap between what is needed by employers and the skills job candidates possess."

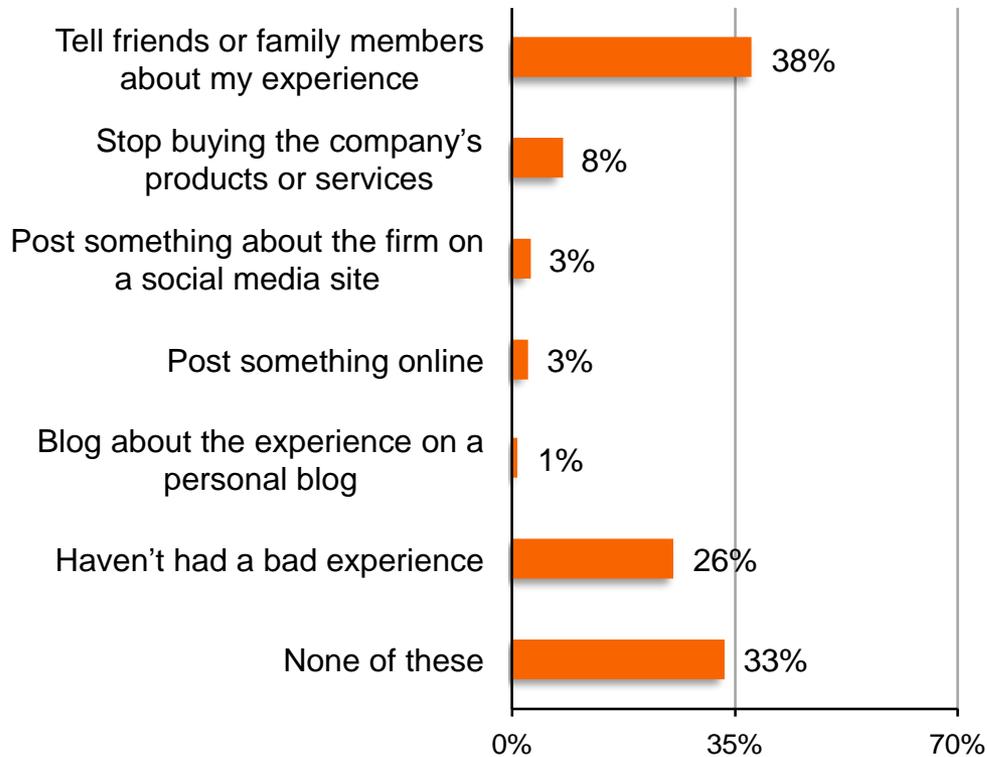
"There is significant skills gap between what is needed by employers and the skills job candidates possess."



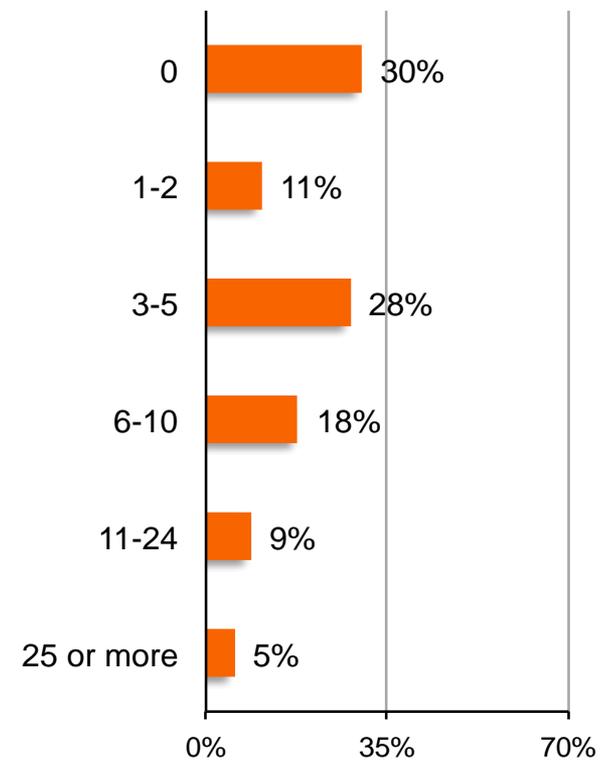
Q32. When you had a bad experience with a company during your process of applying which of the following actions did you take?

Q33. How many people would you estimate you told about your bad experience?

Action Taken After having Bad Experience with a Company During Application Process



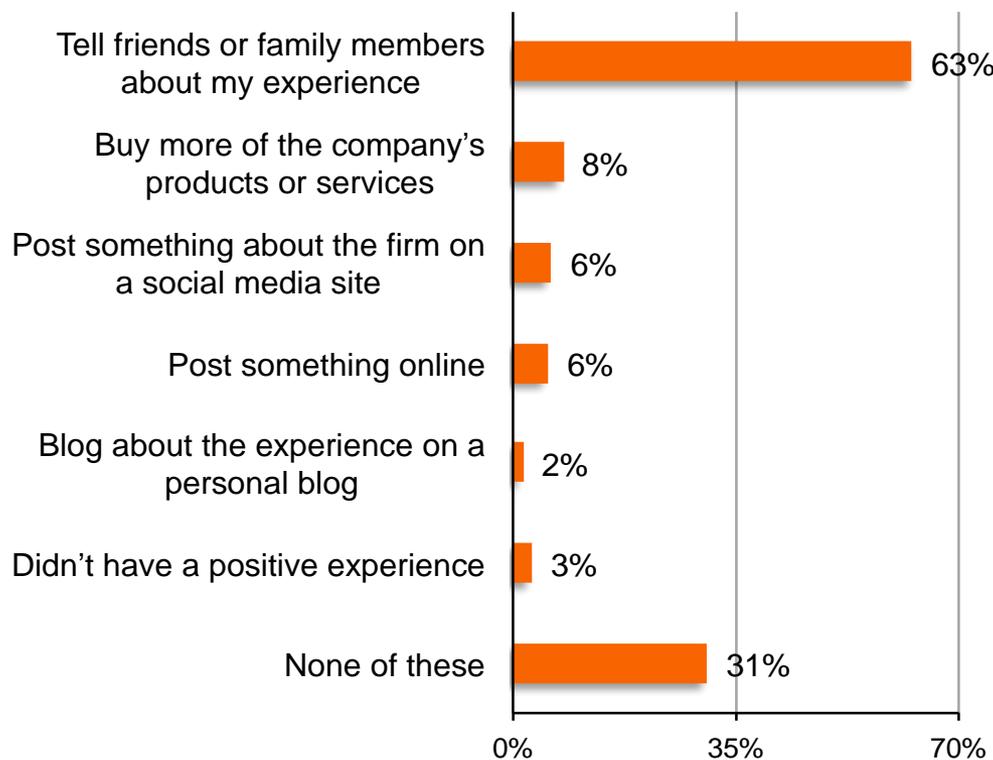
Number of People Told About Bad Experience



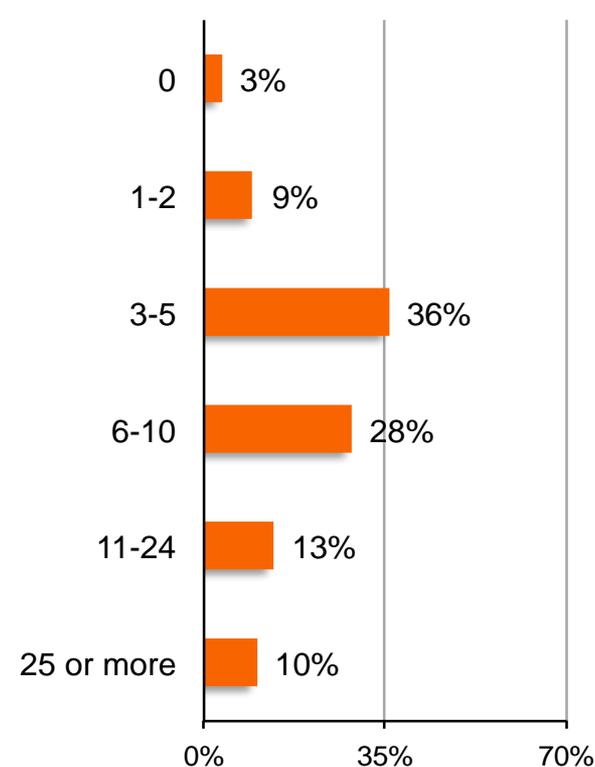
Q34. When you had a good experience with a company during your process of applying which of the following actions did you take?

Q35. How many people would you estimate you told about your good experience?

Action Taken After having Good Experience with a Company During Application Process

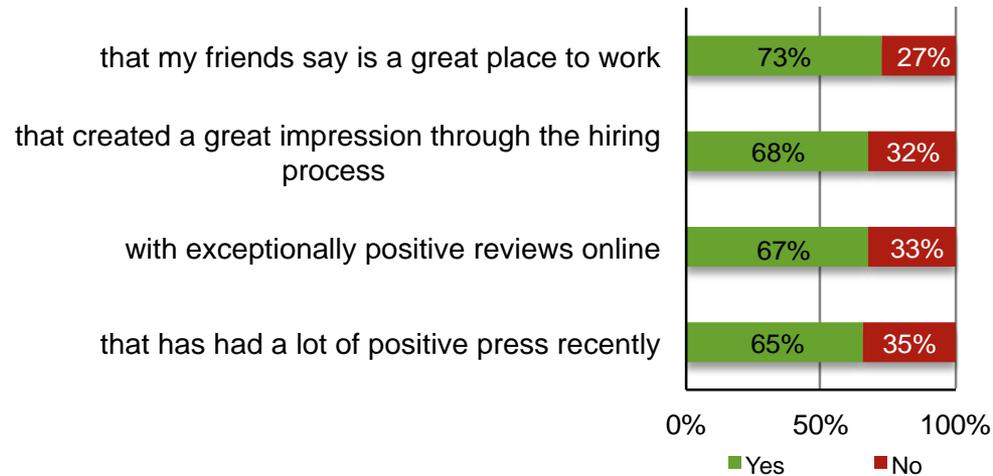


Number of People Told About Good Experience



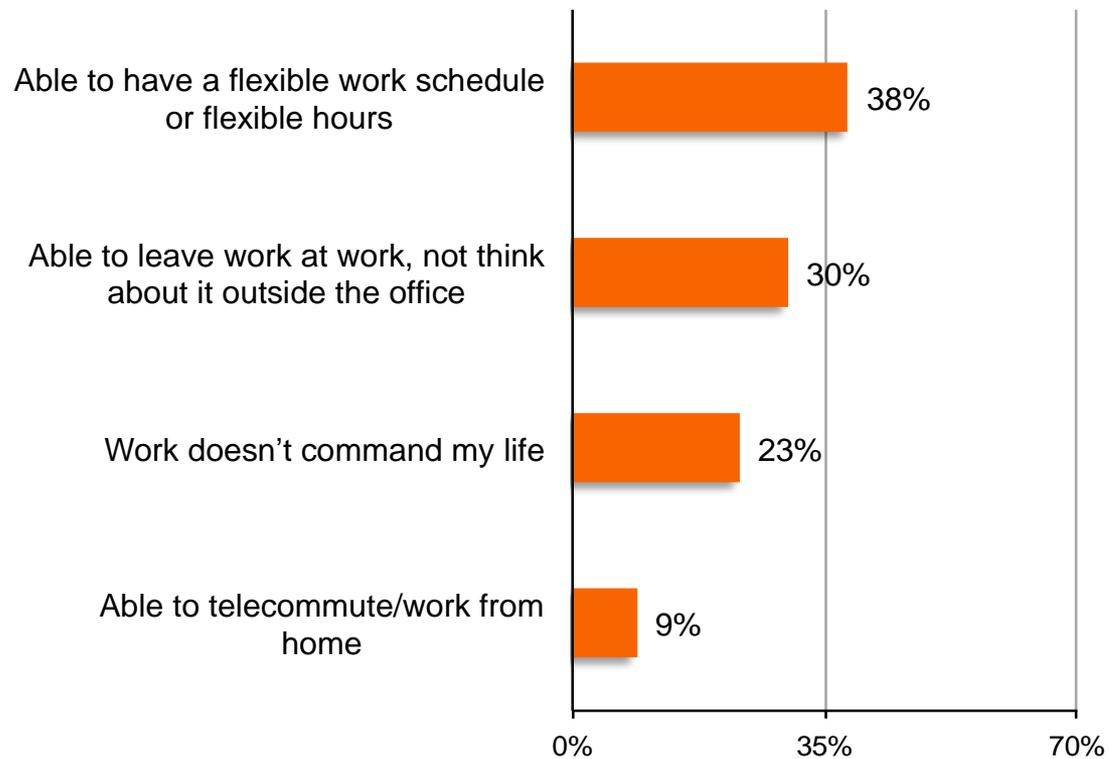
Q37. Would you accept the following position if it were offered to you? (Assume the position is something you would be interested in)

Likelihood of Accepting Following Positions if Salary is 5% Lower than Lowest Acceptable Salary and Position is with a Company:



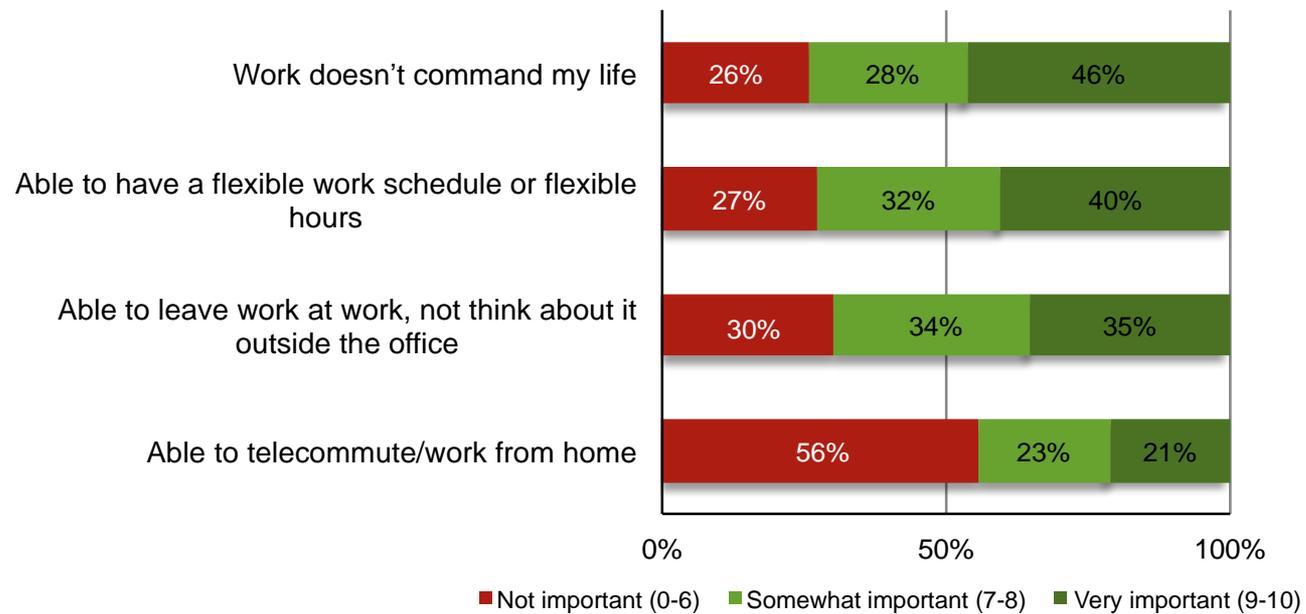
Q38. What does a positive work/life balance most mean to you?

What a Positive Work/Life Balance Means



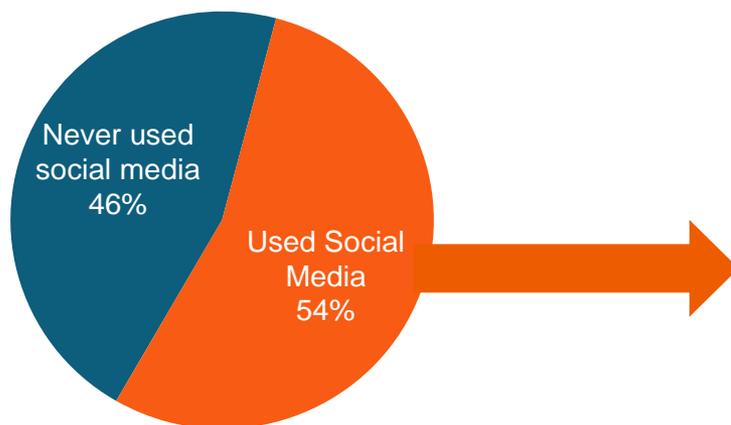
Q39. How important is each aspect of work/life balance when considering accepting a job?

Importance of Work/Life Balance when Considering Accepting a Job

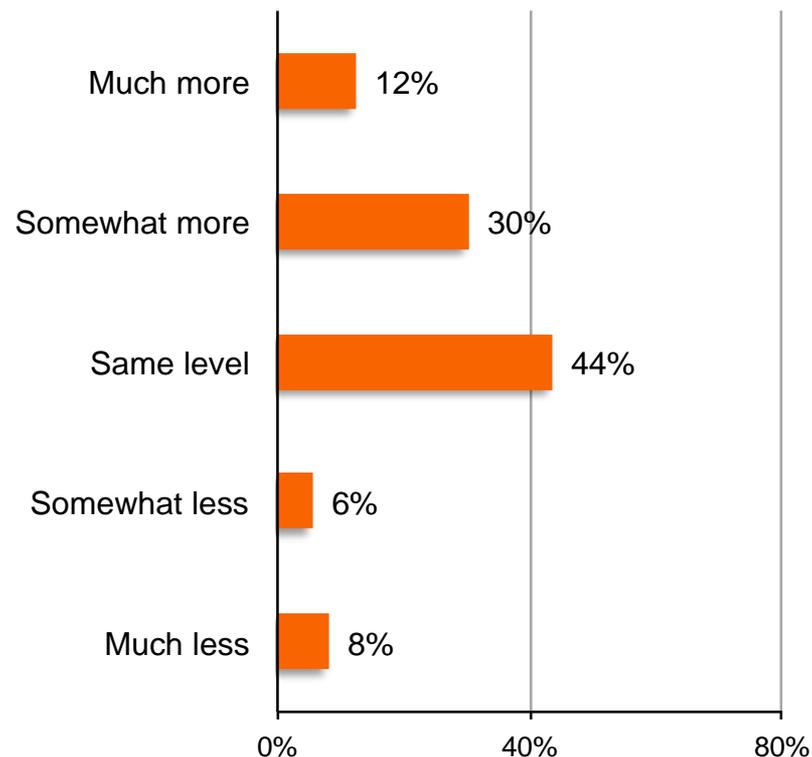


Q45. Compared to your last job search, are you relying more or less on social media for job searching?

Ever Used Social Media for Job Searching?

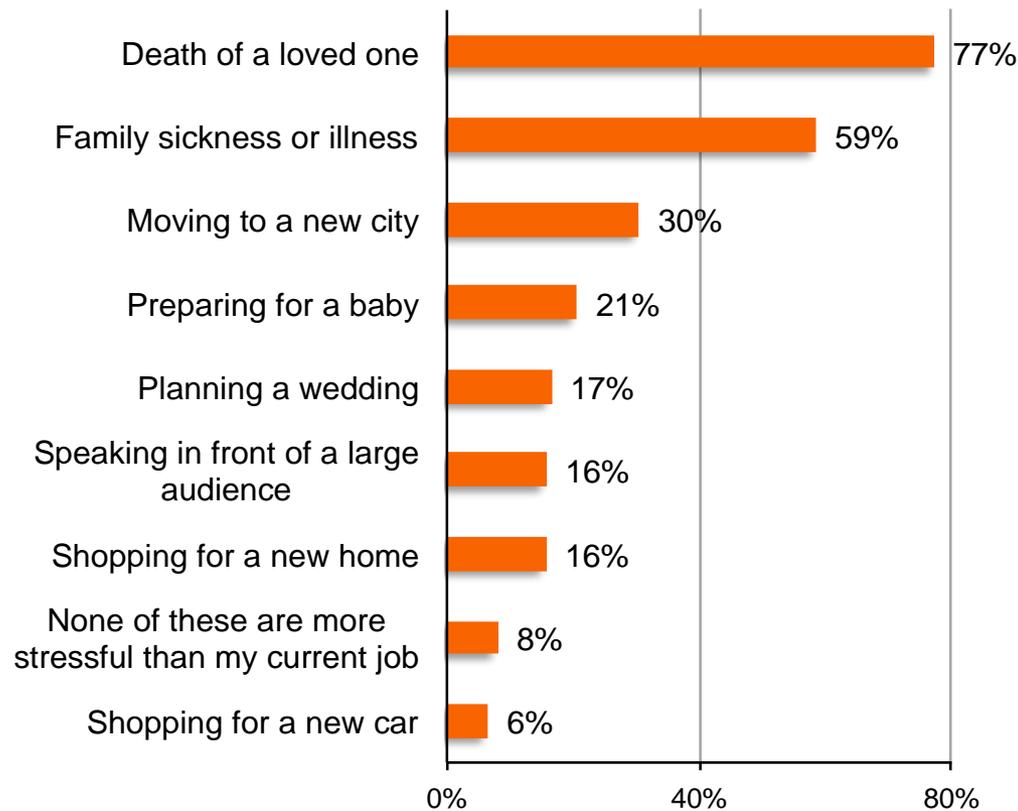


Extent Relying More or Less on Social Media for Job Searching Compared to Last Search

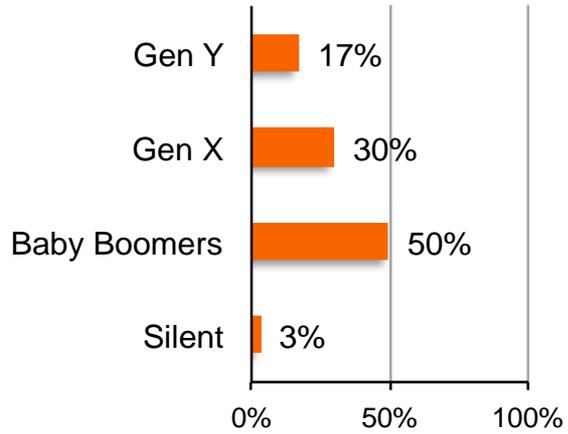


Q47. In your opinion, which of the following life events would you consider more stressful than your current job search?

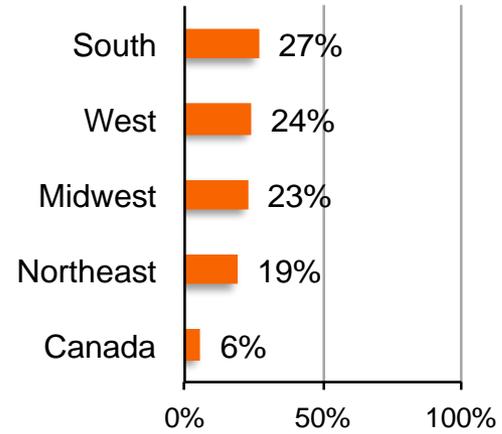
Life Events Considered More Stressful than Current Job Search



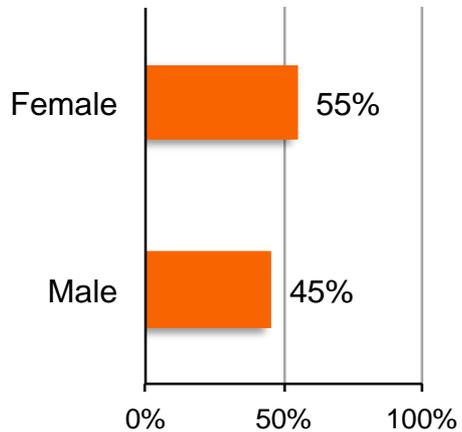
Age



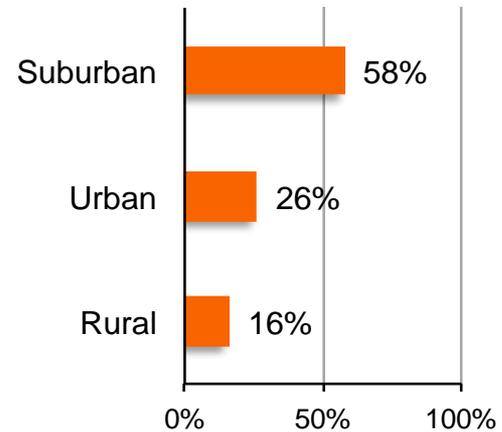
Region



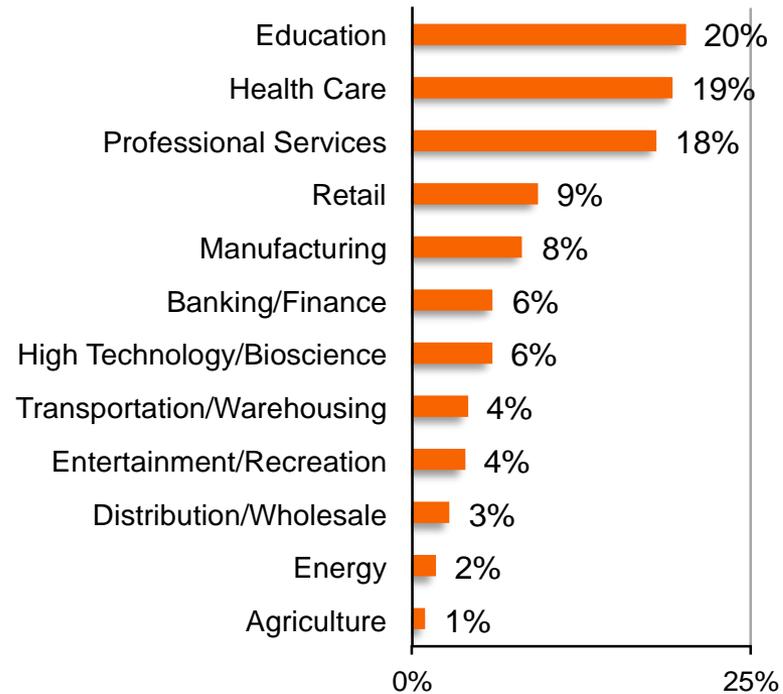
Gender



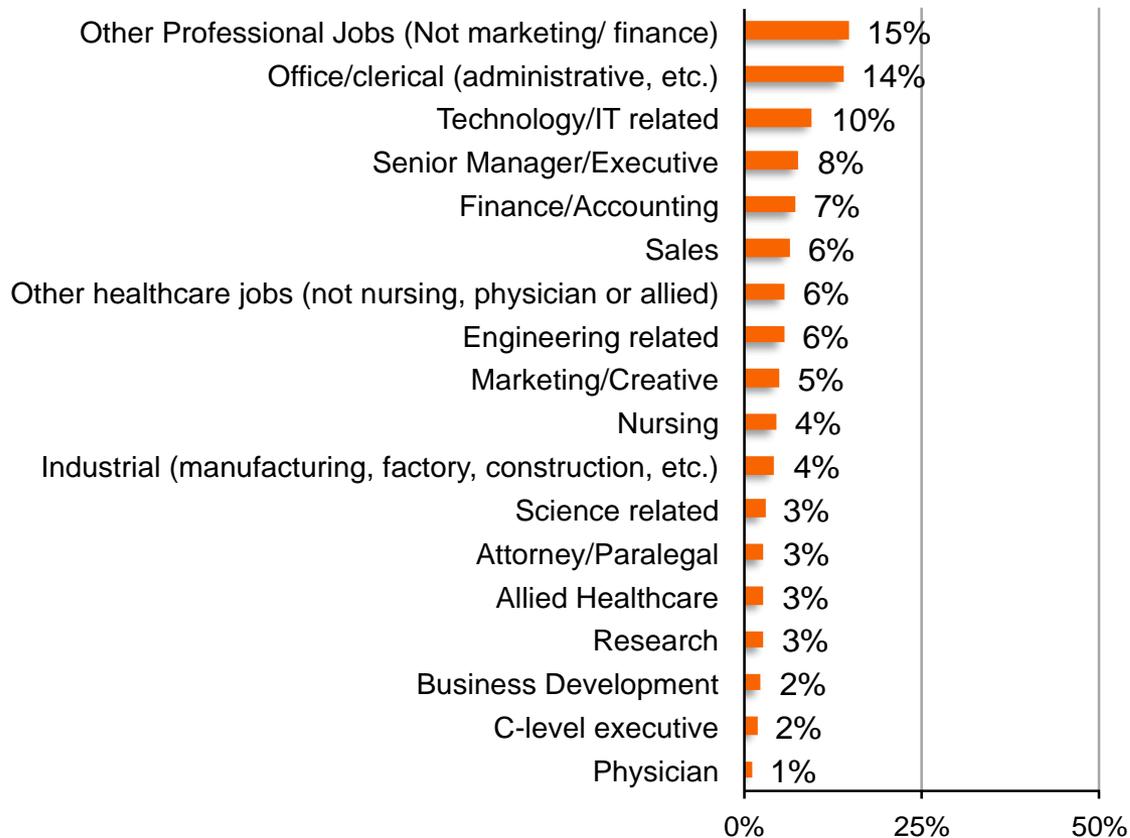
Location



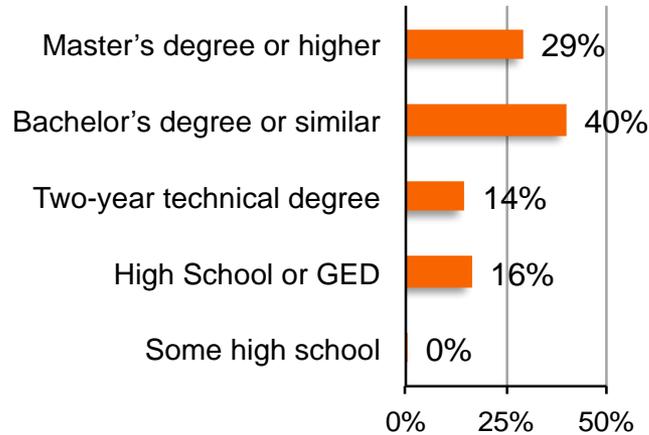
Primary Industry of Current Employment



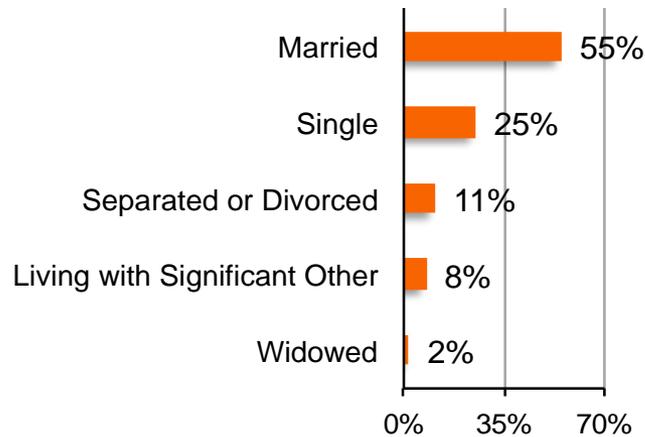
Type of Job Searching for



Highest Level of Education



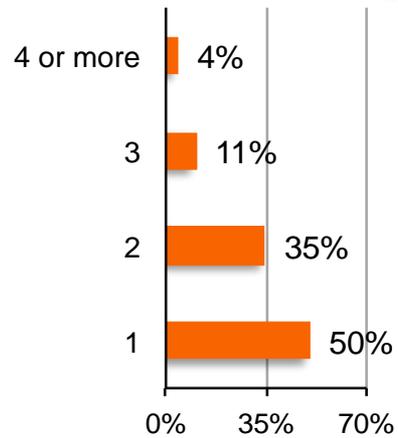
Marital Status



Current or Most Recent Salary



Number of Children Living at Home



Level of Postions Applied for

