

# IS YOUR APPLICATION PROCESS CANDIDATE PROOF?

 **Candidate** vs **Recruiter** 



Employers and job seekers aren't always on the same page when it comes to the look and feel of the application process. Take a good helping of data and a dash of insights and start cooking up an application process that's ideal for both you AND your candidates.

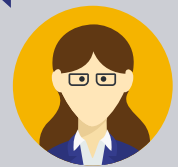
## INSIGHT 1: TIME

83%



83% of all candidates do not want to answer more than 15 questions in the application process.

23%



Only 23% of the employers use a short lead form or application form.

## INSIGHT 2: SIMPLICITY

60%



3 in 5 job seekers have terminated the application process because it was too complicated.

35%



More than 1/3 of recruiters have never walked through their own apply process.

## INSIGHT 3: RELEVANCY

41%



41% of all job seekers that terminated their application think they were asked too many personal questions.

8%



Only 8% of employers believe that a complex application process drives away top talent.

Want more insights? The CareerBuilder Whitepaper **"11 Insights to Humanize Your Recruiting Process"** provides valuable information to help you improve your candidate experience.

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Source: Survey conducted online within the US by Harris Poll on behalf of CareerBuilder between June 2 and June 25, 2014, and consists of 690 respondents: 160 current users, 186 potential users, 181 decision makers and 316 job seekers © 2015 CareerBuilder - All Rights Reserved.