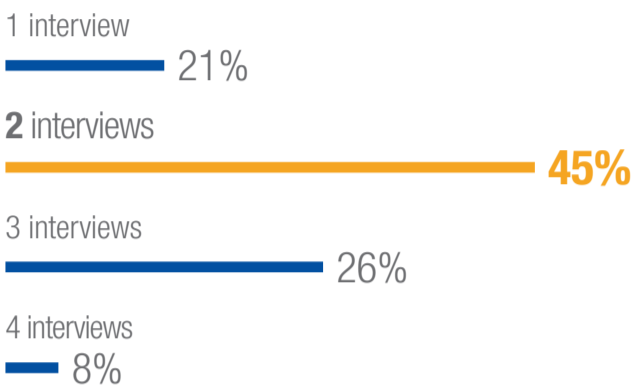# CANDIDATES & RECRUITMENT PROCESSES:
INSIGHTS INTO THEIR PERCEPTION
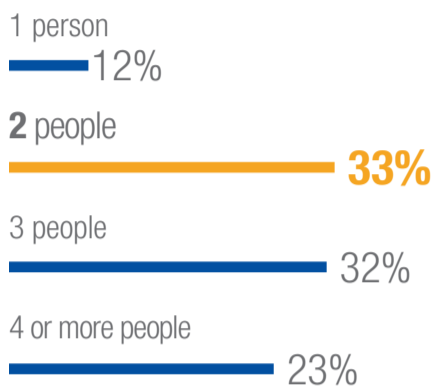
Recruitment processes | how long, how many?

HOW MANY INTERVIEW ROUNDS DO CANDIDATES GO THROUGH?

1 interview — 21%
2 interviews — **45%**
3 interviews — 26%
4 interviews — 8%

HOW MANY PEOPLE DO CANDIDATES SPEAK TO IN INTERVIEWS?

1 person — 12%
2 people — **33%**
3 people — 32%
4 or more people — 23%

HOW LONG IS THE OVERALL PROCESS?

15%	46%	25%	9%	5%
Less than 2 weeks	**Between 2 weeks and 1 month**	Between 1 and 2 months	Between 2 and 3 months	More than 3 months

Half of candidates (49%) think the recruitment process is too long

Recruitment | methods & tools

61% of candidates would appreciate to have access to new tools (video CV, personality tests…)

54% of candidates are **happy with the feedback** they receive from recruitment companies

66% of candidates have **already participated in personality tests**

94% of candidates would like to benefit from a greater immersion in the company's culture

39% of candidates feel as comfortable in a phone interview as in a face to face interview. **The number rises to 43% in online interviews**

Scenario interviews (role plays, escape games, gaming, technical tests…) are the least used method in Switzerland.

Less than **4 out of 10** professionals have been interviewed through these methods

Study based on the answers of 333 candidates collected between April and June 2020

Michael Page

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