

2022 Employee Survey

Why did you leave your last job?

How likely are you to change jobs over the next year?

How important will the option to work flexible hours be?

What do you find frustrating about the job search process?

?

What is important when you're looking for a new job?

Would you prefer to do video or face to face in-person job interviews?

Is being able to work from home important to you?

Why do you think like that?



**For the 3rd year in a row, we asked our candidates:
what makes you want to leave a job;**

what is important when you choose a new job;

how do you feel about Working From Home/In The Office and do you plan to change job this year?

The top 3 reasons for wanting to leave a job remain the same:

Lack of career opportunities

Poor / unsupportive company culture

Higher salaries available with rival companies

I quit!

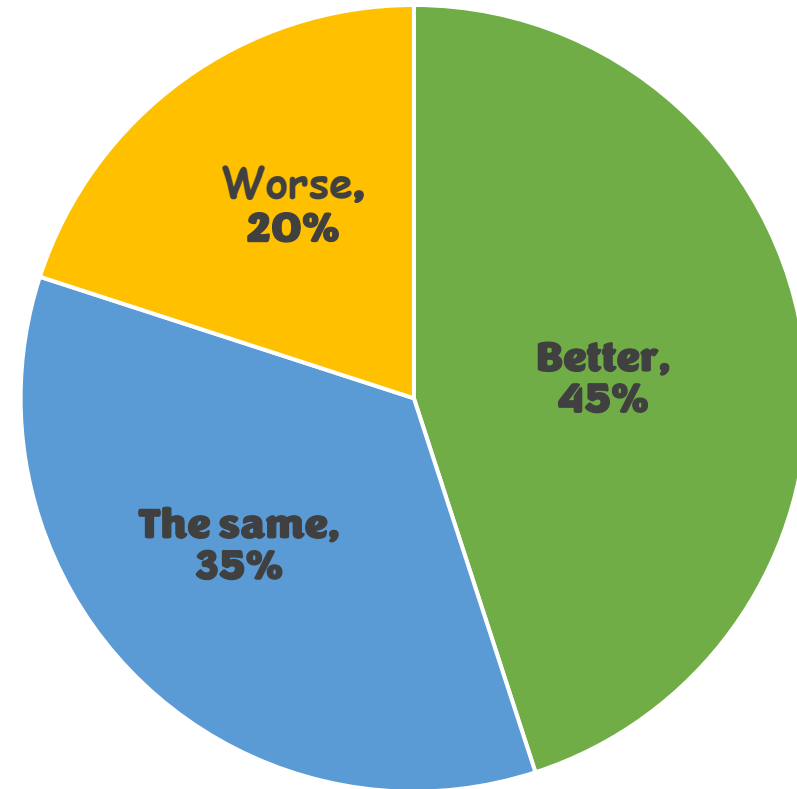
**And similarly more than 80%
of people said that Salary,
Career opportunities, and also
A better work/life balance are
what they look for in a new job**



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Regarding the job hunting process, the same as in 2021, the majority of people prefer video interviews to face to face. Only c20% dislike the format.

If you have had a video interview for a job since the COVID crisis began in March 2020 how did it compare to a pre-COVID, office based, in person interview? Was the experience better or worse than before?



**And c80% want to
continue using video,
at least for first round
interviews,
with face to face in later
stages**



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Why?

Video interviews make people “more comfortable in your own familiar environment... delivering a better performance.”

But

In person interviews give “the chance to project your personality better and build rapport” and “get a proper sense of a person and company culture”

“(but I did enjoy not having to travel or take a 1/2 days leave to interview)”



In 2022, even more than in 2020 and 2021, what frustrates candidates the most is the lack of interview feedback.



**No salary
on job
description**



**Waiting a
long time
for feedback**



**No
feedback**



Job adverts with no salary details are becoming more and more unpopular 72% but for 77% of people it is having to wait for feedback, or receiving no feedback that frustrates them



**Pre-COVID WFH
mattered to fewer
than 50% of people
Now?**

3/4 say it's important

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**More importantly,
the option to Work From Home
may be a Deciding Factor in
choosing a job for 80%**

And, in 2022's candidate market with so *many* jobs available fewer than 20% will not consider looking for a new job this year. For the rest, the time may be right for them to move on.



Your takeaways

With so many employees considering a job move in 2022 employers need to listen to what they want, in order to keep them and attract them

- 1. Not only make salaries and benefits competitive but also provide career development opportunities.**
- 2. Give job candidates interview feedback, even if it's bad news. If you don't, it will damage your company's reputation.
Unhappy candidates are happy to tell others of their negative experiences.**
- 3. Stick with online job interviews, at least for the first round.**
- 4. And allow your employees to WFH, at least some of the time.**

**For more information, or to speak to a People First consultant,
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