

What REALLY Matters to Employers

Their Idea of an IDEAL Candidate May Shock You



The attributes used to define a quality candidate



★★★★★
Skilled



★★★★☆
Experienced



★★★★☆
Personable



★★★★☆
Responsible



★★★★☆
Education



★★★☆☆
Professional

The Clothes Make the Candidate, But Not Anymore!

Fake it til you make it!

49%

of HR Pros said they prefer to hire a polished dresser who needs some training. (Just five years ago, this was 60%!)



It's what's inside that counts.

51%

of HR Pros said they prefer to hire a skilled candidate who dresses like a slob.



Better Late Than Never?

Mold me, I'm yours.

91%

of HR Pros said they prefer to hire a responsible candidate that needs some training.



Running late is my cardio.

9%

of HR Pros said they prefer to hire someone who is incredibly talented, even if they show up late.

Your Alma Mater Doesn't Matter.

Only 14%

of HR professionals said that the school a candidate attended matters.

WHICH IS MORE IMPORTANT?

96%
WORK EXPERIENCE

4%
EDUCATION LEVEL



ARE HIRING MANAGERS WILLING TO PAY THE RIGHT SALARY FOR AN EXPERIENCED CANDIDATE?

Employers are split down the middle when it comes to hiring someone with less experience who is willing to take a lower salary and learn on the job than someone with more experience and a higher salary.

Employers prefer a candidate with:

49%

MORE EXPERIENCE AT A HIGHER SALARY

51%

A LOWER SALARY WHO'S WILLING TO LEARN ON THE JOB

