

# Hiring Experience Audit: A Self-Assessment for Employers

*A quick-check tool to identify what might be turning candidates off, or causing them to ghost entirely.*

Ghosting happens when candidates don't feel aligned, seen, or respected. This audit helps you step into the candidate's shoes and identify areas where your process might be falling short.



<p>Y N</p> <p><input type="checkbox"/> <input type="checkbox"/></p> <p><input type="checkbox"/> <input type="checkbox"/></p>	<p><b>Communication</b></p> <p>1. Do we respond to all applicants within 3 business days?</p> <p>2. Do candidates always know the next step and when to expect it?</p>
<p>Y N</p> <p><input type="checkbox"/> <input type="checkbox"/></p> <p><input type="checkbox"/> <input type="checkbox"/></p>	<p><b>Clarity</b></p> <p>3. Is our job description accurate and compelling?</p> <p>4. Are we transparent about compensation, expectations, and challenges?</p>
<p>Y N</p> <p><input type="checkbox"/> <input type="checkbox"/></p> <p><input type="checkbox"/> <input type="checkbox"/></p>	<p><b>Speed</b></p> <p>5. Is our hiring process no longer than 3–4 total steps (application to offer)?</p> <p>6. Are we able to move from interview to decision within 2 weeks?</p>
<p>Y N</p> <p><input type="checkbox"/> <input type="checkbox"/></p> <p><input type="checkbox"/> <input type="checkbox"/></p>	<p><b>Respect</b></p> <p>7. Do we give feedback to every candidate who interviews with us?</p> <p>8. Do our interviewers treat candidates like people, not resumes?</p>
<p>Y N</p> <p><input type="checkbox"/> <input type="checkbox"/></p> <p><input type="checkbox"/> <input type="checkbox"/></p>	<p><b>Connection</b></p> <p>9. Do we clearly communicate our company culture and values during interviews?</p> <p>10. Do we follow up after the interview even if the candidate isn't moving forward?</p>

## Ghosting Triggers You Might Not See

- No salary transparency
- Delayed or no follow-up
- Too many interview steps
- Vague or overly corporate language
- Lack of warmth or connection