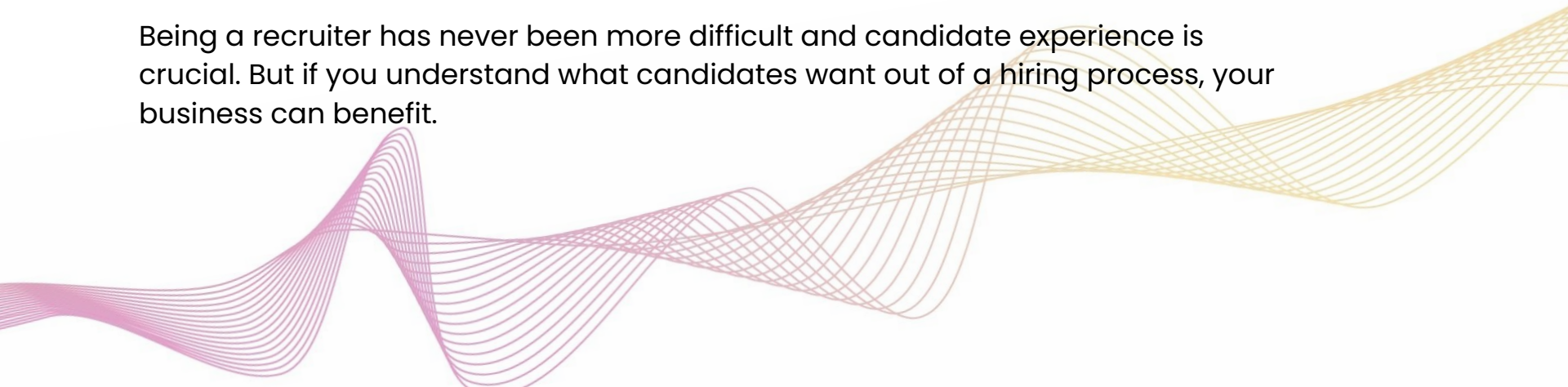


Candidate experience report 2022

Candidate experience is all about delight

The last years, the labour market has gone through a massive shift and job seeker sentiment is driving it. Alongside demands on the role at hand, other dimensions such as diversity, inclusion and the need for employers to be passionate about their purpose, the last years have also brought a shortage of applicants in certain fields.

Being a recruiter has never been more difficult and candidate experience is crucial. But if you understand what candidates want out of a hiring process, your business can benefit.



80%

of candidates think a positive
candidate experience influence their
decision to accept an offer*

*2022 Candidate experience report by CareerPlug



Bad candidate experience is the #1 reason for declining a job offer!

According to the 2022 candidate experience report by Carreerplug*, 67% of job seekers have had at least one negative experience in the hiring process in the past 12 months. And as much as 58% says they've declined a job offer because of a poor experience with a potential employer during the hiring process (which is up from 50% the year before).

The number one reason for declining a job offer is having a negative experience with people in the interview process.



“

Applying for a new job should be fun and exciting and that's what we managed to create with Tengai. And the survey confirms that!

Sinisa Strbac, Chief Product Officer at Tengai

The Tengai experience

By using Tengai in the hiring process, candidates are given the opportunity to add more information to their application, which is proven to create a great experience. The real-time AI interview, is unique with it's two-way interactive approach based on voice-tech and adds an extra dimension to the hiring experience.

The result is clear, candidates like this approach!



90%

of candidates think Tengai's AI
interview enhances the hiring process



Quotes from anonymous candidates



I was really impressed by the feedback Tengai gave me after the interview was done.

It was actually a really fun and different experience.

I really liked how the questions were phrased.

Candidates recommend recruiters that care about diversity to use Tengai

The objective approach opens up for hiring candidates based on their potential rather than letting unconscious bias sneak into the process, bringing better hiring decisions as a result.



80%

of candidates think Tengai's AI
interview can reduce the risk of
discrimination



Quotes from anonymous candidates



I liked that Tengai did not have preconceived opinions about age or gender.

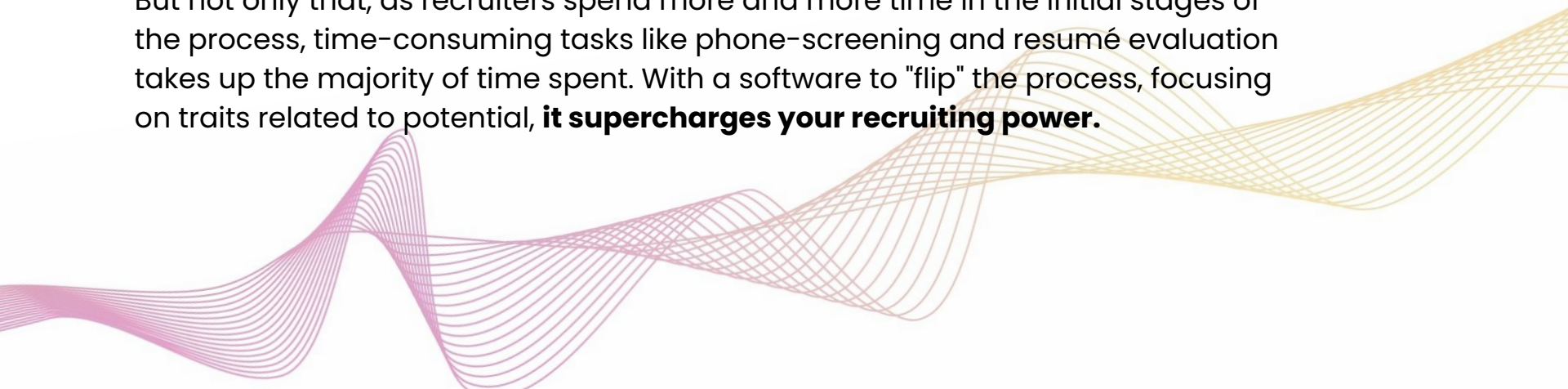
It was amazing! A new, simple, unbiased approach without any prestige. Just wow!

The best thing is that there is no discrimination during the interview.

Recruiters benefit from an unbiased approach

The results from the conversations with the Tengai screening software is fully science- backed and validated. It gives recruiters and hiring managers the opportunity of making an informed decisions from the added conversations to the process.

But not only that, as recruiters spend more and more time in the initial stages of the process, time-consuming tasks like phone-screening and resumé evaluation takes up the majority of time spent. With a software to "flip" the process, focusing on traits related to potential, **it supercharges your recruiting power.**

The bottom of the slide features a decorative graphic consisting of multiple thin, overlapping wavy lines. On the left side, these lines are a light purple color, and as they move towards the right, they transition into a light yellow color. The lines create a sense of motion and flow across the bottom of the page.

90%

of candidates would like to be
interviewed by Tengai again



tengai.io

This report was produced from the result of over 3000 interview surveys with candidates that during the period of 2021-01 - 2022-09 have conducted an AI interview with Tengai. Participation in this survey have been voluntary and candidates have gotten questions with the possibility of answering positive or negative as well as the possibility of leaving descriptive feedback. The survey's purpose is mainly to contribute to Tengai's continued product development.