Job Seekers Aren't Waiting Around Anymore. Here's What They Actually Want.

- 45% of job seekers are actively seeking for a new job or open to a conversation about a new opportunity.
- Moreover, there are every three workers willing to quit their job without having another lined up.

Here are the top reasons job seekers are actively seeking for a new job.

- Higher compensation (44%)
- Better work-life balance (35%)
- More opportunities for advancement (20%)
- Greater flexibility in work hours (16%)
- Health benefits (10%)

The most frustrating part of their job search is...

- Job that is too big: 44%
- Not getting any interviews after applying for the job: 42%
- Inappropriate expectations and interviews: 39%
- Difficulty finding the right job: 30%
- Time it takes to get a response: 29%

Barriers to landing a new job properly affect mental health: 28%

Difficulties of landing a new job properly affect mental health: 28%

But there are some obvious reasons for positive candidate experiences

- Easy application process: 52%
- Easy to apply experiences: 49%
- Clear communication, including prompt feedback and follow-up: 47%
- Timeliness and promptness: 39%
- Right amount of personal investment during interview: 39%

Workers search for and find out about job openings through

- Social media (40%)
- Recruitment agencies (26%)
- Company website (25%)
- Networking events (24%)
- Online classified sites (21%)

And it's clear candidate communication preferences have changed since 2020

- 2022
- 2020
- 39% of candidates prefer video communication
- 36% of candidates prefer email communication
- 0
- 28%
- 25%
- 0
- 24%
- 17%
- 16%

The number of job seekers that log in to check email daily (2020: 21%)

Job seekers are more open to communication with someone that is using a phone as much as or more than in 2020 (%)

42% of job seekers have had a bad experience with a hiring manager or job interview (2022)

Job seekers are leaning on employers and hiring managers to focus on

- 25%
- 20%
- 15%
- 10%
- 5%
- 0%
- 25%
- 20%
- 15%
- 10%
- 5%
- 0%

Job seekers want employers and hiring managers to focus on

- Social media profiles: 25%
- Checking what's happening up: 25%
- Personal interests: 20%
- Other interests: 15%
- Professional connections: 10%
- Personal connections: 5%

And when it comes to cutting-edge tools...

- 15% of recruiters and HR professionals state that they predominantly use AI to improve their asl job search process

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So, what's the Big takeaway?

- The market isn't candidates. And thing, however, be don't think to manipulate the game by using any tactics, technologies, and processes to beat out others. You can attract and keep top talent by making sure you're doing what it takes to保留 the right talent acquisition provider on your side.

- It isn't about getting in the right talent acquisition provider on your side.

"2022 Job Seeker Nation Report: Dynamic Motivations of Modern Workers"