

RECRUITMENT SURVEY

Please complete the survey, save to your computer, and click on Submit in the upper right corner of the page. Also, attach to an email to recruiter@securtest.com.

INSTRUCTIONS: Be candid in your response, as there is no right or wrong answers. We are looking for your honest input from the perspective of an applicant or employee today.

BIOGRAPHICAL INFORMATION

MALE FEMALE AGE

LEVEL OF COLLEGE EDUCATION:

Freshman Sophomore Junior Senior Graduate

Overall GPA:

1. Put in order AND rate 1-14, with 14 being the most important.

Item	Rating
Location	
Salary	
Job Title	
Opportunities for career growth or advancement	
Benefits	
Company's leadership	
Company's reputation	
Diversity of company's employees	
In-House Training Programs	
Company's charitable / philanthropic efforts	
Company culture for teamwork and fun	
Working from home	
Amount of travel being minimal	
Tuition reimbursement programs	

2. I prefer to work in groups on projects to working alone.
3. I work best with little, if any supervision, versus hands-on close supervision.
4. I prefer to meet with clients face-to-face versus talking to them on the telephone.

5. What are your core beliefs as a Millennial? How has being a Millennial shaped you as an employee?

6. What do you look for in a job?

7. What is your idea of a career? Which career progression are you looking for?

8. What are the values you look for to identify with an organization?

9. On average, how often do you seek advice or commutation with your immediate supervisor or employer in a week?

(a) _____ Only as necessary

(b) _____ 1

(c) _____ 2

(d) _____ 3

(e) _____ 4

(f) _____ 5

(g) _____ 5 to 10

(h) _____ 11 to 15

(i) _____ 16 or more

10. I prefer to communicate with supervisors or employers multiple times throughout a workday.

11. How would you recruit a Millennial to your company? List ten or more ideas.

12. How would you retain a Millennial to your company? List 10 or more ideas.

13. How much time do you think young professionals entering the workforce should spend "paying their dues" in an entry-level position? Answer in months.

14. How long do you expect to stay at your current or prospective position? Answer in months. _____

15. What are the differences in how to recruit and retain Millennial men versus Millennial women?

16. Put in order AND rate 1-7, with 7 being the most important.

Item	Rating
Working with a manager I can respect and learn from	
Working with people I enjoy	
Having a work/life balance	
Having a short commute	
Working for a socially responsible company	
Having a nice office space	
Working with state-of-the-art technology	

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