

# JOB APPLICANT SURVEY

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Company: \_\_\_\_\_

Location: \_\_\_\_\_

**Congratulations** on having reached this point in the hiring process! We are interested in hiring top quality people and the Job Applicant Survey is one of the tools we use. Your willingness to be straightforward and honest about your attitudes and preferences is greatly appreciated.

The Job Applicant Survey asks questions about your *preferences*. Please answer the questions on the Job Applicant Survey the way you actually feel, instead of how you think we want you to answer, or how you think you ought to feel. It is important that you answer each question with the way you truly feel most of the time.

**Instructions:** Each question on the Job Applicant Survey gives you the choice of any one of ten responses (see the ten-point scale at the beginning of Part 1.) For each question, choose the number that comes closest to how you really feel most of the time. There are two parts of the Job Applicant Survey. Part 1 consists of 34 questions. For each question, you can indicate the degree to which you either “Agree” or “Disagree” with the statement. This allows you to show how *strongly* you agree or disagree with the statement.

DISAGREE					AGREE				
1	2	3	4	5	6	7	8	9	10
Totally Disagree	Very Strongly Disagree	Strongly Disagree	Slightly Disagree	Very Slightly Disagree	Very Slightly Agree	Slightly Agree	Strongly Agree	Very Strongly Agree	Totally Agree

1. You like to ask questions and speak up when you have a question.	1	2	3	4	5	6	7	8	9	10
2. There have been times when it seemed OK to take small amounts of money.	1	2	3	4	5	6	7	8	9	10
3. You enjoy meeting new people.	1	2	3	4	5	6	7	8	9	10

## Part 2.

There are 24 questions in Part 2, also answered by choosing one of ten responses. The end points, or anchors, of each ten-point scale are labeled differently, and change from question to question. **Important note:** Be sure to read the questions carefully *and the anchors at the ends of their ten-point scales* before you choose an answer.

1. Most people are basically honest.

1	2	3	4	5	6	7	8	9	10
<b>AGREE</b>					<b>DISAGREE</b>				

2. The best way to keep a job is to make sure you look busy all the time.

1	2	3	4	5	6	7	8	9	10
<b>AGREE</b>					<b>DISAGREE</b>				

*NOTE: These are sample questions that are similar to, but not identical, the questions on the actual Job Applicant Survey.*