

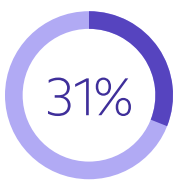


Job seekers vs. employers on the hiring process



Job seekers and employers often see the hiring process through very different lenses. These facts from our latest research report, *Smarter Hiring Insights: Solving the 7 Disconnects That Make Hiring Harder*, highlight some key contrasts in their views and experiences.

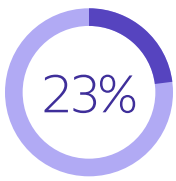
Job seekers say...



My biggest challenge is that I'm competing with too many other applicants.

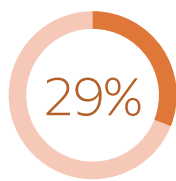


Vague job descriptions are the biggest hiring hurdle I face.

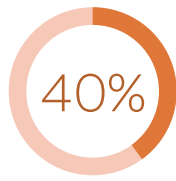


I'll start looking elsewhere if a job offer doesn't come within two weeks.

Employers say...



My biggest challenge is that too few job seekers have the required skills.



Leadership and workforce skills are the most critical gaps my company faces.

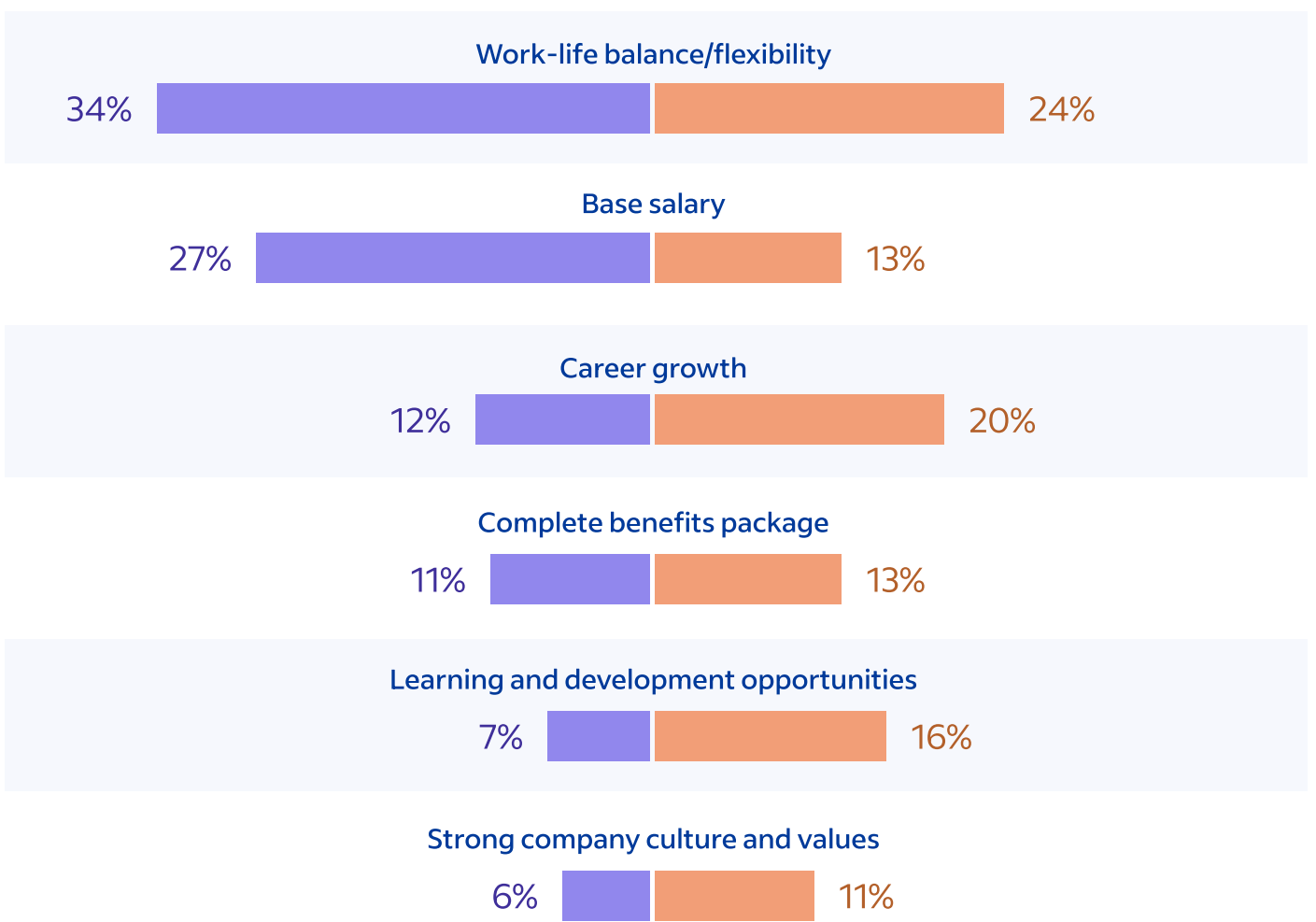


My biggest hiring challenge is losing candidates to the competition.

What do job seekers and employers see as the most attractive elements of a job offer?

Flexibility is more important than most employers realize.

Job seekers Employers



Job seeker question: When choosing between job offers, what is the most important deciding factor for you?
Employer question: Which of the following do you believe is the most attractive part of your job offer to candidates?

Source
Indeed Survey with YouGov 2025, Total N=6,837 job seekers and 2,481 employers

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