What Candidates Want

Monster's 2020 State of the Candidate Survey

We surveyed more than 1,000 candidates to understand how they perceive their jobs and what they expect from employers trying to recruit them. Here's a peek inside their minds.

**Great (Salary) Expectations**

An Offer They Can't Refuse

What candidates consider most when offered a job:

- A better salary was the top reason for changing jobs in 2019
- However...

Candidates feel their current pay is unfair

- 7 out of 10 candidates feel uncomfortable negotiating their salary when accepting a new job

**Takeaway:**

- More than ever, money talks. Recruiters must find the salary sweet spot.

**Takeaway:**

- More well-rounded discussions about not just salary expectations, but work/life balance and benefits, too.

**Most likely to reject a low salary offer:**

- Millennials: 63%
- Gen X: 40%
- Boomers: 52%

**Takeaway:**

- Millennials and Gen X are more sensitive to salary than Boomers.

- 8 out of 10 millennials believe there is a gender pay gap

**Takeaway:**

- Employees want to work for companies that support them financially, professionally, and emotionally. Employers that offer all three can stand out.

**Recession Fear Is Real**

- 3 in 5 believe their job would be at stake if a recession happens

- Millennials are the generation that’s most afraid of a recession

**Takeaway:**

- Companies need tools and resources to help find better candidate matches, improve employer branding, add video to your job listings, and more. Learn more at https://hiring.monster.com/

**Mental Health Matters**

- 51% of Americans who experience stress at work have not sought help.

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- Better salary this way

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