



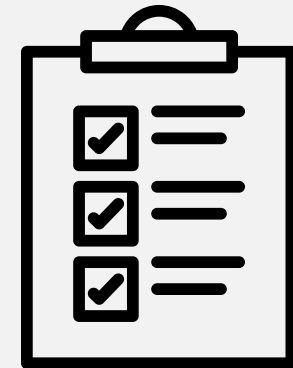
Recruitment. Clear and Simple

Get in touch



Candidate Experience Scorecard

How does your hiring process stack up?



HEAD OFFICE

Level 4, 447 Collins Street,
Melbourne VIC 3000

Lee: 0406 470 020 | lee@vividrecruitment.com.au
Nick: 0426 180 254 | nick@vividrecruitment.com.au



Candidate Experience Scorecard

Instructions:

Score yourself (or your team) from 1 (Never) to 5 (Always) on the areas below. Add up your score to see how candidate-friendly your process really is.

Section 1: Role Clarity & Job Brief

Question	1	2	3	4	5
Clear, concise job brief with role purpose, structure & expectations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Realistic required experience (no unicorns!)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clear selling points: culture, projects, flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HEAD OFFICE

Level 4, 447 Collins Street,
Melbourne VIC 3000

Lee: 0406 470 020 | lee@vividrecruitment.com.au
Nick: 0426 180 254 | nick@vividrecruitment.com.au



Section 2: Communication & Responsiveness

Question	1	2	3	4	5
Timely responses to all candidates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interview steps and timeline communicated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prompt responses to recruiter/ candidate queries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HEAD OFFICE
Level 4, 447 Collins Street,
Melbourne VIC 3000

Lee: 0406 470 020 | lee@vividrecruitment.com.au
Nick: 0426 180 254 | nick@vividrecruitment.com.au



Section 3: Interview Process

Question	1	2	3	4	5
Interviewers are prepared and professional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Structured yet conversational interviews	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Candidates get time to ask questions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HEAD OFFICE
Level 4, 447 Collins Street,
Melbourne VIC 3000

Lee: 0406 470 020 | lee@vividrecruitment.com.au
Nick: 0426 180 254 | nick@vividrecruitment.com.au



Section 4: Decision-Making & Feedback

Question	1	2	3	4	5
Fast decisions after interviews	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clear, respectful candidate feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Offers reflect market reality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HEAD OFFICE
Level 4, 447 Collins Street,
Melbourne VIC 3000

Lee: 0406 470 020 | lee@vividrecruitment.com.au
Nick: 0426 180 254 | nick@vividrecruitment.com.au



Section 5: Onboarding & Post-Placement

Question	1	2	3	4	5
Regular check-ins pre-start	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Warm, supported onboarding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Follow-up at 1 week, 1 month, 3 months	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL SCORE: _____ / 75

HEAD OFFICE
Level 4, 447 Collins Street,
Melbourne VIC 3000

Lee: 0406 470 020 | lee@vividrecruitment.com.au
Nick: 0426 180 254 | nick@vividrecruitment.com.au

Scorecard Results



How did you score?

Score Range	Rating	What It Means
60–75	Candidate Magnet	Your process is a dream — keep it up!
45–59	Room to Improve	A few tweaks could seriously boost your brand.
30–44	Red Flag Territory	Candidates may be turning away quietly.
Below 30	Let's Talk	You're losing talent — and fast. Time to fix it.

HEAD OFFICE
Level 4, 447 Collins Street,
Melbourne VIC 3000

Lee: 0406 470 020 | lee@vividrecruitment.com.au
Nick: 0426 180 254 | nick@vividrecruitment.com.au



Want honest feedback on your hiring process?

We help studios and firms like yours improve the candidate experience, attract better talent, and make smoother hires.

contact vivid



vividrecruitment.com.au



info@vividrecruitment.com.au



+61 (0) 406 470 020 (Lee)

+61 (0) 426 180 254 (Nick)