



Candidate Experience

Diversity & inclusion analysis report



We like our reports to have an impact on you – but not the environment. Please print only the pages you need.

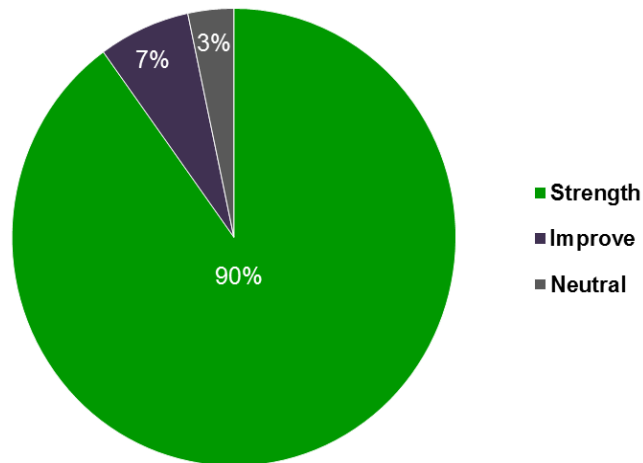
REPORT GENERATED: 01/03/2015
GROUP CATEGORY: 'LOST' FEMALE APPLICANTS
GROUP SIZE: 423 (RESPONSE RATE: 72%)
SENSITIVITY: PRIVATE & CONFIDENTIAL

Please note

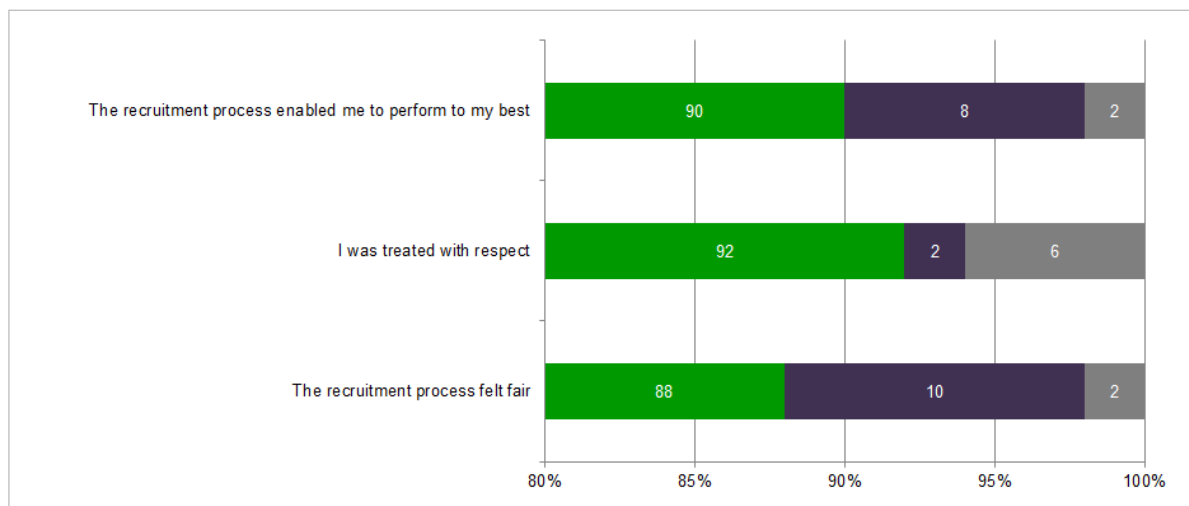
This is a sample report and may not contain all the data collected in the questionnaire.

Recruitment Experience for 'Lost' Female Applicants

(a) Overall Score



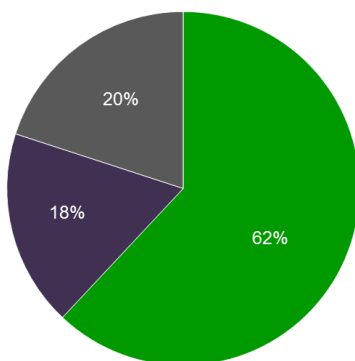
(b) Detail



Brand Impact of Recruitment Process

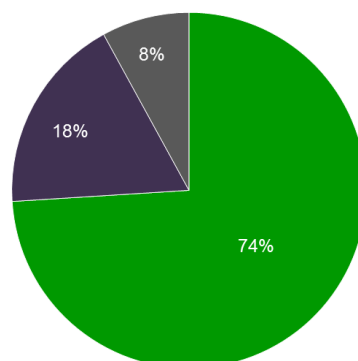
A. Great Place to Work

Would be a great organisation to work for.



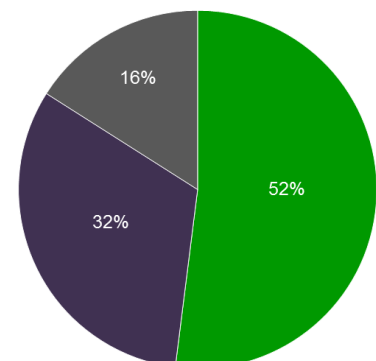
B. Recommend

Recommend the organisation as a potential place to work.



C. Re-Apply

Re-apply to the organisation again in the future.

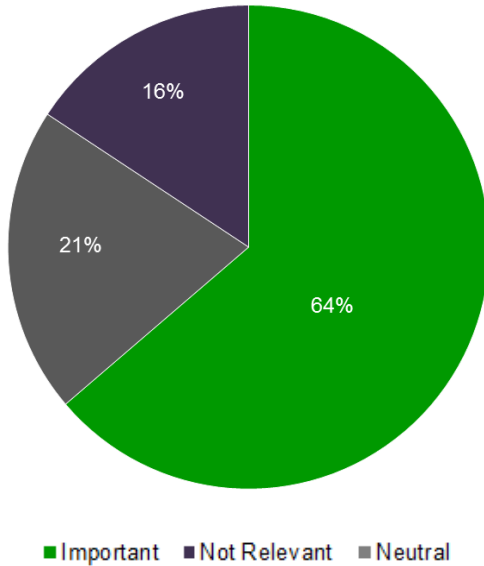


>> Breakdown Group: Females (n=423)
>> Report Generated: 01/03/2015

Importance and Experience of Diversity & Inclusion

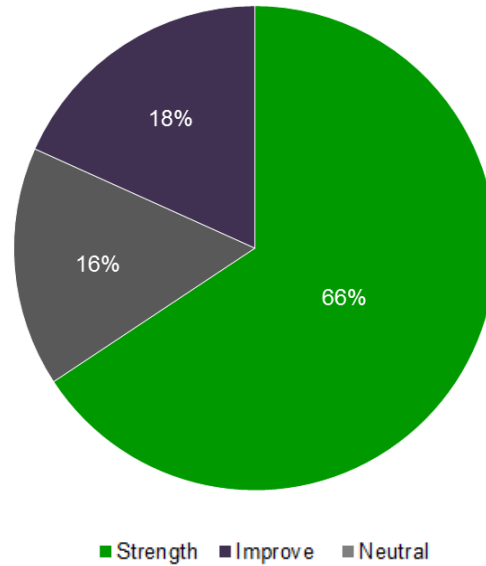
A. Importance of D&I

The importance of diversity & inclusion to the applicant group.



B. Experience of D&I

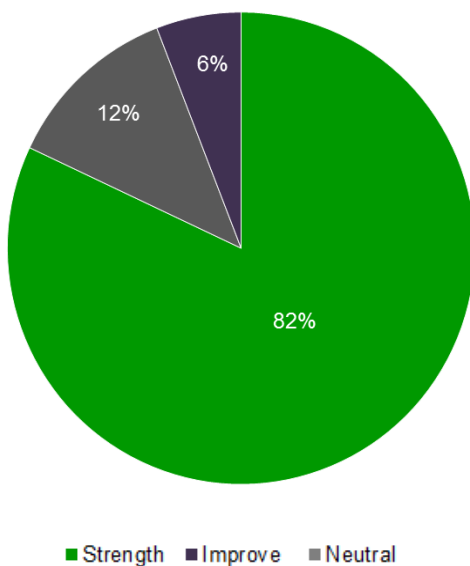
The experience of diversity & inclusion of the applicant group during the recruitment process.



Recruitment Process Summary

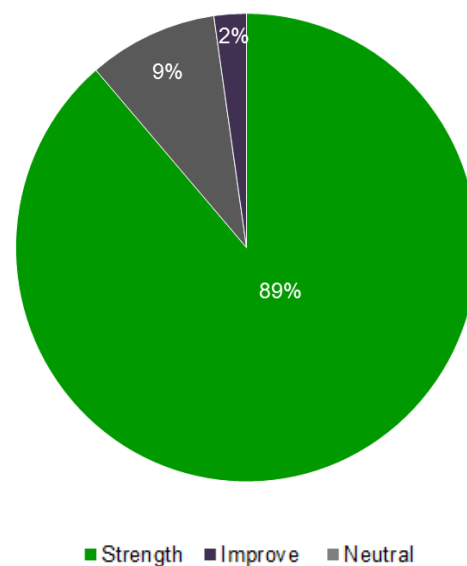
A. Source & Attract

Broader candidate experience during the early recruitment stages.



B. Apply & Assess

Broader candidate experience through the assessment and final recruitment stages.

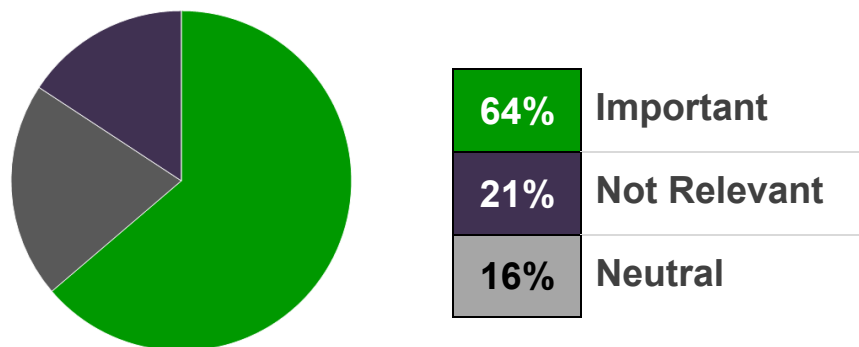


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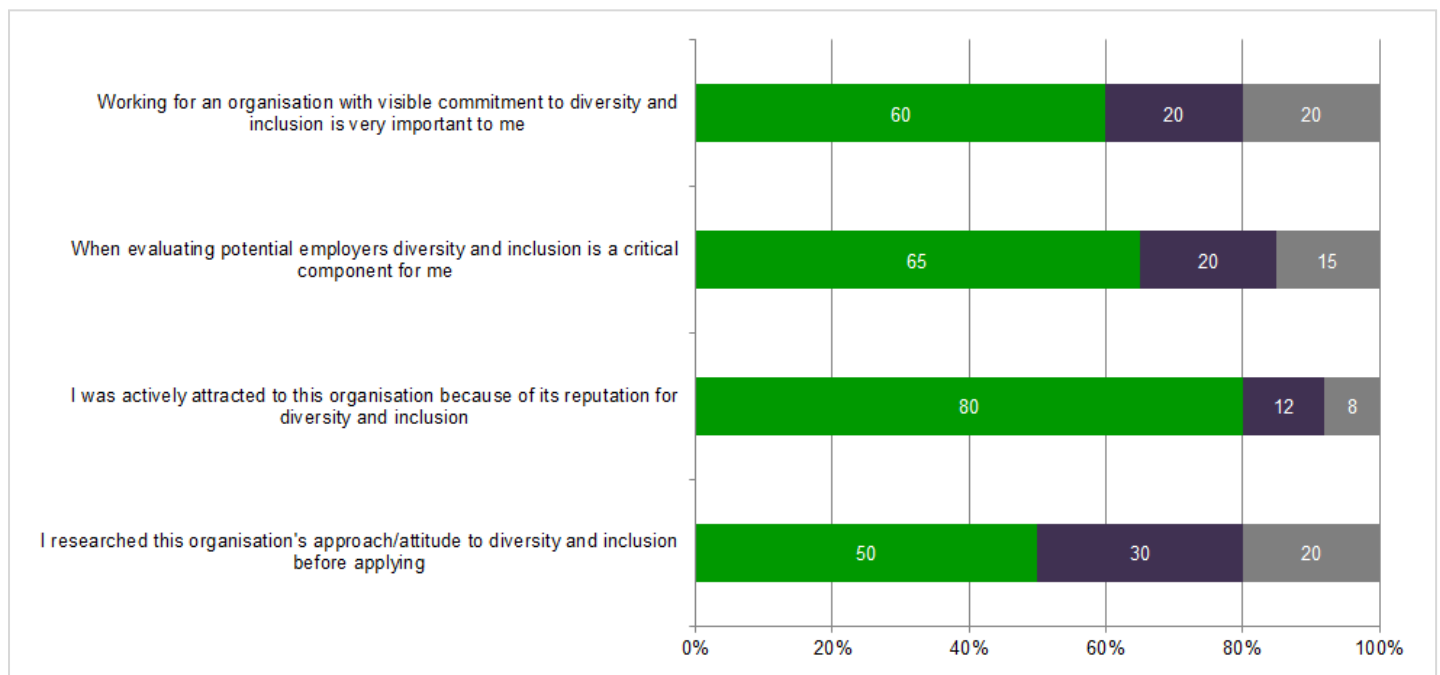
This section shows the extent to which individuals place importance on diversity & inclusion when considering working for an organisation. High 'Important' scores indicate the organisation is attracting applicants with a similar mind-set towards diversity & inclusion, low scores may suggest the organisation is not attracting the type of candidate who will help build the desired diversity & inclusion culture.

Importance

(a) Overall



(b) Detail

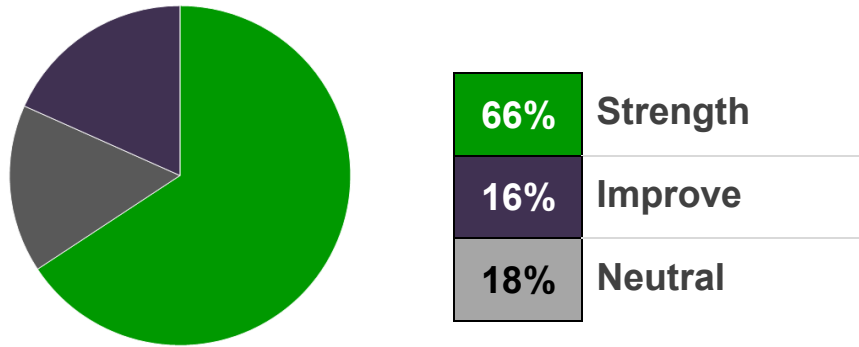


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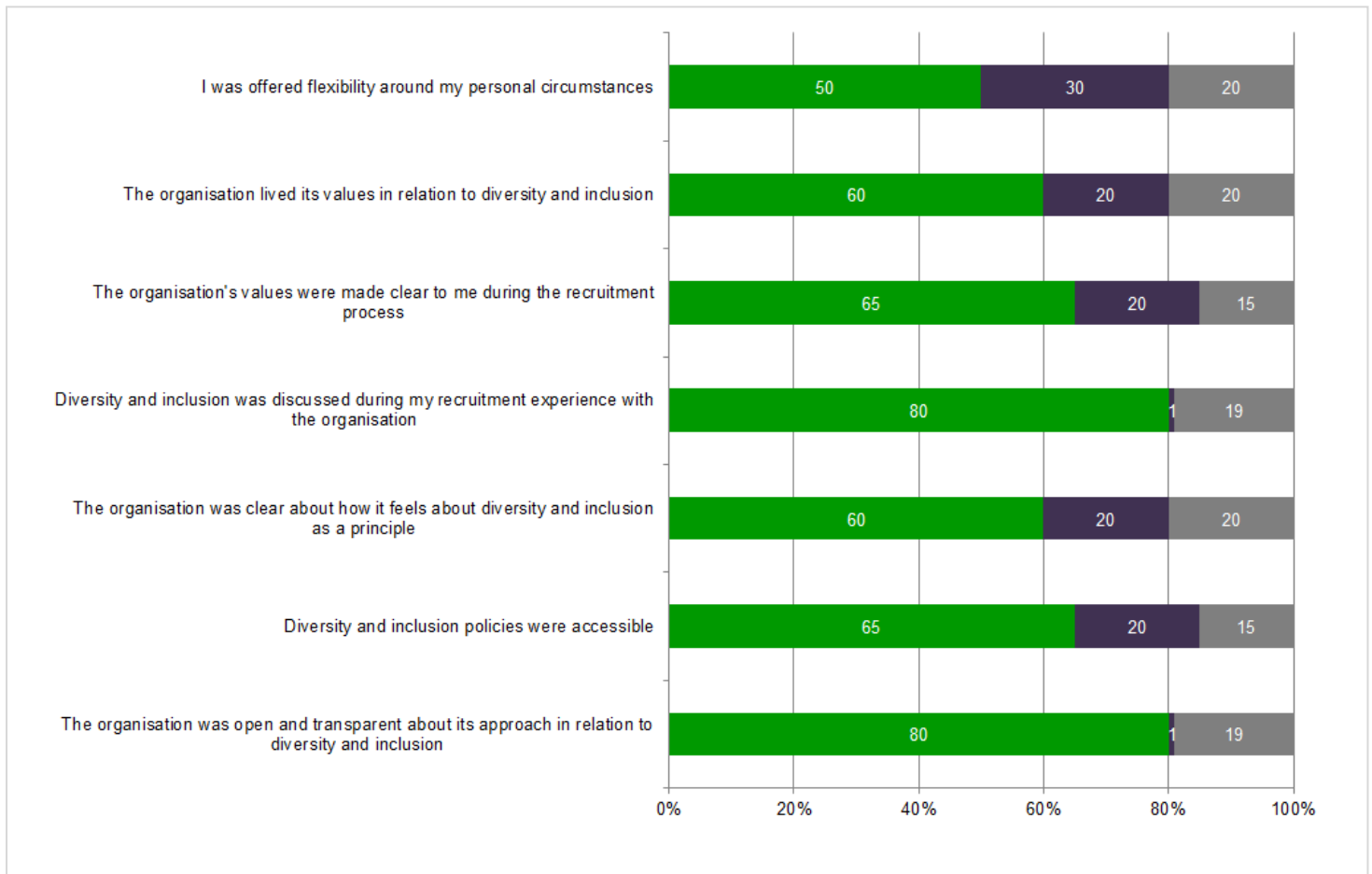
This section shows the extent to which the organisation is clear about its approach and commitment to diversity & inclusion. High 'improve' scores are likely to indicate a lack of commitment and openness towards diversity & inclusion within the organisation.

Experience

(a) Overall



(b) Detail

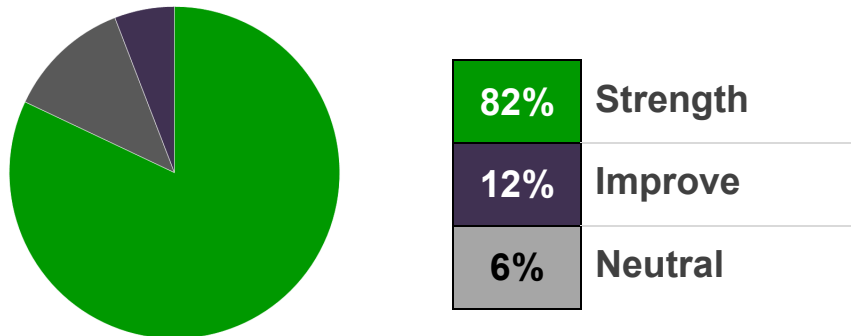


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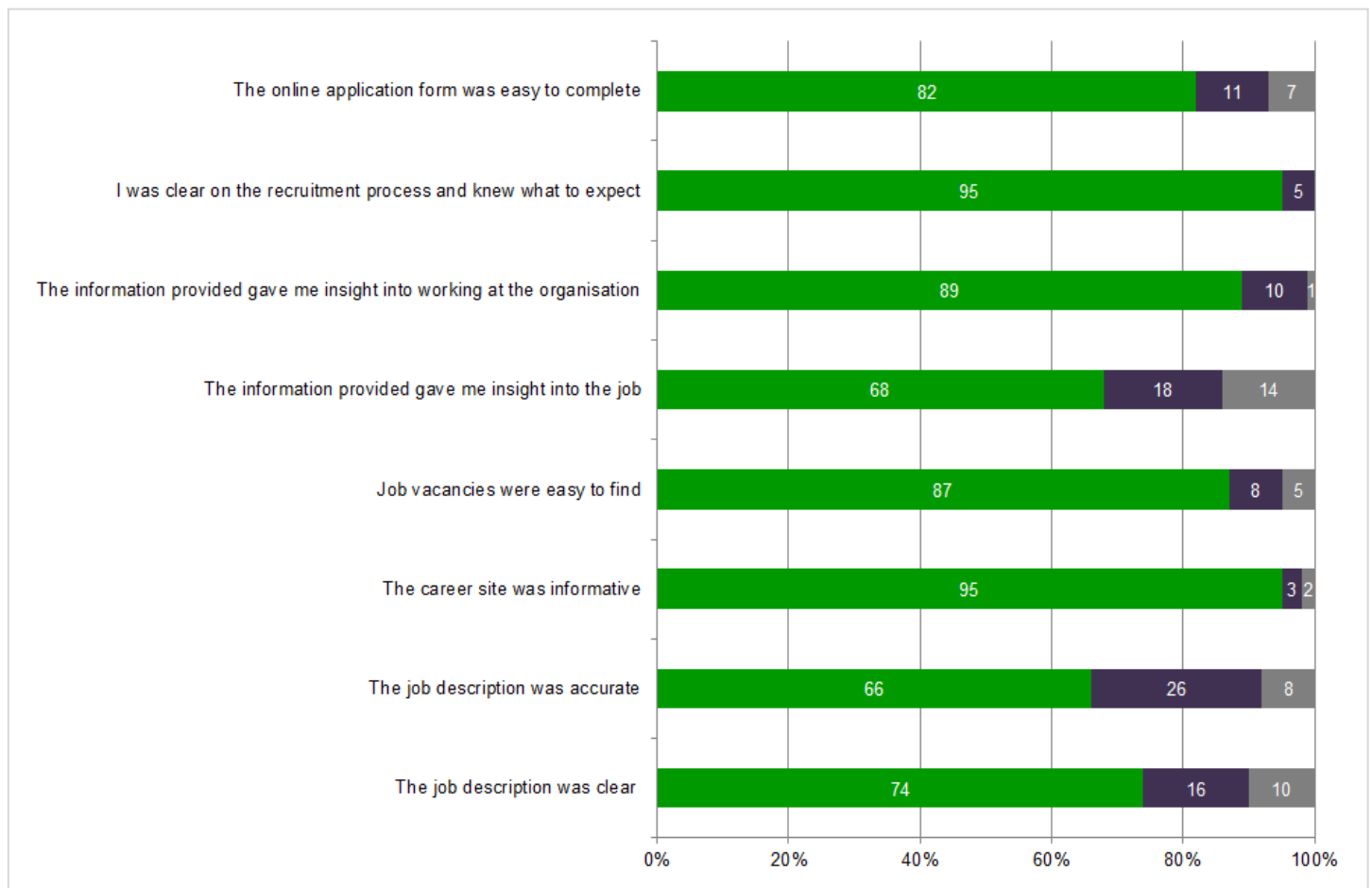
This section looks at the broader candidate experience during the early stages of the recruitment process. Lower scores for different D&I groups/categories might suggest some unconscious bias in the organisation's process.

Source & Attract

(a) Overall



(b) Detail

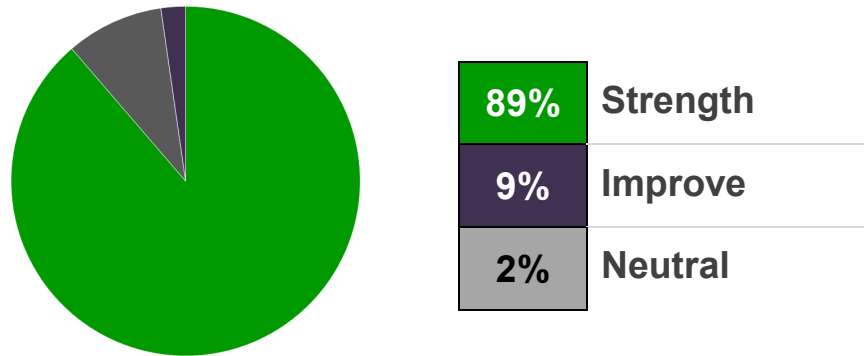


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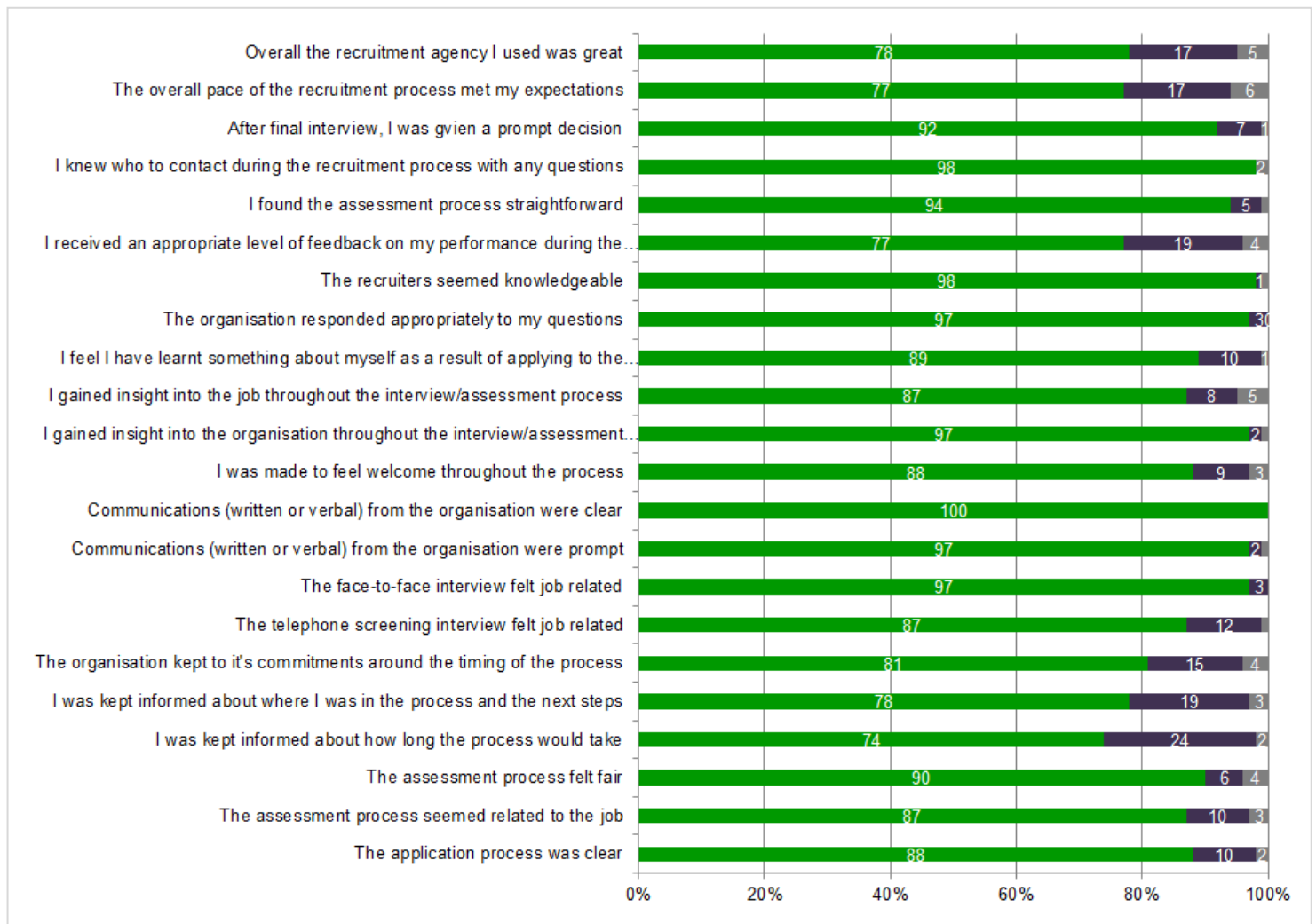
This section looks at the broader candidate experience through the assessment and final stages of the process. Lower scores for different D&I groups might suggest some unconscious bias in the organisation's process.

Apply & Assess

(a) Overall



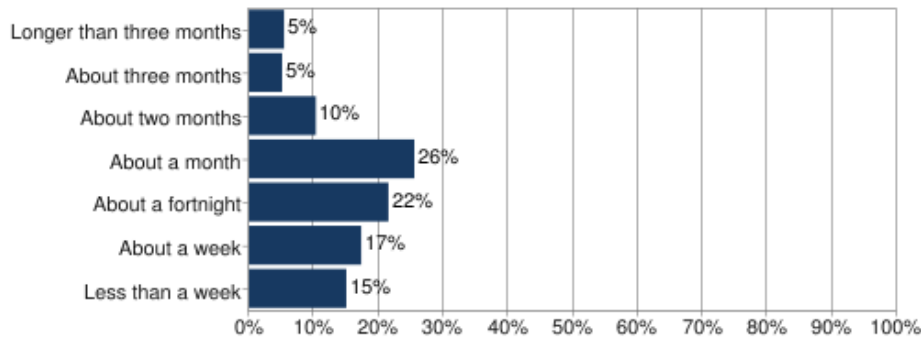
(b) Detail



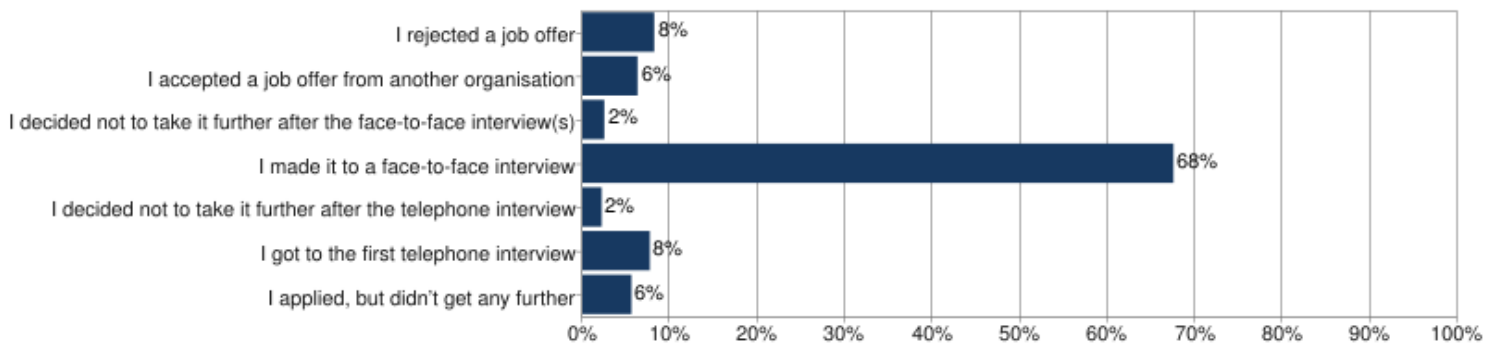
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Apply & Assess (Continued)

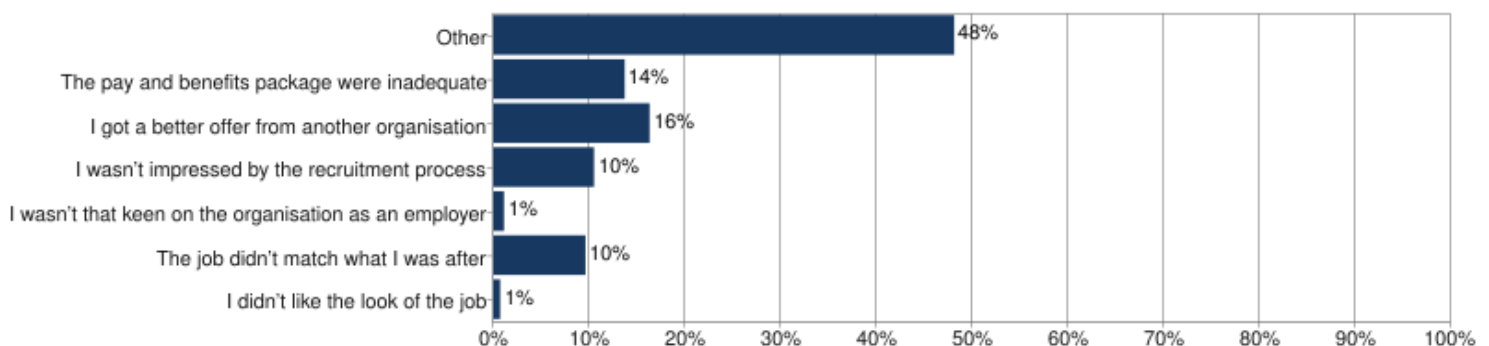
(c) Time to hear back after initial application



(d) How far application went

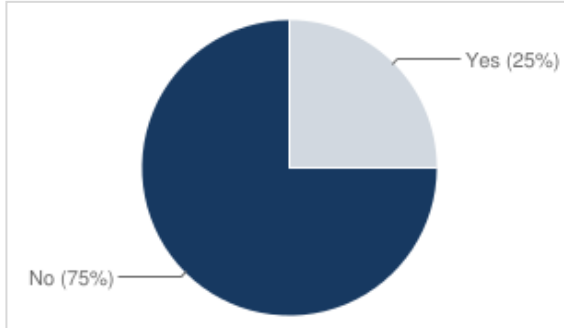


(e) What changed mind about the organisation

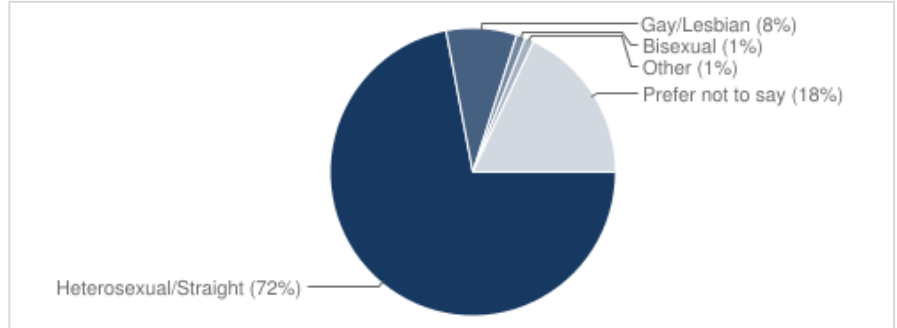


This section sets out the diversity profile of the reporting group. Further reports can be provided on any variable in the profile.

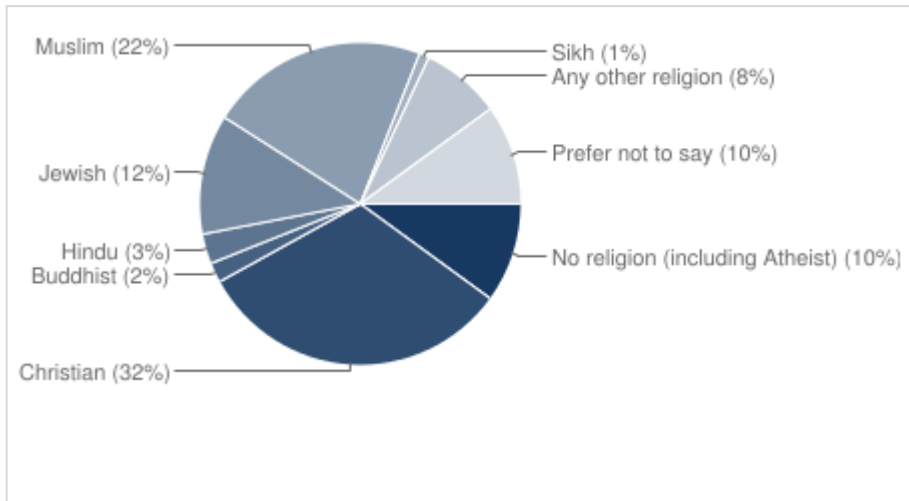
Disability



Sexual Orientation



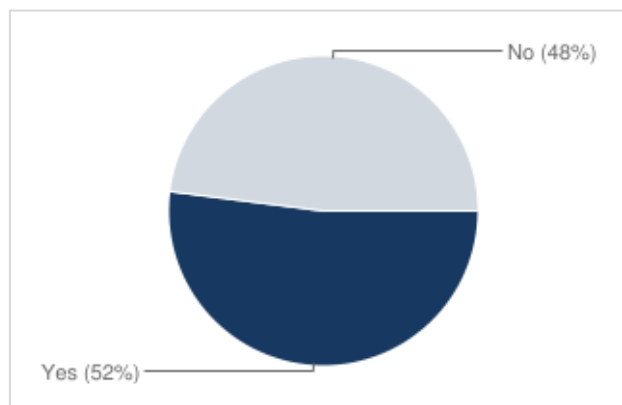
Religion/Belief



Age

| | % |
|-------------------------|----|
| 20 or younger | 1 |
| 21 - 25 | 10 |
| 26 - 30 | 25 |
| 31 - 35 | 24 |
| 36 - 40 | 18 |
| 41 - 45 | 13 |
| 46 - 50 | 5 |
| 51 - 55 | 2 |
| 56 - 60 | 1 |
| 61 or over | 1 |
| I do not wish to answer | 0 |

Caring Responsibilities



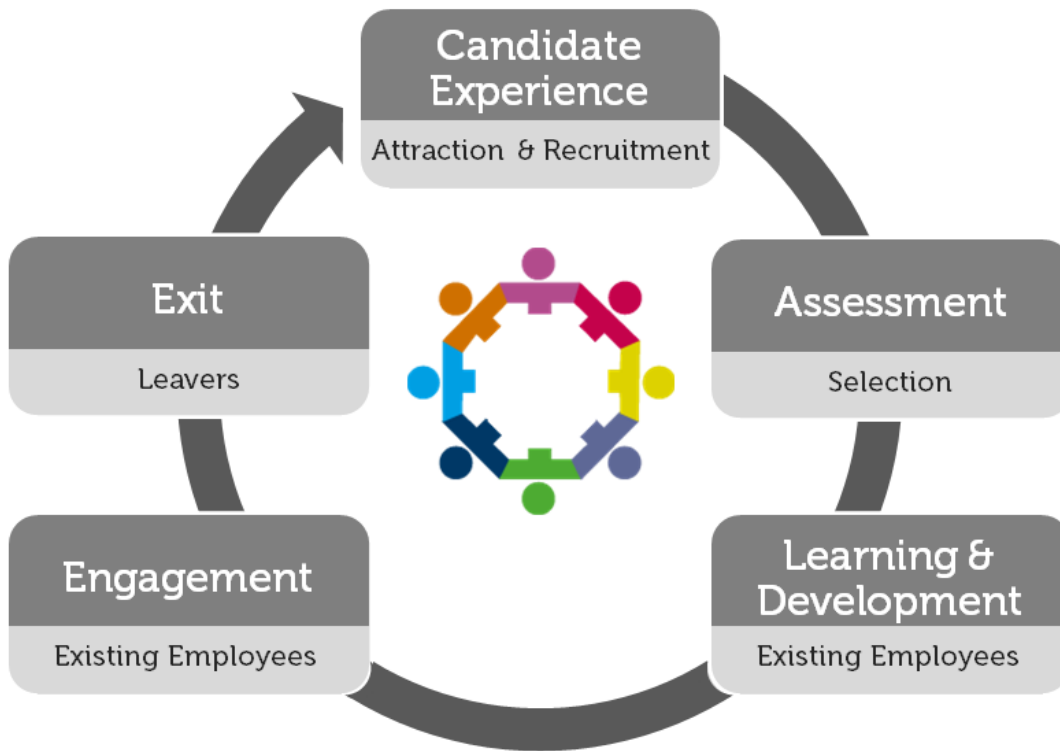
About great{with}diversity

great{with}diversity is a specialist practice area of great{with}talent - our roots are in business psychology and user-friendly web based assessments. Our client base spans nearly 2000 high profile organisations, and we help them to perform by recruiting the right people, improving employee engagement and ensuring their organisation is more efficient and effective.

D&I Lifecycle

We assess how diversity and inclusion influences employee opinions and perceptions through every step of the employment journey with your organisation. Starting at recruitment and attraction, through to engagement and development. And, whilst no one likes a farewell, we cover that part too with diversity specific exit questionnaires. We achieve all of this through a unique range of questionnaires that focus on the perceived importance and impact of bias in the workplace, rather than census gathering and box ticking in the name of equal opportunities.

'Person-organisation-fit' is central to our philosophy, and our approach focuses on understanding how individuals and organisations interact across the rich variety of minority groups that reflect today's world.



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