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 court them. Here’s a peek inside their minds.

**Great (Salary) Expectations**

37% of candidates expect a 5% or greater raise or bonus for changing jobs in 2020.

However...

60% of candidates think a new job should start at a higher salary than their current one.

7 out of 10 candidates feel comfortable negotiating their salary when accepting a new job.

**(Salary) Expectations**

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<tr>
<th>Salary</th>
<th>Millionaires</th>
<th>CEOs</th>
<th>Boomers</th>
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<tbody>
<tr>
<td>Salary</td>
<td>63%</td>
<td>60%</td>
<td>52%</td>
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**Takeaway:**

A better salary was the top reason for changing jobs in 2019. However, candidates feel their current pay is unfair.

1 out of 3 candidates feel comfortable negotiating their salary when accepting a new job.

8 out of 10 candidates say they would reject an offer if they didn’t feel their future compensation was fair.

73% of candidates consider salary when choosing a job.

**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 comfortable negotiating their salary when accepting a new job.
- 1 out of 3 candidates feel comfortable negotiating their salary when accepting a new job.
- 8 out of 10 candidates say they would reject an offer if they didn’t feel their future compensation was fair.
- 73% of candidates consider salary when choosing a job.

**Takeaway:**

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

**Recession Fear is Real**

3 in 5 employees are worried about the current state of the economy.

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

**Takeaway:**

Candidates want to feel secure about the future. Reassure them by sharing your company’s growth plans and the candidate’s long-term potential.

**Mental Health Matters**

51% of Americans say their job has caused anxiety in the past year. The top stressors:

- Heavy workload
- Not making enough money to cover bills/debts
- Having a toxic boss/colleagues

The top reasons:

- They haven’t sought help because they are afraid of being judged
- They don’t know where to turn

**Takeaway:**

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

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

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**Takeaway:**

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

3 of 5 employees are worried about the current state of the economy.

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

**Takeaway:**

1 in 3 believe that all would be at stake if a recession happened.

**Perks/employee benefits**

- Time off/vacation days
- Flexible work hours
- Retirement benefits

65% of candidates believe there are perks that should be included in their job.

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| Takeaway: | | | |
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**Monster’s tools and resources can help you find better candidate matches, improve employer branding, add video to your job listings, and more.**

Learn more at https://hiring.monster.com/