



# 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

**NO.1** A better salary was the top reason for changing jobs in 2019



37% of millennials believe there is a gender pay gap

**1 OUT OF 3**

candidates feel their current pay is unfair

**8 OUT OF 10**

candidates say there should be greater salary transparency

### However...

**7 OUT OF 10**



candidates feel comfortable negotiating their salary when accepting a new job



60% of candidates think employers have the upper hand when it comes to salary negotiation

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

Millennials	63%
Gen X	60%
Boomers	52%

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

### An Offer They Can't Refuse

What candidates consider most when offered a job:



**39%** Time off/vacation days

**34%** Flexible work hours

**33%** Retirement benefits

**33%** Perks/employee benefits

### But it's not all about the money

In addition to pay, the top three things candidates consider as "part of their salary" include:

time/days off

**60%**



health care coverage

**55%**



retirement benefits

**46%**



**Takeaway:** Have well-rounded discussions about not just salary expectations, but work/life balance and benefits, too.

### Recession Fear Is Real



Millennials are the generation that's most afraid of a recession

**3 IN 5** employees are worried about the current state of the economy



**1 IN 3** believe their job would be at stake if a recession happens

**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

**1 IN 3** candidates say their jobs negatively impact their mental health

**51%** of Americans who experience issues as a result of work have not sought help

Percentage of candidates who say their jobs have caused:

anxiety **41%**

depression **24%**



The top stressors:

heavy workload **32%**

not making enough money to cover bills/debts **28%**

having a toxic boss/co-workers **24%**

They haven't sought help because:

they are afraid of being judged **26%**

they don't know where to turn **24%**

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

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

Learn how at <https://hiring.monster.com/>

