



American Staffing Association

ASA Workforce Monitor – Winter 2023

Job Interviews



Background and Methodology

Methodology

This survey was conducted online within the U.S. by The Harris Poll on behalf of ASA from October 27–31, 2022, among a total of 2,019 U.S. adults age 18 and older of whom 1,140 were employed.

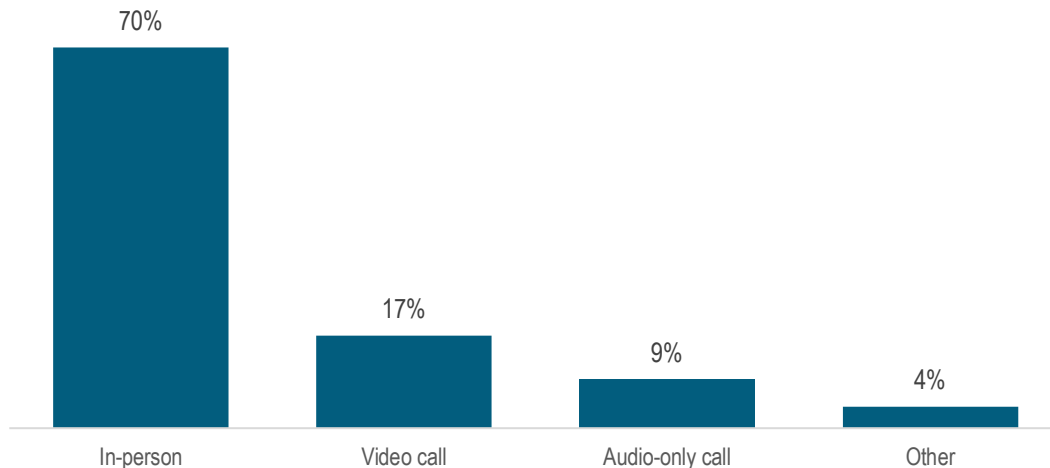
The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within +/- 2.8 percentage points using a 95% confidence level. Contact ASA with further questions about the methodology.

Note when reading tables

Circles on data points represent a statistical significance

Most Would Prefer In-Person Job Interview

Preferred Interview Method



Hispanic, White, and Black Adults Share Preference for In-Person Interviews

Column %	Hispanic (n=231)	Black (n=241)	White (n=1409)
In-person	67%	65%	74%
Video call	20%	21%	16%
Audio-only call	13%	9%	7%
Other	1%	5%	4%

Oval indicates significant difference.

All Generations Prefer In-Person Interviews, Though To Differing Degrees

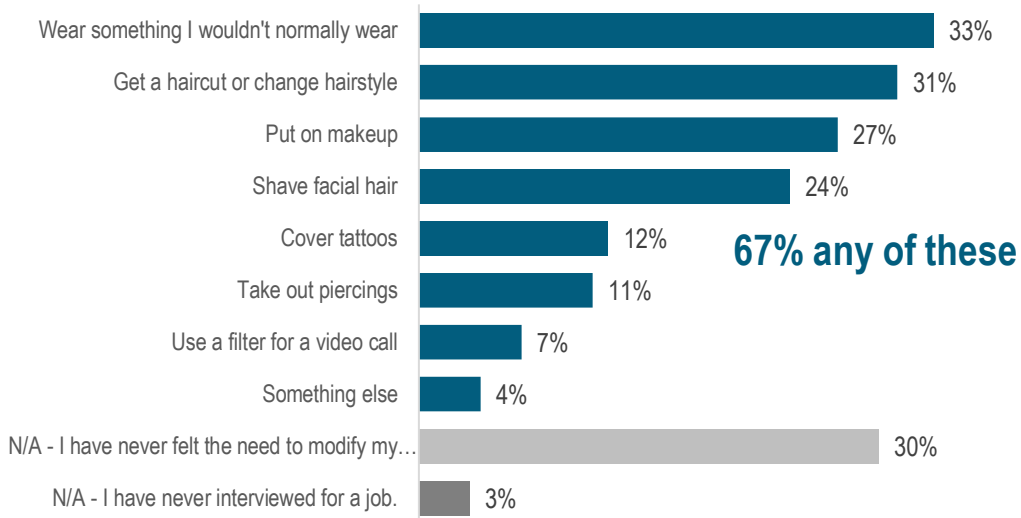
Column %	Gen Z (n=244)	Millennials (n=503)	Gen X (n=537)	Baby Boomers (n=626)
In-person	63%	63%	69%	79%
Video call	21%	23%	18%	12%
Audio-only call	14%	12%	9%	4%
Other	1%	2%	3%	5%

Oval indicates significant difference.



Two-thirds Have Ever Modified Their Appearance for a Job Interview

Taken Step to Modify Appearance



Men are More Likely Than Women to Have Gotten a Haircut or Changed Hairstyle for an Interview

% Taken step to modify appearance before job interview	Male (n=917)	Female (n=1088)
Get a haircut or change hairstyle	39%	23%
Put on makeup	5%	48%
Shave facial hair	41%	7%
Cover tattoos	15%	9%

Oval indicates significant difference. Only items with significant differences shown



Parents of a Child Under 18 More Likely to Have Modified Appearance for Job Interview

% Taken step to modify appearance before job interview	Parent of child under 18 (n=654)	No child under 18 (n=1365)
Wear something I wouldn't normally wear	39%	30%
Put on makeup	34%	24%
Shave facial hair	28%	22%
Cover tattoos	19%	9%
Take out piercings	19%	7%
Use a filter for a video call	13%	4%
N/A - I have never felt the need to modify my appearance for a job interview.	21%	34%

Oval indicates significant difference. Only items with significant differences shown



White Adults Less Likely to Have Felt Need to Modify Appearance for Job Interview

% Taken step to modify appearance before job interview	Hispanic (n=231)	Black (n=241)	White (n=1409)
Ever felt the need to modify their appearance for a job interview (NET)	74%	73%	65%
Shave facial hair	25%	33%	22%
Cover tattoos	19%	17%	10%
Take out piercings	18%	14%	9%
Use a filter for a video call	10%	11%	5%
Something else	7%	8%	2%
N/A - I have never felt the need to modify my appearance for a job interview.	20%	26%	32%

Oval indicates significant difference. Only items with significant differences shown



Younger Generations are More Likely to Have Modified Appearance for Job Interview

% Taken step to modify appearance before job interview	Gen Z (n=244)	Millennials (n=503)	Gen X (n=537)	Baby Boomers (n=626)
Wear something I wouldn't normally wear	33%	43%	38%	24%
Get a haircut or change hairstyle	37%	32%	35%	25%
Put on makeup	30%	32%	29%	20%
Shave facial hair	30%	30%	29%	13%
Cover tattoos	20%	21%	12%	2%
Take out piercings	26%	20%	8%	1%
Use a filter for a video call	12%	11%	7%	1%
Something else	6%	6%	4%	1%
N/A - I have never felt the need to modify my appearance for a job interview.	11%	18%	25%	48%

Oval indicates significant difference. Only items with significant differences shown



Researching the Company is Most Important Job Interview Preparation Step

Most Important Job Interview Preparation Measures



Women Rank Many Interview Prep Strategies as More Important Than Men Do

% Indicating measure is among most important for job interview prep	Male (n=917)	Female (n=1088)
Research the company	66%	73%
Select clothes to wear	60%	72%
Get a full night's sleep	61%	68%
Prepare questions to ask during interview	56%	66%
Re-read job description	56%	63%
Practice answering common interview questions	46%	56%
Look up directions to the office or ensure they have software/login info in advance	37%	47%
Eat a good meal	40%	35%
Conduct a mock interview with a friend or mentor	27%	35%
Research the person conducting the interview	26%	21%

Oval indicates significant difference. Only items with significant differences shown



Higher Income Respondents Tend to See More Importance for Interview Prep Measures

% Indicating measure is among most important for job interview prep	Less Than \$50k (n=676)	\$50k-\$74.9k (n=391)	\$75k-\$99.9k (n=328)	\$100k+ (n=587)
Research the company	58%	68%	73%	79%
Select clothes to wear	60%	65%	71%	70%
Get a full night's sleep	61%	69%	65%	65%
Prepare questions to ask during interview	51%	60%	67%	68%
Re-read job description	48%	60%	62%	69%
Practice answering common interview questions	46%	54%	54%	55%
Look up directions to the office or ensure they have software/login info in advance	31%	41%	44%	50%
Eat a good meal	41%	38%	37%	34%
Conduct a mock interview with a friend or mentor	26%	33%	33%	34%

Oval indicates significant difference. Only items with significant differences shown



White Adults Rank Several Interview Prep Strategies as More Important Than Hispanic or Black Adults Do

% Indicating measure is among most important for job interview prep	Hispanic (n=231)	Black (n=241)	White (n=1409)
Research the company	58%	58%	76%
Select clothes to wear	58%	61%	70%
Get a full night's sleep	59%	60%	67%
Prepare questions to ask during interview	58%	48%	65%
Re-read job description	54%	45%	65%
Look up directions to the office or ensure they have software/login info in advance	35%	31%	46%
Eat a good meal	38%	47%	35%

Oval indicates significant difference. Only items with significant differences shown



Importance of Interview Prep Steps Varies by Generation

% Indicating measure is among most important for job interview prep	Gen Z (n=244)	Millennials (n=503)	Gen X (n=537)	Baby Boomers (n=626)
Research the company	55%	62%	72%	83%
Select clothes to wear	60%	61%	66%	73%
Prepare questions to ask during interview	47%	55%	64%	70%
Re-read job description	52%	53%	59%	69%
Look up directions to the office or ensure they have software/login info in advance	30%	40%	44%	46%
Eat a good meal	48%	41%	40%	28%
Research the person conducting the interview	25%	28%	23%	20%

Oval indicates significant difference. Only items with significant differences shown

Men Would Feel More Comfortable Asking for a Raise than Women

% Somewhat/strongly agree with statement	Male	Female
I would be perfectly comfortable asking a supervisor for a raise	70%	58%
People working 100% in-office have an advantage over those working 100% remotely when it comes to getting raises, bonuses, and promotions	60%	52%
I am worried about layoffs at my company in the next 6 months	45%	34%

Oval indicates significant difference. Only items with significant differences shown