



- CHANGE YOUR MINDSET - KEEP TOP CANDIDATES ENGAGED IN A TIGHT LABOR MARKET

An up-to-the-minute hiring insight from PEG Staffing & Recruiting

SPEED MATTERS IN A TIGHT LABOR

- Unemployment is still historically low (~4%), keeping the market **candidate-driven**.
- Top candidates often juggle **multiple offers at once**.
- Every day of delay increases the risk that your ideal **candidate accepts another role**.
- Companies that **move quickly and communicate clearly** win talent.

CANDIDATES EXPECT QUICK RESPONSES

- **Responsiveness and communication** are the 2nd most crucial factor in a candidate's decision to accept an offer (the first is Compensation and benefits).
- **45%** of job seekers expect to hear back within **2-3 days** of an interview (many prefer 24 hours).
- **34%** assume they've been ghosted if they don't hear back within **1 week**.
- To keep candidates engaged, provide an update **within 1 week** – even if you haven't made a final decision.



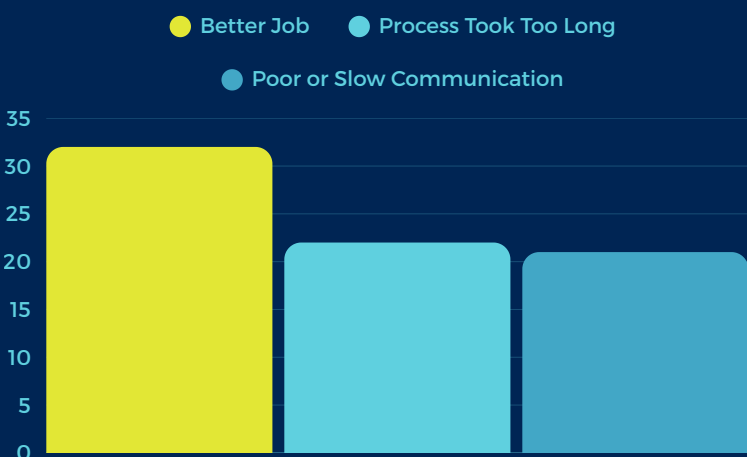
Expect to hear back
in 2-3 days



Assume they've been
ghosted in 1 week

DON'T "PLAY HARD TO GET"- MOVE FAST WITH TOP TALENT

- For your top candidate, aim to **extend an offer within 48 hours** of the final interview.
- If you can't finalize, **communicate excitement** and give them a firm decision date.
- **Delays = lost talent**. Transparency + urgency = competitive edge.



Candidate Drop-Off Reasons

Better Job	32%
Process Took Too Long	22%
Poor or Slow Communication	21%

YOUR HIRING PROCESS REFLECTS YOUR ORGANIZATION

- **66%** of candidates say a positive experience influenced them to accept a job.
- **26%** rejected an offer due to poor communication or unclear expectations.
- A bad interview experience caused over **1/3** of candidates to decline offers.
- **77%** of candidates with a negative experience will share it with their network.
- **78%** believe the candidate experience reflects how a company values employees.



COMMUNICATION & SPEED WIN

- Keeping candidates engaged requires **respect and momentum**.
- If you expect timeliness from candidates, hold yourself to the same standard.
- The interview process is a **preview of your culture** – timely responses show professionalism and care.
- In today's market, those who **act swiftly and thoughtfully** will land the best talent.



For a FREE Consultation, contact us today Sales@pegstaff.com