



# What Candidates Want

## Monster's 2020 State of the Candidate Survey

We surveyed more than 1,000 U.S. 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.

### Workplace Inclusion

Millennials (57%) are more likely to say diversity, equity, and inclusion is very important.



Gen X \_\_\_\_\_ **47%**  
 Baby Boomers \_\_\_\_\_ **49%**



**Takeaway:** Make sure your workplace fosters diversity, equality, and inclusion.

### 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:** People want to feel secure about the future. Reassure them by sharing your organization'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%**

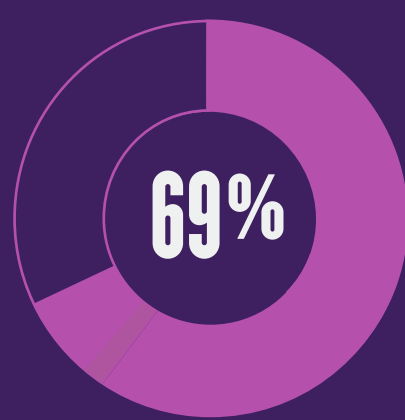
They haven't sought help because:

they are afraid of being judged \_\_\_\_\_ **26%**  
 they don't know where to turn \_\_\_\_\_ **24%**

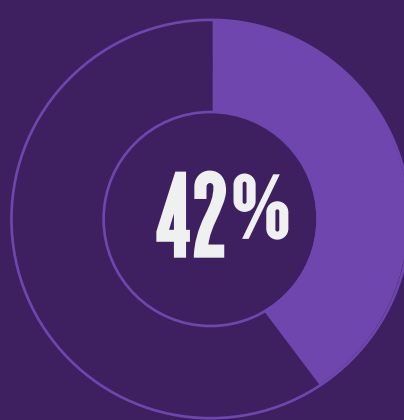
**Takeaway:** Employees want to work for organizations that support them financially, professionally, and emotionally. They want meaning in their job.

### Keep Your Employees

For those who are planning to stay put, the top two things candidates hope to achieve at their current job in 2020 include:



Getting a raise



Learning new skills

**45%** feel respected, have a sense of belonging and are happy with their salary, and

**48%** are pleased with their benefits



\*Stat from 2019 State of Candidate Survey

**Takeaway:** Show your employees you are investing in them.

Monster Government Solutions' tools and resources can help you reach, find, and hire the right fit.

Learn how at: [monstergovernmentsolutions.com](https://www.monstergovernmentsolutions.com)

