



THE EMPOWERED JOB SEARCH

OPPORTUNITIES 85% of U.S. job seekers express

HOPEFUL FOR NEW

worry about their current position. It's possible they're looking for new opportunities. Many remain optimistic about their chances of finding work, despite different opinions on how tough it can be to find work in today's competitive job market.



51% Better compensation **41%** Work/life balance

38% Better growth opportunities **30%** Keep an eye on job market

29% Find better company culture



Finding job opportunities that

- 56% match their qualifications Standing out in a

competitive job market Balancing job searching with

40% other responsibilities like family, ← education, or other employment



MINDFUL OF INTERVIEW BEHAVIOR

chance at landing a new job. Hiring decision-makers and job seekers mainly agree on what's important during interviews. Knowing what not to do in interviews is also measured.

Candidates who positively stand out during the interview process can have a better





48% job seekers / 52% hiring decision-makers Quantifying achievements 48% job seekers /43% hiring decision-makers Showing they've researched the company 44% job seekers /43% hiring decision-makers

Demonstrating passion for the role

have done something during an interview, either big or small, that may be a bit outside of the norm—such as oversharing personal information or talking negatively about a past job/manager.

of job seekers say they

35%

DON'TS:



Being late 49% job seekers /55% hiring decision-makers Wearing unprofessional attire 44% job seekers /53% hiring decision-makers

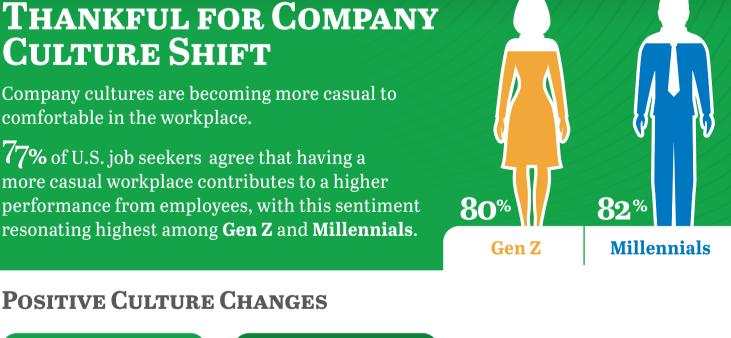
52% job seekers /68% hiring decision-makers

CULTURE SHIFT Company cultures are becoming more casual to comfortable in the workplace.

77% of U.S. job seekers agree that having a more casual workplace contributes to a higher

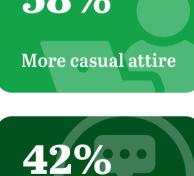
Being rude

performance from employees, with this sentiment resonating highest among Gen Z and Millennials. POSITIVE CULTURE CHANGES



90%

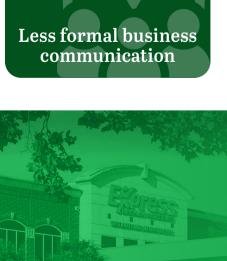
46% 58%



More open work environment 28% More personalized

a positive company culture is critical to the success of a company as a whole.

agree that maintaining



décor in the work environment The Job Seeker Report research was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from November 9-26, 2023, among 1,002 adults ages 18 and older who are

with their actual proportions in the population.



employed but looking for a new job, or not employed and looking for work ("Job seekers"). Data are weighted where necessary by age by gender, race/ ethnicity, region, education, marital status, household size, employment status, household income, and propensity to be online to bring them in line

"It's encouraging to see job seekers are hopeful and optimistic about new opportunities this year as unemployment remains low," said Bill Stoller, Express Employment International CEO. "Several industries are on the hunt for top talent, and the more businesses





Express Employment International

Bill Stoller



@ExpressEmploymentInternational

connect with quality employees, the stronger the



overall economy."

LinkedIn.com/Company/ExpressEmploymentInternational

CEO and Chairman of the Board