

Has Covid changed candidates expectations of the workplace?

We wondered how **candidate expectations** had changed and how clients working practices have adapted to meet the new 'working world'. Particularly important in the candidate short world of Insight. **What can clients be doing to attract the best talent?** Below we've picked some of the key findings, please get in touch with letitia@elizabethnorman.com if you want some more details!

51%

said they would rather do a recruitment interview virtually.

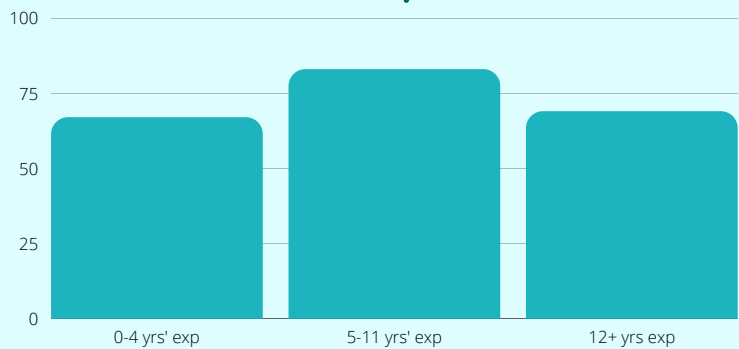


49%

said they would rather do it in person.

Flexible hours is more important to those with 4-11 years' experience

83% want to work flexible hours



50% of clients have supported colleagues with mental health

- Daily check ins
- Online training and resources
- Virtual team social wellbeing sessions
- Monthly digital office event with speakers related to various wellness topics



100%

of the respondents want to work from home at least **1 day a week!**



Only 10%

of employers have improved company benefits



48%

Employers are adjusting to these expectations well.

said their employers will let them work **fully remote** at the moment, with 0% saying their employers expected them to be in full time. **We are expecting this to change as we head into Autumn.** The impact different levels of experience has on whether people want to work from home is clear, with 8% of those with up to 4 years' experience want to work fully remotely, where as 31% of those with 11+ years' experience want to work fully remotely.