

McLEAN &  
COMPANY

# New Hire Survey

**Sample Company, Inc.**

Current Period:  
Jan 1, 2024 – Dec 31, 2024

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# of employees: 52

# of responses: 27

responses rate: 51.9%

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Previous Period: (for trending  
purposes):

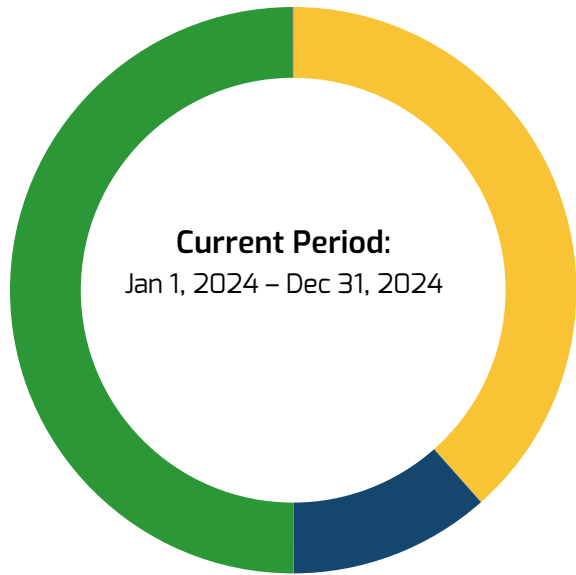
Jan 1, 2023 – Dec 31, 2023

# Recruiting Question Results

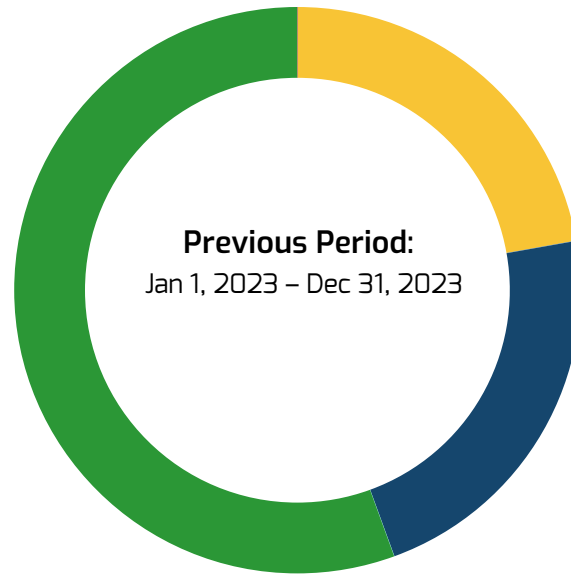
How did you first learn about the position you applied for at this organization?

Sample Company, Inc.  
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Previous Period: Jan 1, 2023 – Dec 31, 2023

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● Career Fair	0%
● Employee referral	38%
● External reference	0%
● Sample option	12%
● Sample option	0%
● Sample option	50%
● Sample option	0%
● Sample option	0%
● Sample option	0%

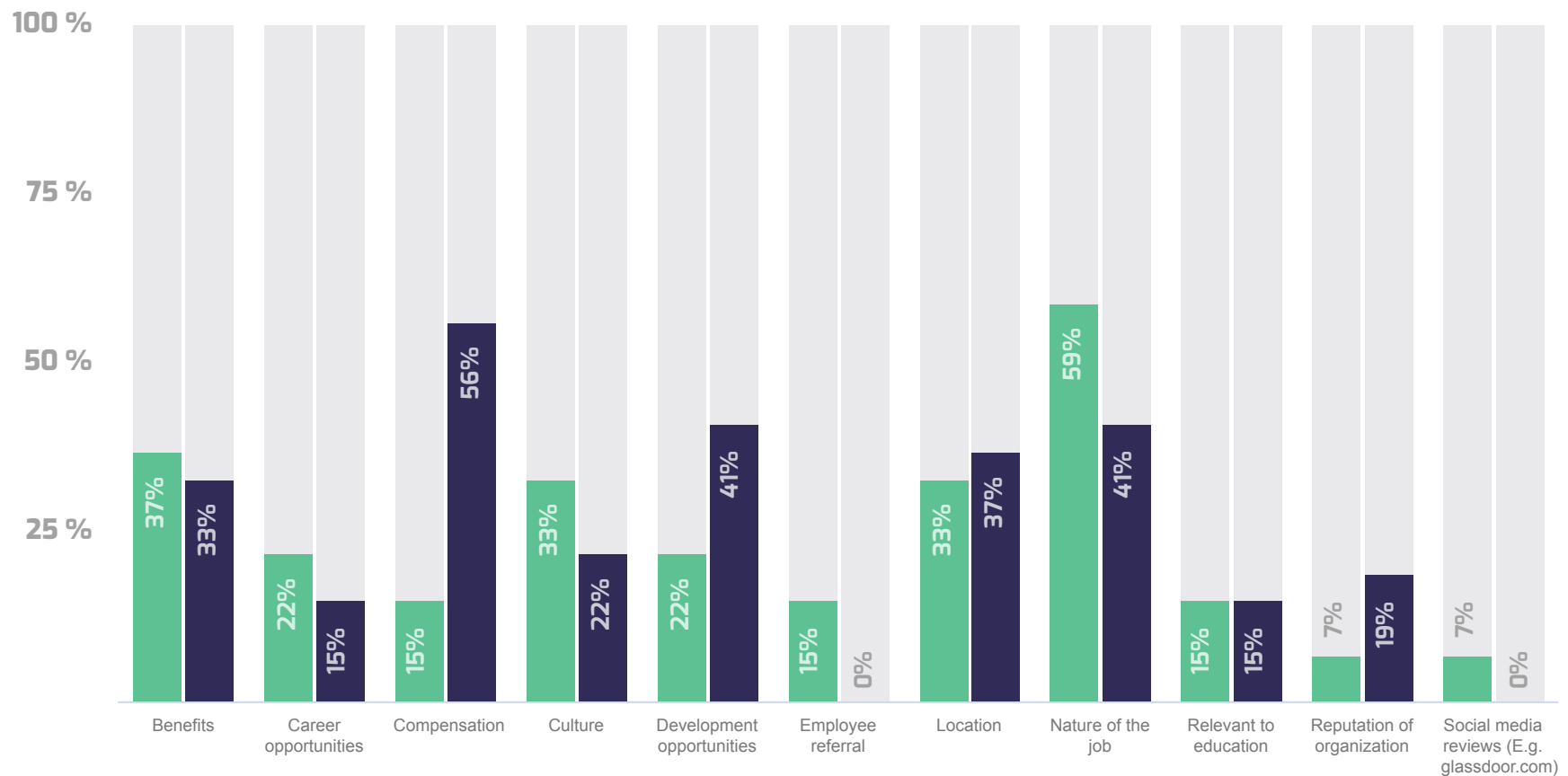


● Career Fair	0%
● Employee referral	22%
● External reference	0%
● Sample option	22%
● Sample option	0%
● Sample option	56%
● Sample option	0%
● Sample option	0%
● Sample option	0%

# Recruiting Question Results

For which of the following reasons did you apply and accept the position with this organization?

● Reason Applied      ● Reason Accepted



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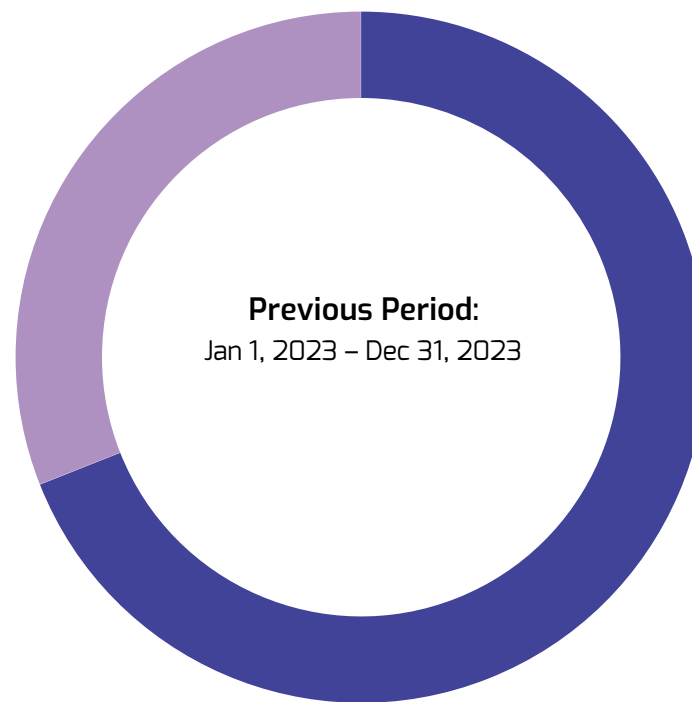
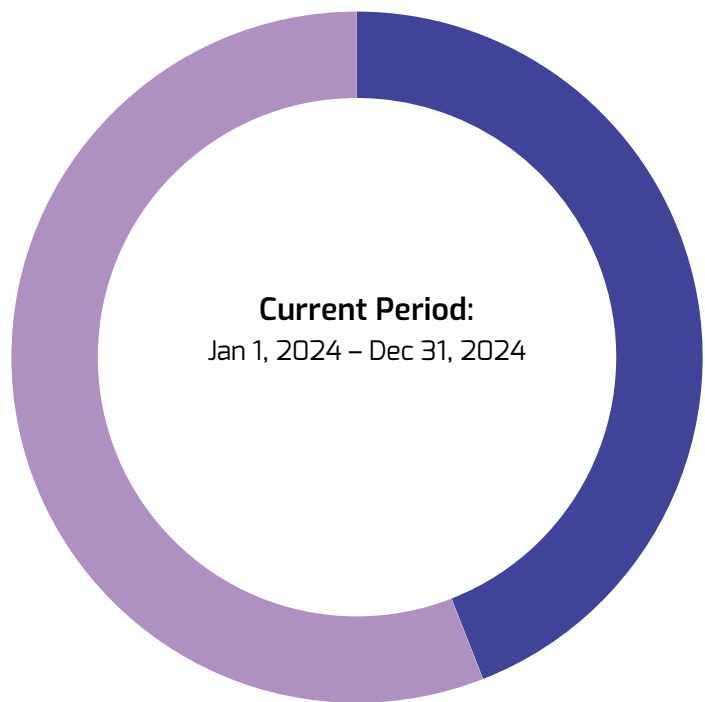
# Candidate Experience Hiring

● < 50% Low Performing    
 ● 50% – 70% Average Performing    
 ● > 70% High Performing

		Previous Period	McLean & Co. Benchmark
My interviewers conducted themselves professionally.	92%	93% (-1%)	95% (-3%)
My interviewers made me feel excited to work at this organization.	92%	93% (-1%)	90% (+2%)
Looking back, the description of the role provided to me as a part of the hiring process accurately reflected my actual duties and responsibilities.	81%	80% (+1%)	79% (+2%)
Sample question.	73%	67% (+6%)	74% (-1%)
Sample question.	69%	73% (-4%)	81% (-12%)
Sample question.	62%	67% (-5%)	76% (-14%)
Sample question.	57%	62% (-5%)	84% (-27%)

# Candidate Experience Hiring

The length of time between application and time of hire was:



- Too Short 0%
- Just Right 44%
- Too Long 56%

- Too Short 0%
- Just Right 69%
- Too Long 31%

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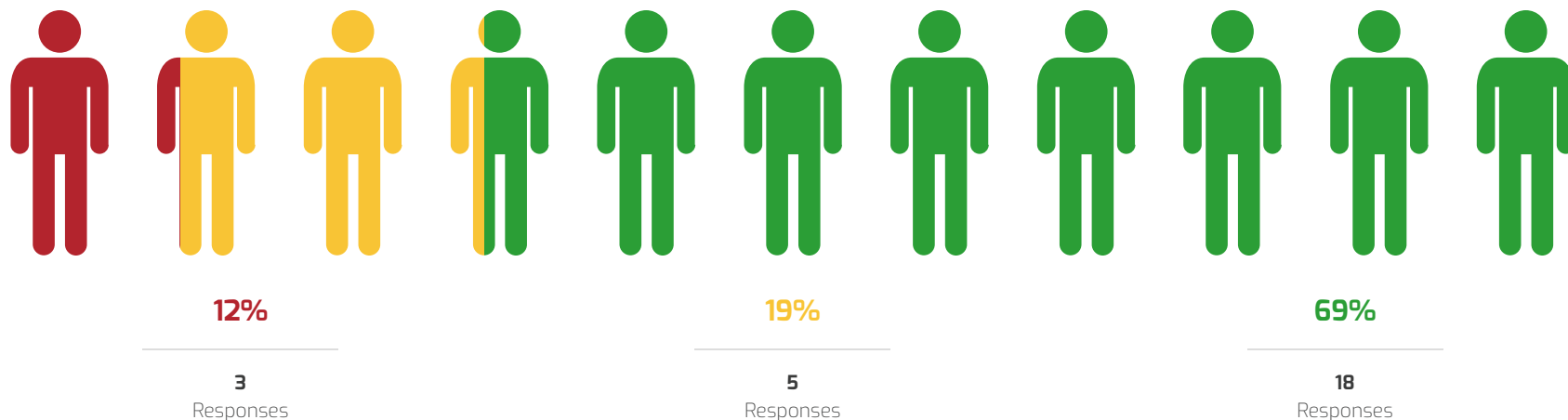
# McLean Employee Experience Score

How likely would you be to recommend this organization to a qualified friend or a family member as a great place to work?

 **Detractors**  
Answered 0 - 6

 **Passives**  
Answered 7 - 8

 **Supporters**  
Answered 9 - 10



**Employee Experience Score**

**57.69**

**Previous Period Employee Experience Score**

**56.25**

**McLean & Co. Benchmark Average**

**41.49**

**Employee Experience Score = % Supporters - % Detractors**

# Overall Engagement Results

● Engaged

Engaged employees consistently exceed expectations. They are energized and passionate about their work, leading them to exert discretionary effort to drive organizational performance.

● Almost Engaged

Almost engaged employees sometimes exceed expectations and are generally passionate about their work. At times they exert discretionary effort to help achieve organizational goals.

● Indifferent

Indifferent employees are satisfied, comfortable, and generally able to meet minimum expectations. They see their work as "just a job", prioritizing their needs before organizational goals.

● Disengaged

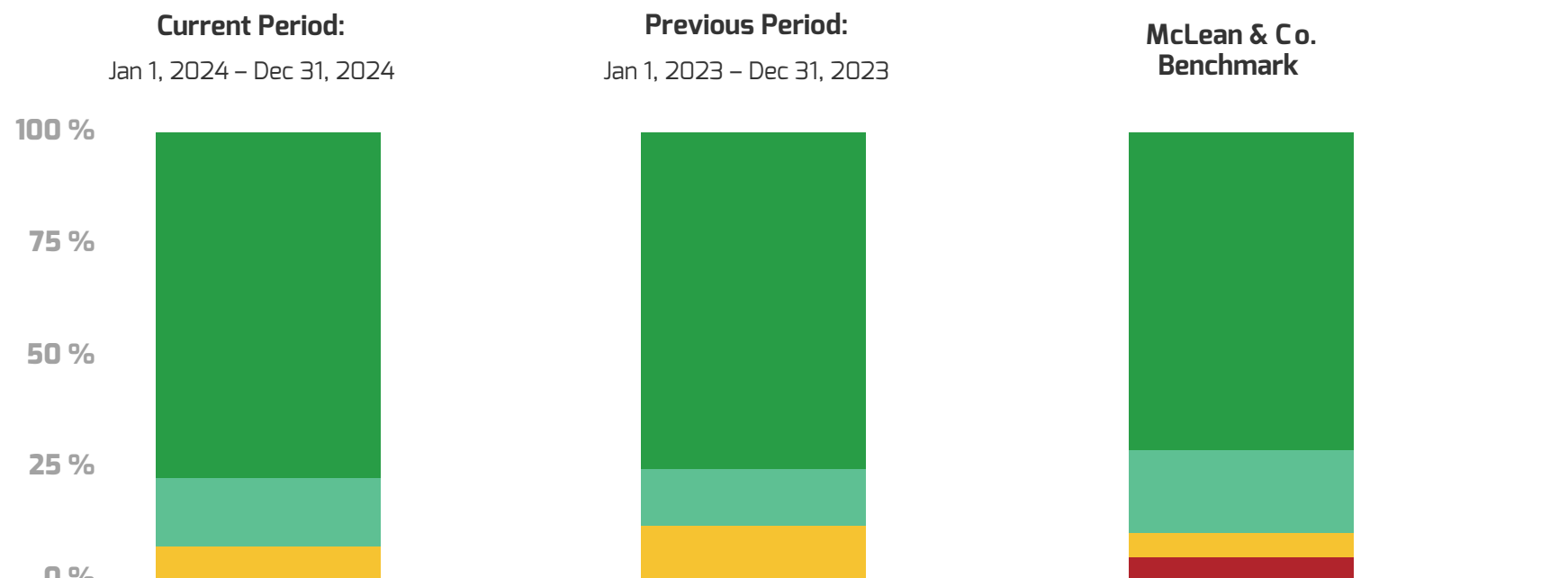
Disengaged employees usually fail to meet minimum expectations, putting in time rather than effort. They have little interest in their job and the organization and often display negative attitudes.

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● Engaged	77%	● Engaged	75%	● Engaged	73%
● Almost Engaged	15%	● Almost Engaged	13%	● Almost Engaged	16%
● Indifferent	8%	● Indifferent	13%	● Indifferent	5%
● Disengaged	0%	● Disengaged	0%	● Disengaged	6%

# Engagement Question Results

● < 50% Low Performing
 ● 50% – 70% Average Performing
 ● > 70% High Performing

		Previous Period	McLean & Co. Benchmark
Taking everything into account, I like working at this organization.	96%	94% (+2%)	89% (+7%)
I regularly offer to help my colleagues at work.	96%	94% (+2%)	88% (+8%)
I am part of a team working towards a shared goal.	96%	94% (+2%)	88% (+8%)
Sample question.	96%	94% (+2%)	88% (+8%)
Sample question.	96%	94% (+2%)	87% (+9%)
Sample question.	92%	88% (+4%)	90% (+2%)
Sample question.	92%	88% (+4%)	90% (+2%)
Sample question.	88%	88% (–)	73% (+15%)
Sample question.	85%	88% (-3%)	87% (-2%)
Sample question.	85%	88% (-3%)	82% (+3%)
Sample question.	85%	81% (+4%)	88% (-3%)

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 2024 Previous Period: Jan 1, 2023 – Dec  
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# Top 10 Scoring Questions

● < 50% Low Performing
 ● 50% – 70% Average Performing
 ● > 70% High Performing

		Previous Period	McLean & Co. Benchmark
Sample question.	96%	94% (+2%)	79% (+17%)
Sample question.	96%	94% (+2%)	76% (+20%)
Sample question.	92%	93% (-1%)	95% (-3%)
Sample question.	92%	93% (-1%)	90% (+2%)
Sample question.	92%	88% (+4%)	68% (+24%)
Sample question.	88%	88% (–)	88% (–)
Sample question.	88%	88% (–)	82% (+6%)
Sample question.	85%	81% (+4%)	80% (+5%)
Sample question.	85%	81% (+4%)	71% (+14%)
Sample question.	83%	79% (+4%)	72% (+11%)

# Bottom 10 Scoring Questions

● < 50% Low Performing
 ● 50% – 70% Average Performing
 ● > 70% High Performing

		Previous Period	McLean & Co. Benchmark
Sample question.	77%	69% (+8%)	68% (+9%)
Sample question.	76%	73% (+3%)	71% (+5%)
Sample question.	73%	67% (+6%)	74% (-1%)
Sample question.	69%	73% (-4%)	81% (-12%)
Sample question.	65%	63% (+2%)	71% (-6%)
Sample question.	63%	60% (+3%)	67% (-4%)
Sample question.	62%	67% (-5%)	76% (-14%)
Sample question.	61%	57% (+4%)	63% (-2%)
Sample question.	57%	62% (-5%)	84% (-27%)
Sample question.	46%	50% (-4%)	62% (-16%)

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