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NORC
at the UNIVERSITY of CHICAGO

Finding a Job: Americans' Experiences with Interviewing

**CNBC and The Associated Press Poll
Conducted by The AP-NORC for Public Affairs Research**

Interviews: 10/12-16/2017

1,054 adults

Margin of error: +/- 4.0 percentage points at the 95% confidence level among all adults

NOTE: All results show percentages among all respondents, unless otherwise labeled.

Q11. When did you most recently interview for a job?

	NORC 10/12-16/2017
Within the last year	23
A year to two years ago	10
Two to five years ago	16
Five to ten years ago	16
More than 10 years ago	33
Never	2
DON'T KNOW	-
SKIPPED ON WEB/REFUSED	*

N=

1,054

If "within the last year," "year to two years ago," "two to five years ago," "five to ten years ago," or "more than 10 years ago" in Q11.

Q12. Has any of the following ever happened to you during a job interview, or not?

NORC 10/12-16/2017	Yes, this has happened to me	No, this has not happened to me	DK	SKP/ REF
You were asked whether you or your spouse or partner is pregnant or if you plan to have children	11	89	-	*
You were asked about your religious beliefs	9	90	1	*
You were asked about your age	35	64	-	*
You were flirted with or asked sexually suggestive questions	6	94	*	*
You were asked about your medical history or whether you have a disability	21	79	*	*
You were asked about your marital status	35	64	*	*

N=1,030

If "within the last year," "year to two years ago," "two to five years ago," "five to ten years ago," or "more than 10 years ago" in Q11.

Q13. Have you ever embellished or lied about any of the following during a job interview or on a job application, or not?

NORC 10/12-16/2017	Yes, I have	No, I have not	DK	SKP/ REF
Your age	2	97	-	*
Your work experience	11	89	-	*
Your skills	13	86	*	*
Your previous salary	12	87	-	*
Whether you have used illegal drugs	10	90	*	-

N=1,030

If "within the last year," "year to two years ago," "two to five years ago," "five to ten years ago," or "more than 10 years ago" in Q11.

Q14. Have any of the following ever happened to you during a job interview, or not?

NORC 10/12-16/2017	Yes, this has happened to me	No, this has not happened to me	DK	SKP/ REF
You arrived late	10	90	-	*
You began sweating profusely	16	84	*	*
You forgot the interviewer's name	28	72	-	*
Your mind went blank and you were unable to respond to a question	40	60	-	*
You got toilet paper or tissue stuck to your body	2	98	-	*
You had food stuck in your teeth	4	96	*	*

N=1,030

If "within the last year," "year to two years ago," "two to five years ago," "five to ten years ago," or "more than 10 years ago" in Q11.

Q15. What do you do when asked about your current salary in an interview?

	NORC 10/12-16/2017
Avoid the question	2
Be honest	42
Lie or exaggerate	4
Give a range but not an exact number	27
Something else	1
I've never been asked about this in an interview	24
DON'T KNOW	-
SKIPPED ON WEB/REFUSED	-

N= 1,030

Q16. If you were looking for a new job, how important would each of the following be to you when considering whether to accept the offer?

NORC 10/12-16/2017	Not at all/ not very important NET	Not at all important	Not very important	Moderately important	Very/ extremely important NET	Very important	Extremely important	DK	SKP/ REF
Salary	3	1	2	20	76	41	35	*	1
Retirement or insurance benefits	8	2	6	21	71	44	27	*	1
The type of work	5	2	4	17	77	44	33	*	1
Office amenities like food, games or happy hours	73	37	36	20	6	4	2	1	*
Location	4	1	3	34	60	47	14	*	1
Ability to work from home or have flexible work hours	26	8	17	33	40	25	14	*	1

N=1,054

Q17. Are you, yourself, currently employed...

	NORC 10/12-16/2017
Full-time	44
Part-time	17
Not employed	39
DON'T KNOW	-
SKIPPED ON WEB/REFUSED	*

N= 1,054

AGE

	NORC 10/12-16/2017
18-24	12
25-34	18
35-44	16
45-54	15
55-64	19
65-74	14
75+	6

N= 1,054

GENDER

	NORC 10/12-16/2017
Male	48
Female	52

N= 1,054

RACE/ETHNICITY

	NORC 10/12-16/2017
White	64
Black or African American	12
Hispanic	16
Other	8

N= 1,054

MARITAL STATUS

	NORC 10/12-16/2017
Married	50
Widowed	5
Divorced	10
Separated	3
Never married	24
Living with partner	8
<i>N=</i> 1,054	

EDUCATION

	NORC 10/12-16/2017
Less than a high school diploma	11
High school graduate or equivalent	29
Some college	34
College graduate or above	26
<i>N=</i> 1,054	

INCOME

	NORC 10/12-16/2017
Under \$10,000	6
\$10,000 to under \$20,000	12
\$20,000 to under \$30,000	14
\$30,000 to under \$40,000	10
\$40,000 to under \$50,000	9
\$50,000 to under \$75,000	17
\$75,000 to under \$100,000	13
\$100,000 to under \$150,000	14
\$150,000 or more	6
<i>N=</i> 1,054	

Study Methodology

This AP-CNBC survey was conducted by The Associated Press-NORC Center for Public Affairs Research, with funding from CNBC. Data were collected using the AmeriSpeak Omnibus®, a monthly multi-client survey using NORC's probability-based panel designed to be representative of the U.S. household population. The survey was part of a larger study that included questions about other topics not included in this report. During the initial recruitment phase of the panel, randomly selected U.S. households were sampled with a known, non-zero probability of selection from the NORC National Sample Frame and then contacted by U.S. mail, email, telephone, and field interviewers (face-to-face). The panel provides sample coverage of approximately 97 percent of the U.S. household population. Those excluded from the sample include people with P.O. Box only addresses, some addresses not listed in the USPS Delivery Sequence File, and some newly constructed dwellings.

Interviews for this survey were conducted between October 12 and 16, 2017, with adults age 18 and over representing the 50 states and the District of Columbia. All interviews were conducted in English by professional interviewers who were carefully trained on the specific survey for this study. Panel members were randomly drawn from AmeriSpeak. The survey was completed by 1,054 adults—914 via the web and 140 via telephone. Of them, 1,030 say they have interviewed for a job at least once. The final stage completion rate is 24.6 percent, the weighted household panel response rate is 33.7 percent, and the weighted household panel retention rate is 89 percent, for a cumulative response rate of 7.4 percent. The overall margin of sampling error is +/- 4.0 percentage points at the 95 percent confidence level, including the design effect. The margin of sampling error may be higher for subgroups.

Once the sample has been selected and fielded, and all the study data have been collected and made final, a poststratification process is used to adjust for any survey nonresponse as well as any non-coverage or under- and oversampling resulting from the study specific sample design. Poststratification variables included age, gender, census division, race/ethnicity, and education. Weighting variables were obtained from the 2017 Current Population Survey. The weighted data, which reflect the U.S. population of adults age 18 and over, were used for all analyses.

All differences reported between subgroups of the U.S. population are at the 95 percent level of statistical significance, meaning that there is only a 5 percent (or lower) probability that the observed differences could be attributed to chance variation in sampling.

A comprehensive listing of the questions, complete with tabulations of top-level results for each question, is available on The AP-NORC Center website: <http://www.apnorc.org>. For more information, email info@apnorc.org.

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The AP-NORC Center for Public Affairs Research taps into the power of social science research and the highest-quality journalism to bring key information to people across the nation and throughout the world.

- The Associated Press (AP) is the world's essential news organization, bringing fast, unbiased news to all media platforms and formats.
- NORC at the University of Chicago is one of the oldest and most respected, independent research institutions in the world.

The two organizations have established The AP-NORC Center for Public Affairs Research to conduct, analyze, and distribute social science research in the public interest on newsworthy topics, and to use the power of journalism to tell the stories that research reveals.

The founding principles of The AP-NORC Center include a mandate to carefully preserve and protect the scientific integrity and objectivity of NORC and the journalistic independence of AP. All work conducted by the Center conforms to the highest levels of scientific integrity to prevent any real or perceived bias in the research. All of the work of the Center is subject to review by its advisory committee to help ensure it meets these standards. The Center will publicize the results of all studies and make all datasets and study documentation available to scholars and the public.

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