

## CV Lies - Employers

B2B Sample: 5th - 12th June 2017

Total	Organization Size		
	Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250+ employees)

For the following question, by "serious", we mean the extent to which you think this would negatively impact the candidates application for the job.

Please imagine you found out a job candidate had lied about each of the following on their CV...

How serious, if at all, would you consider a candidate lying about each of the following on their CV to be? (Please select one option on each row)

### cv1\_1. Their education or qualifications

	Unweighted base	1109	582	174	353
<b>Base: All senior business decision makers</b>		1109	531	135	442
Very serious	63%	63%	59%	63%	63%
Quite serious	29%	29%	28%	33%	30%
Not very serious	7%	7%	8%	8%	5%
Not at all serious	1%	1%	1%	1%	1%
Don't know	0%	0%	1%	-	-

### cv1\_2. Their level of experience

	Unweighted base	1109	582	174	353
<b>Base: All senior business decision makers</b>		1109	531	135	442
Very serious	61%	61%	61%	58%	62%
Quite serious	33%	33%	34%	36%	32%
Not very serious	5%	5%	4%	6%	5%
Not at all serious	1%	1%	0%	1%	1%
Don't know	0%	0%	1%	-	-

### cv1\_3. Their job title

	Unweighted base	1109	582	174	353
<b>Base: All senior business decision makers</b>		1109	531	135	442
Very serious	25%	25%	26%	23%	25%
Quite serious	40%	40%	39%	40%	40%
Not very serious	30%	30%	30%	32%	29%
Not at all serious	5%	5%	4%	6%	5%
Don't know	1%	1%	1%	-	0%

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Total	Work Industry (select all that apply)												
	Manu- facturing	Cons- truction	Retail	Finance and Accounting	Hospitality and leisure	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

For the following question, by "serious", we mean the extent to which you think this would negatively impact the candidates application for the job.

Please imagine you found out a job candidate had lied about each of the following on their CV...

How serious, if at all, would you consider a candidate lying about each of the following on their CV to be? (Please select one option on each row)

### cv1\_1. Their education or qualifications

Unweighted base	1109	170	113	141	161	69	42	199	115	51	37	34	33	155
<b>Base: All senior business decision makers</b>	1109	155	109	139	163	79	46	191	107	60	43	40	36	170
Very serious	63%	66%	61%	52%	70%	51%	77%	59%	60%	81%	57%	65%	75%	64%
Quite serious	29%	27%	27%	36%	24%	38%	14%	34%	34%	17%	34%	30%	17%	29%
Not very serious	7%	7%	9%	10%	7%	10%	8%	6%	6%	2%	7%	5%	4%	6%
Not at all serious	1%	1%	3%	1%	-	1%	-	0%	-	-	2%	-	4%	-
Don't know	0%	-	-	2%	-	1%	-	-	-	-	-	-	-	1%

### cv1\_2. Their level of experience

Unweighted base	1109	170	113	141	161	69	42	199	115	51	37	34	33	155
<b>Base: All senior business decision makers</b>	1109	155	109	139	163	79	46	191	107	60	43	40	36	170
Very serious	61%	63%	56%	58%	63%	48%	66%	63%	65%	67%	59%	74%	71%	64%
Quite serious	33%	31%	39%	35%	33%	42%	30%	32%	32%	23%	36%	26%	27%	30%
Not very serious	5%	6%	5%	4%	4%	9%	5%	5%	3%	8%	5%	-	-	3%
Not at all serious	1%	0%	1%	2%	-	-	-	1%	-	1%	-	-	2%	1%
Don't know	0%	-	-	1%	-	1%	-	-	-	-	-	-	-	2%

### cv1\_3. Their job title

Unweighted base	1109	170	113	141	161	69	42	199	115	51	37	34	33	155
<b>Base: All senior business decision makers</b>	1109	155	109	139	163	79	46	191	107	60	43	40	36	170
Very serious	25%	22%	19%	24%	27%	23%	36%	18%	29%	24%	26%	22%	28%	28%
Quite serious	40%	40%	38%	42%	33%	44%	42%	43%	40%	40%	50%	48%	51%	40%
Not very serious	30%	33%	33%	29%	33%	25%	20%	33%	25%	32%	15%	13%	18%	23%
Not at all serious	5%	5%	10%	4%	7%	6%	3%	6%	4%	4%	10%	17%	4%	6%
Don't know	1%	-	-	1%	0%	1%	-	1%	1%	-	-	-	-	3%

B2B Sample: 5th - 12th June 2017

	Total	Organization Size		
		Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250+ employees)
<b>cv1_4. Their personal interests</b>				
Unweighted base	1109	582	174	353
<b>Base: All senior business decision makers</b>	<b>1109</b>	<b>531</b>	<b>135</b>	<b>442</b>
Very serious	9%	9%	6%	9%
Quite serious	18%	21%	17%	16%
Not very serious	48%	49%	50%	47%
Not at all serious	24%	20%	26%	28%
Don't know	1%	1%	1%	0%
<b>cv1_5. Their name</b>				
Unweighted base	1109	582	174	353
<b>Base: All senior business decision makers</b>	<b>1109</b>	<b>531</b>	<b>135</b>	<b>442</b>
Very serious	72%	76%	66%	69%
Quite serious	15%	14%	21%	16%
Not very serious	7%	5%	9%	8%
Not at all serious	4%	3%	4%	6%
Don't know	1%	2%	1%	1%
<b>cv1_6. Their age</b>				
Unweighted base	1109	582	174	353
<b>Base: All senior business decision makers</b>	<b>1109</b>	<b>531</b>	<b>135</b>	<b>442</b>
Very serious	23%	23%	20%	23%
Quite serious	28%	28%	29%	28%
Not very serious	35%	36%	35%	34%
Not at all serious	13%	12%	14%	15%
Don't know	1%	2%	2%	0%
<b>cv1_7. The length of time they had spent in a job</b>				
Unweighted base	1109	582	174	353
<b>Base: All senior business decision makers</b>	<b>1109</b>	<b>531</b>	<b>135</b>	<b>442</b>
Very serious	38%	36%	32%	42%
Quite serious	47%	48%	49%	44%
Not very serious	13%	13%	17%	12%
Not at all serious	1%	1%	3%	1%
Don't know	1%	2%	-	0%

B2B Sample: 5th - 12th June 2017

		Work Industry (select all that apply)													
Total		Manu- facturing	Cons- truction	Retail	Finance and Accounting	Hospitality and leisure	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	
<b>cv1_4. Their personal interests</b>															
	Unweighted base	1109	170	113	141	161	69	42	199	115	51	37	34	33	155
	<b>Base: All senior business decision makers</b>	1109	155	109	139	163	79	46	191	107	60	43	40	36	170
	Very serious	9%	9%	8%	11%	12%	9%	14%	11%	7%	4%	13%	11%	4%	8%
	Quite serious	18%	19%	15%	19%	17%	18%	22%	22%	18%	16%	24%	27%	23%	17%
	Not very serious	48%	47%	52%	43%	44%	52%	56%	46%	45%	57%	42%	42%	50%	51%
	Not at all serious	24%	24%	25%	24%	26%	19%	8%	21%	30%	23%	21%	17%	20%	20%
	Don't know	1%	1%	-	2%	1%	1%	-	-	-	-	-	4%	4%	4%
<b>cv1_5. Their name</b>															
	Unweighted base	1109	170	113	141	161	69	42	199	115	51	37	34	33	155
	<b>Base: All senior business decision makers</b>	1109	155	109	139	163	79	46	191	107	60	43	40	36	170
	Very serious	72%	73%	70%	65%	69%	61%	70%	70%	76%	79%	68%	72%	80%	78%
	Quite serious	15%	11%	19%	19%	18%	19%	23%	16%	15%	11%	16%	9%	8%	9%
	Not very serious	7%	9%	7%	8%	9%	13%	6%	7%	4%	7%	12%	15%	10%	6%
	Not at all serious	4%	6%	3%	4%	5%	4%	-	6%	3%	3%	5%	4%	-	4%
	Don't know	1%	1%	1%	3%	-	2%	-	1%	2%	-	-	-	2%	3%
<b>cv1_6. Their age</b>															
	Unweighted base	1109	170	113	141	161	69	42	199	115	51	37	34	33	155
	<b>Base: All senior business decision makers</b>	1109	155	109	139	163	79	46	191	107	60	43	40	36	170
	Very serious	23%	20%	24%	28%	25%	19%	29%	23%	23%	15%	25%	22%	11%	17%
	Quite serious	28%	25%	24%	27%	26%	21%	18%	27%	28%	34%	20%	28%	28%	32%
	Not very serious	35%	43%	43%	29%	35%	42%	45%	35%	35%	32%	43%	28%	55%	35%
	Not at all serious	13%	12%	9%	13%	13%	16%	6%	14%	12%	17%	11%	18%	2%	13%
	Don't know	1%	-	-	3%	1%	2%	2%	1%	2%	2%	-	4%	4%	3%
<b>cv1_7. The length of time they had spent in a job</b>															
	Unweighted base	1109	170	113	141	161	69	42	199	115	51	37	34	33	155
	<b>Base: All senior business decision makers</b>	1109	155	109	139	163	79	46	191	107	60	43	40	36	170
	Very serious	38%	38%	35%	34%	47%	31%	55%	33%	41%	36%	40%	54%	36%	37%
	Quite serious	47%	48%	40%	43%	43%	50%	36%	54%	46%	52%	40%	35%	42%	50%
	Not very serious	13%	13%	21%	20%	10%	13%	9%	12%	12%	11%	15%	11%	22%	9%
	Not at all serious	1%	2%	4%	1%	-	2%	-	1%	-	1%	5%	-	-	1%
	Don't know	1%	-	-	2%	0%	4%	-	-	1%	-	-	-	-	3%

B2B Sample: 5th - 12th June 2017

Total	Organization Size		
	Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250+ employees)

cv2. When interviewing candidates for a job, in general do you ask them what their current salary is as part of the interview?

	Unweighted base	Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250+ employees)
	1109	582	174	353
<b>Base: All senior business decision makers</b>	1109	531	135	442
Yes, I do	49%	44%	53%	54%
No, I don't	44%	45%	43%	43%
Don't know	7%	11%	4%	3%

cv3. Thinking about when you ask candidates what their current pay/ salary is during an interview for a job...

Which one of the following best describes how you believe candidates generally respond?

	Unweighted base	Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250+ employees)
	558	272	92	194
<b>Base: All senior business decision makers</b>	548	235	72	241
They tell you the truth	30%	29%	28%	31%
They tell you that they are earning MORE than they actually are	47%	44%	50%	49%
They tell you that they are earning LESS than they actually are	3%	2%	9%	2%
Don't know/ don't make any assumptions	20%	25%	13%	18%

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cv2. When interviewing candidates for a job, in general do you ask them what their current salary is as part of the interview?

Unweighted base	1109	170	113	141	161	69	42	199	115	51	37	34	33	155
<b>Base: All senior business decision makers</b>	1109	155	109	139	163	79	46	191	107	60	43	40	36	170
Yes, I do	49%	52%	64%	44%	52%	46%	59%	58%	55%	42%	35%	60%	61%	38%
No, I don't	44%	45%	28%	49%	43%	45%	41%	38%	41%	50%	53%	40%	20%	50%
Don't know	7%	3%	8%	7%	5%	10%	-	4%	4%	9%	12%	-	20%	12%

cv3. Thinking about when you ask candidates what their current pay/ salary is during an interview for a job...

Which one of the following best describes how you believe candidates generally respond?

Unweighted base	558	89	71	62	85	31	26	116	63	21	13	20	19	59
<b>Base: All senior business decision makers</b>	548	81	70	60	84	36	27	110	58	25	15	24	22	64
They tell you the truth	30%	25%	17%	33%	34%	31%	38%	31%	25%	4%	26%	42%	16%	33%
They tell you that they are earning MORE than they actually are	47%	50%	56%	44%	42%	48%	46%	49%	51%	80%	43%	37%	62%	51%
They tell you that they are earning LESS than they actually are	3%	-	2%	2%	6%	4%	-	7%	4%	-	-	-	4%	1%
Don't know/ don't make any assumptions	20%	25%	24%	21%	18%	16%	16%	13%	20%	16%	32%	21%	19%	15%