



ASSET
MANAGEMENT
SEARCH SPECIALISTS

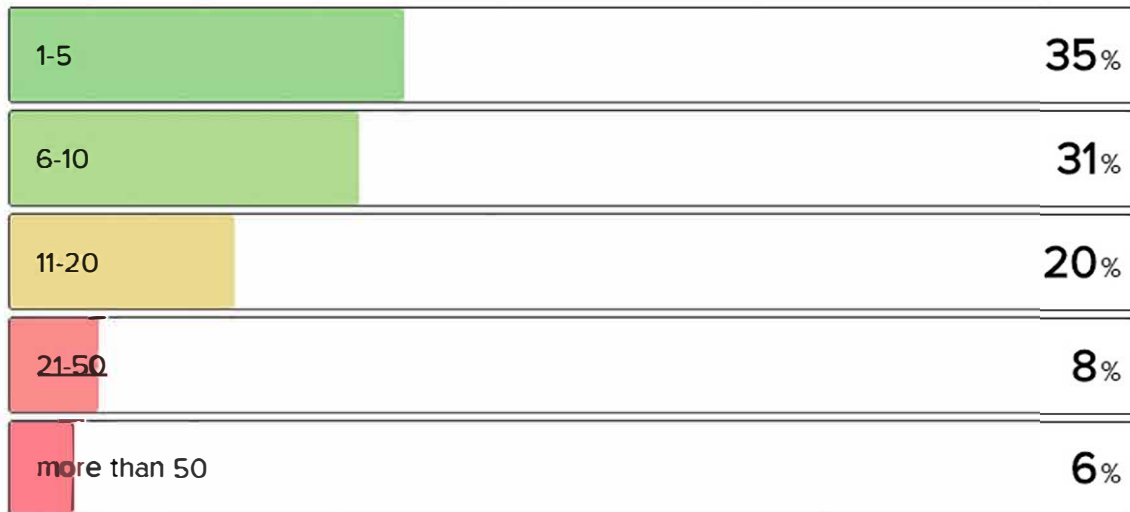
FACILITIES
REAL ESTATE

CONSTRUCTION
DESIGN

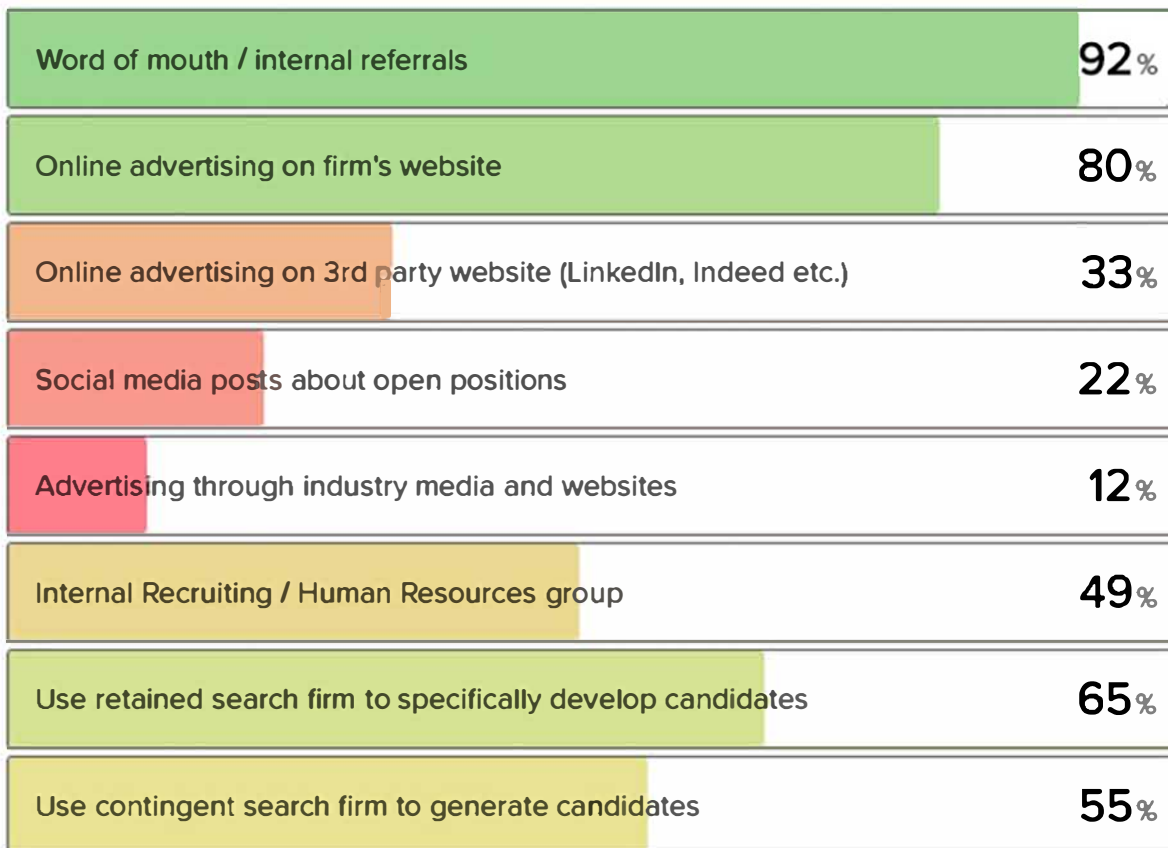
October 2019

Texas Architectural Firms Strategic Talent Acquisition Survey

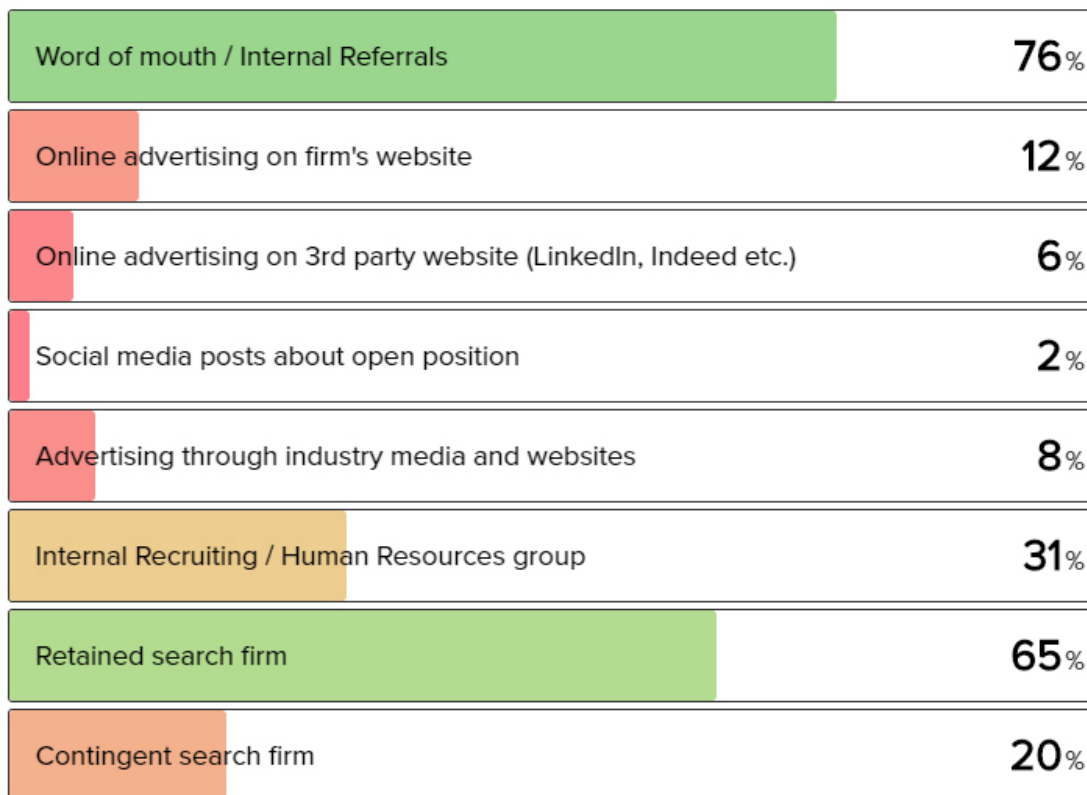
How many people has your firm hired in the past 2 years?
(Your individual location if you are with a national firm)



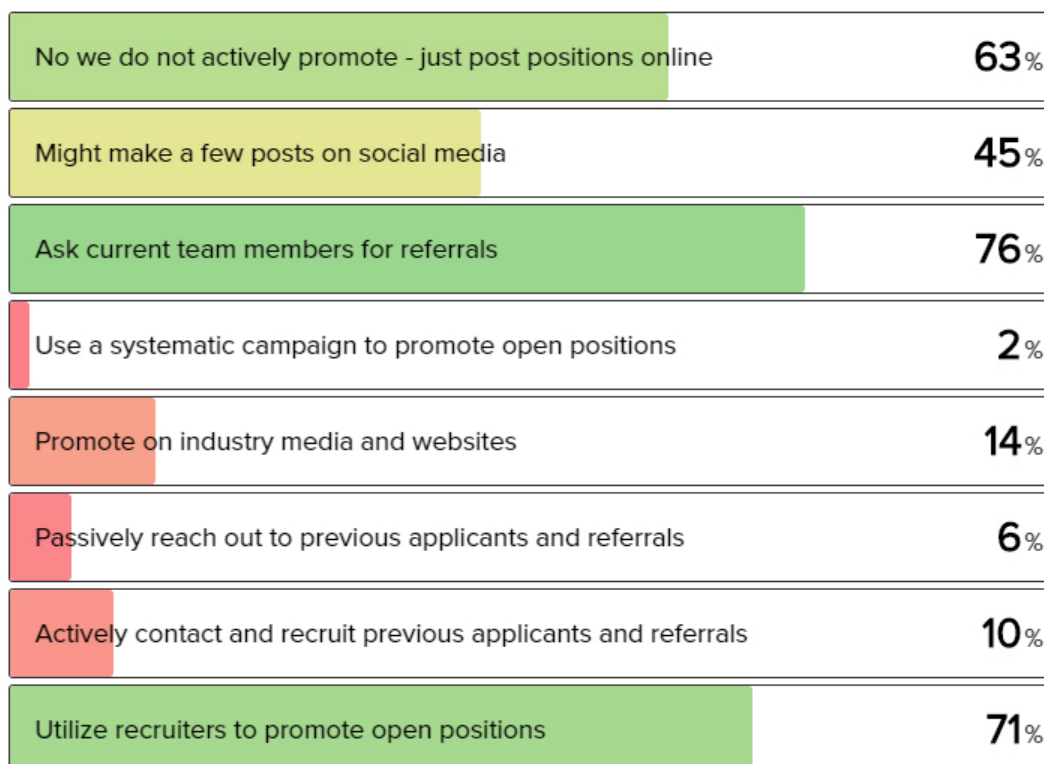
How does your firm typically identify candidates to interview?



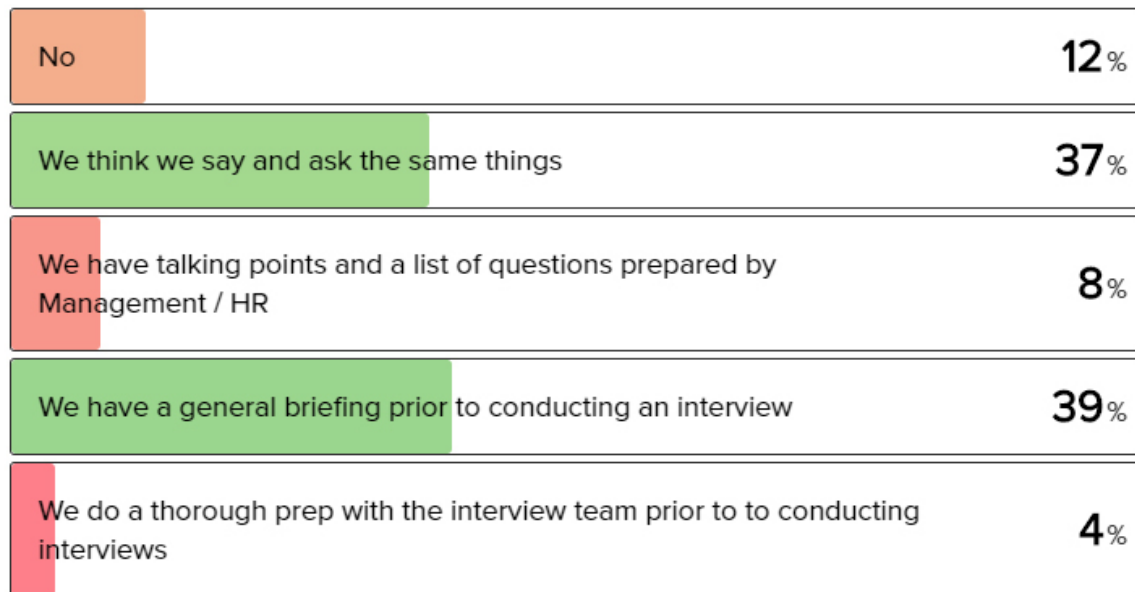
Through which channel(s) were the people you hired found?



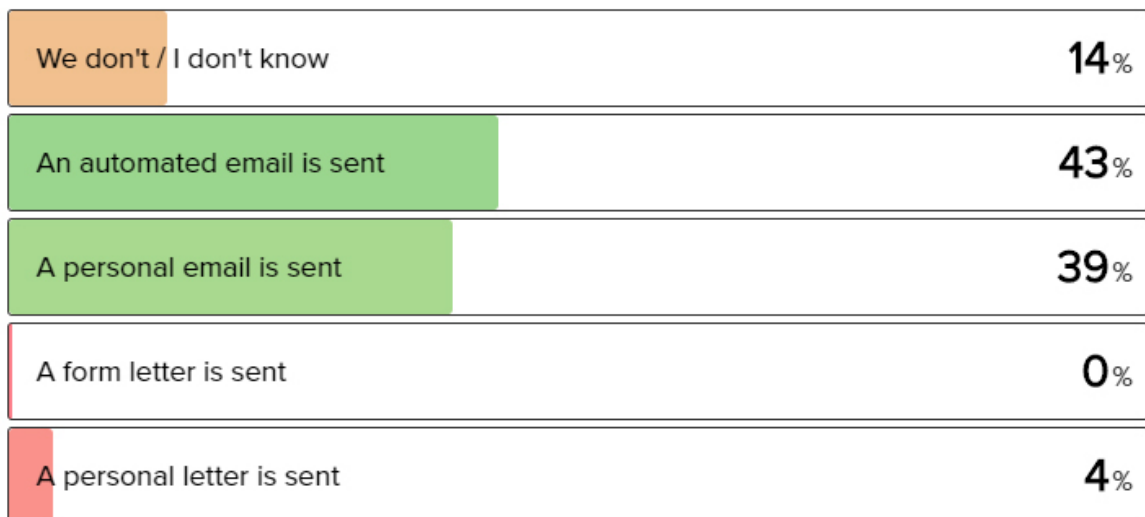
When you are actively looking to hire do you promote that you are? If so how?



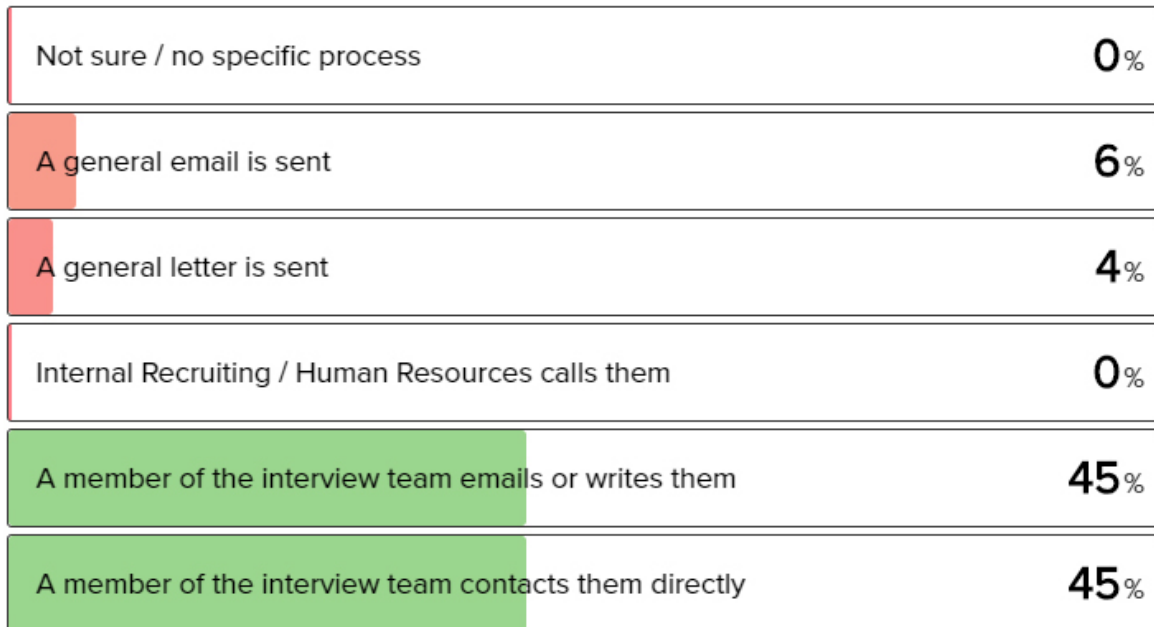
Does your firm have a strategy to attract and deliver your message to candidates being interviewed?



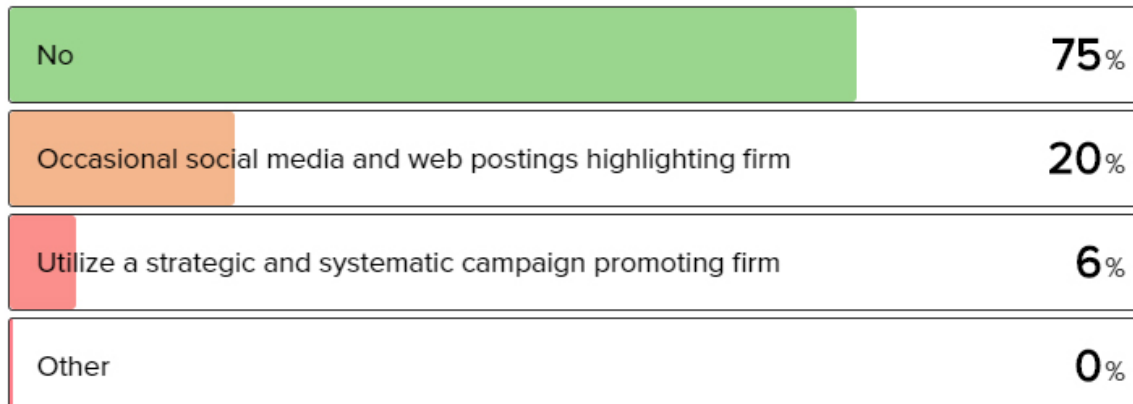
How do you respond to candidates who apply for a position and are NOT selected for interview?



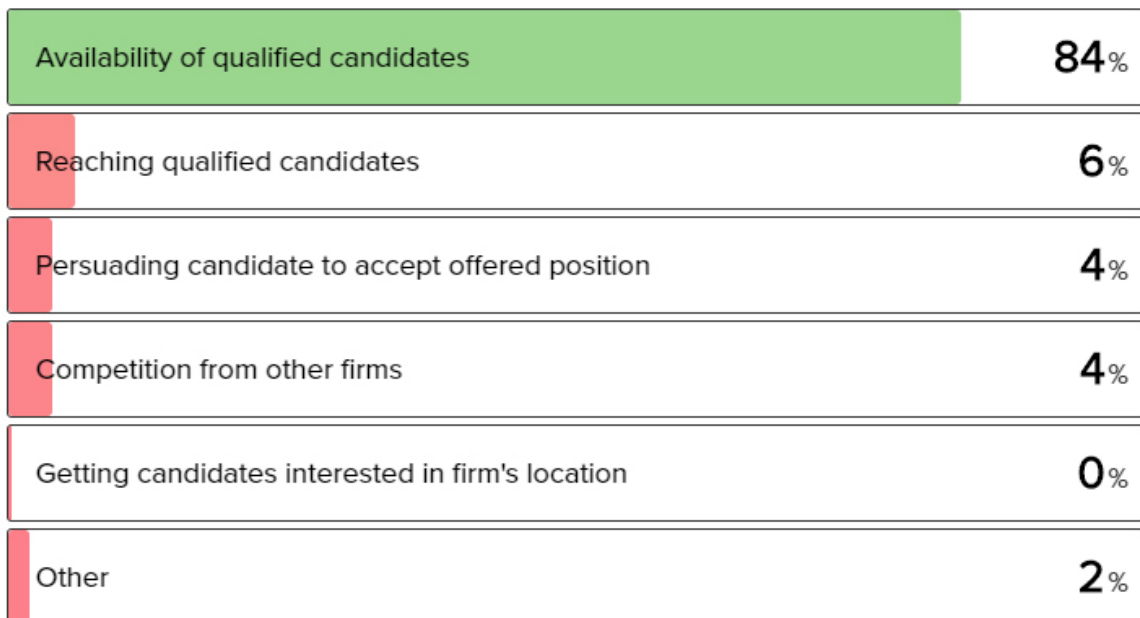
How do you respond to candidates who were interviewed but NOT selected as the finalist?



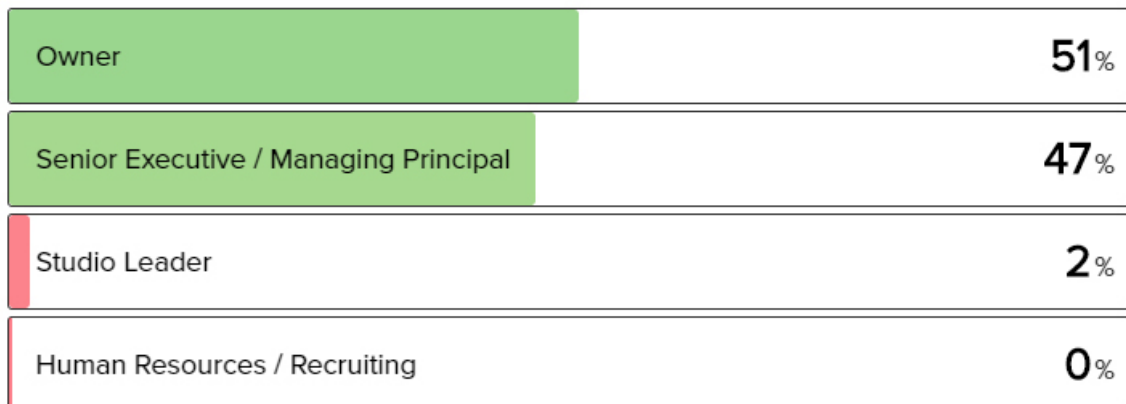
Do you use an ongoing promotional campaign to reach potential candidates? If so what?



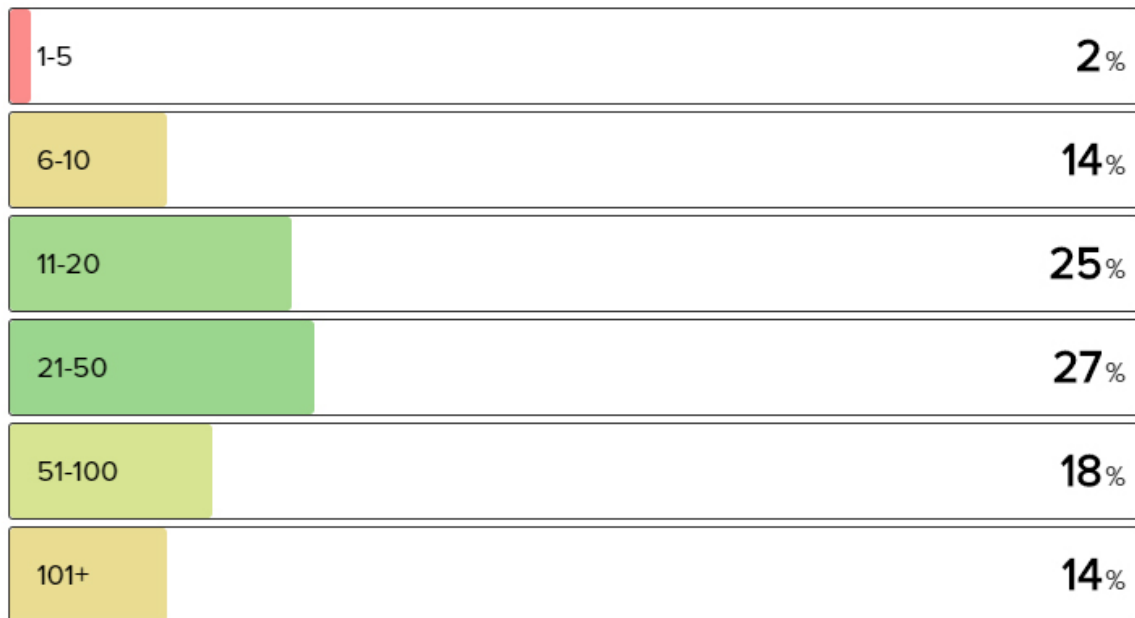
What is your biggest challenge in hiring?



What is your role in your firm?



How many total people does your firm employ?
(Your individual location if you are with a national firm)



Where is your firm located?
(Your individual location if you are with a national firm)

