

Appendix D: Applicant Reaction Questionnaire

We would appreciate you taking a few minutes of your time to complete this questionnaire. Your responses and personal comments are an important source of information for monitoring and improving our service.

Completion of the questionnaire is voluntary. Your individual responses will be treated as confidential. Any reports based on this information will be in aggregate form only. Thank you for taking the time to complete this questionnaire.

For each question, please circle the number that best corresponds to your response.

In your opinion, to what extent:	Not at all	To some extent	To an average extent	To a considerable extent	To a great extent
Administration of the interview process					
1. Were you satisfied with your experience in the assessment process?	0	1	2	3	4
2. Did the interview board carry out their duties with sensitivity?	0	1	2	3	4
3. Did the interview board carry out their duties with efficiency?	0	1	2	3	4
4. Was the interview administered efficiently?	0	1	2	3	4
5. Were you served in your official language of choice?	0	1	2	3	4
6. Did you have sufficient time to prepare for the interview?	0	1	2	3	4
Realism, utility and validity of the interview					
7. Did you find the interview questions realistic?	0	1	2	3	4
8. Is your performance during the interview reflective of your ability?	0	1	2	3	4
9. Did the interview questions require you to deal with issues and challenges currently faced by individuals at the level being evaluated in this assessment process?	0	1	2	3	4
10. Did the questions provide you with an opportunity to demonstrate the qualifications being assessed?	0	1	2	3	4
The assessment process					
11. Did the interview contribute to ensuring merit in the assessment process?	0	1	2	3	4
12. Did the interview contribute to ensuring fairness in the assessment process?	0	1	2	3	4
13. Did the interview contribute to ensuring objectivity in the assessment process?	0	1	2	3	4
14. Did the interview contribute to ensuring transparency in the assessment process?	0	1	2	3	4

Perceived fairness of the interview

In your opinion, to what extent do you believe that you:	Not at all	To some extent	To an average extent	To a considerable extent	To a great extent	Don't know
15. Were provided with an equal opportunity to demonstrate the qualifications being evaluated	0	1	2	3	4	DK

Are you ...	Yes	No
16. A visible minority?	Y	N
17. Aboriginal?	Y	N
18. A person with a disability?	Y	N
19. A woman?	Y	N
20. An applicant from outside the federal public service?	Y	N

Additional comments and suggestions for improvement

Difficulty of interview:
Duration of interview:
Adequacy of preparatory material:
Other: