

Question Name	Question Description	Question Recommended Language	Examples for Possible Button/Multiselect Copy (If Applicable)	Flow Suggestion/Notes
Actively or Passively Looking	Asks candidate if they are actively on the job market or just passively interested in hearing about new opportunities	Which of the following best describes you?	A. I am currently looking for a new role. B. I am not actively looking for a new role, but I am interested in hearing about relevant opportunities. C. etc.	
		Are you currently looking for a new job opportunity?	Yes/No response	
Current Phone Number	Asks the candidate to confirm mobile phone number/asks candidate to provide their phone number	Is <Mobile Phone> the best number to reach you at?		If you ask a "confirm question," make sure you don't forget a follow-up question (what is your mobile phone number) in the event that the information you are asking to confirm isn't correct!
		What is your mobile phone number?		
Current Email Address	Asks the candidate to confirm email address/asks the candidate to provide an email address	Can you confirm that <email> is still the best email to reach you at?		If you ask a "confirm question," make sure you don't forget a follow-up question (what is your current email address) in the event that the information you are asking to confirm isn't correct!
		What is your current email address?		
Preferred Contact Method	Asks the candidate what is their preferred contact method (text, call, or email).	What's your preferred contact method?	A. Email B. Phone call C. Text Message etc.	
Zip Code	Asks the candidate their zip code	What is your zip code?		
Industry Preference	Asks candidates for the industry they are looking to have their next job in	What industry are you currently looking for work in?	Recommended either open-ended question response or custom multi select	
Desired Job Title	Asks candidate for their desired job title	What is your desired job title for your next role?		
Desired Pay Rate	Asks candidate for their desired pay rate for their next role	What is your desired pay rate for your next role?		
Minimum Pay Rate	Asks candidate what is the minimum salary they are willing to accept for a role.	What is the minimum salary you are willing to accept for this role?		
Employment Preferences	Asks candidate their employment preferences (contract, contract-to-hire, or direct hire, etc.)	What type of employment opportunities are you interested in?	A. Contract B. Contract-to-Hire C. Direct Hire D. Temporary etc.	
Desired State	Asks candidate what state they are looking to work in.	What state are you looking to work in?		

Desired City	Asks candidate what city they are looking to work in.	What city are you looking to work in?		
Currently Employed	Asks candidate if they are currently employed	Are you currently employed?		It is a good idea to ask candidates if they are currently employed before asking about details about their job title and employer.
Current Job Title	Asks candidate their current job title	What is your current job title?		If you have Currently Employed in your flow, this question should be asked to candidates that answered "yes" to that question.
Current Employer	Asks candidate their current employer	What is the name of your current employer?		If you have Currently Employed in your flow, this question should be asked to candidates that answered "yes" to that question.
Most Recent Job Title	Asks candidate their most recent job title	What was your most recent job title?		If you have Currently Employed in your flow, this question should be asked to candidates that answered "no" to that question.
Most Recent Employer	Asks candidate their most recent employer	What was the name of your most recent employer?		If you have Currently Employed in your flow, this question should be asked to candidates that answered "no" to that question.
Degrees	Asks candidate for their highest level of education	What is your highest level of education?	A. High School/GED B. Some College C. Associate's D. Bachelor's E. PhD F. No HS etc.	
Healthcare licenses (Y/N)	Asks candidates if they have any healthcare licenses	Do you have any healthcare licenses?		
Which HC Licenses	Asks candidate which healthcare licenses they have	Which healthcare licenses do you have?		If you aren't asking Healthcare Licenses (Y/N) before Which Healthcare Licenses, don't forget to add an option for "no licenses/none."
Certifications (Y/N)	Asks candidate if they have any certifications relevant to their field	Do you have any job-related certifications?		
Which Certifications	Ask candidates which certifications	Which certifications do you have?	A. Option 1 B. Option 2 C. Option 3 etc.	
Experience (Y/N)	Asks candidates if they have experience with x.	Do you have experience working with cherry pickers?		
How much experience	Asks candidate how much experience (time) they have with x.	How many years of experience do you have working with cherry pickers?		If you aren't asking Experience (Y/N) before How much experience don't forget to add an option for "no experience."
Experience (Multi Select)	Asks candidate what topics/areas they have experience in	What do you have experience in? (Select all that apply)	A. Option 1 B. Option 2 C. Option 3 etc.	
At least 18	Asks candidates if they are at least 18	Are you at least 18 years of age?		
Visa Sponsorship	Asks candidates if they currently need or will need Visa sponsorship in the future	Will you now or in the future require sponsorship for employment visa status?		Reminder: you can only ask if someone currently or will in the future will need visa sponsorship. You cannot ask if someone is a citizen, their immigration status, etc.

Work Authorization	Asks candidates if they are authorized to work in x country	Are you authorized to work in the United States?		Reminder: you can only ask if someone is authorized to work in a locale. You cannot ask if someone is a citizen, their immigration status, etc.
Preferred Start Date	Asks candidate their preferred start date	When would you be able to start a new position? (Please respond in MM/DD/YYYY format)		For now, please include mention of MM/DD/YYYY format in some fashion when asking this type of question.
Background Check	Asks the candidate if they are willing to consent to a background check for the role.	If selected for this role, a background check is required prior to starting. Are you willing to consent to a background check for this position?		
Drug Test	Asks candidate if they are willing to consent to a drug test/drug testing for the role.	If hired for this role, you will have to participate in (a) mandatory drug test(s). Are you willing to consent to drug tests for this position?		
Transportation	Asks candidate if they have reliable transportation to get to and from work.	Do you have a reliable method of transportation to get to and from work each day?		