

Red Flags poll

November 2021 - 1500 US college students



List of Tables

Q1. Which industry do you want to work in when you finish school (including grad school)?	2
Q2. Have you ever had a job interview?	6
Q3. When looking at job postings, what do you consider to be red flags for a company? Select all that apply.	8
Q4. What do you consider to be the biggest red flags when looking at job postings? Select your top two.	12
Q5. What phrases on job postings do you consider red flags? Select all that apply.	16
Q6. What do you consider to be green flags in a job posting? Select all that apply.	23
Q7. During the job interview process, what do you consider to be red flags for a company? Select all that apply.	27
Q8. What do you consider to be the biggest red flags during the job interview process? Choose your top two.	32
Q9. What do you consider to be green flags for a company during the job interview process? Select all that apply.	37
Q10. Would a high salary help you overlook a few red flags during the hiring process, or would the pay not matter?	41
Q11. Would good benefits help you overlook a few red flags during the hiring process, or would the benefits not matter?	43
Survey Methodology	45
About College Pulse	46

Red Flags poll

November 2021 - 1500 US college students



Q1. Which industry do you want to work in when you finish school (including grad school)?

	Total	Financial Aid			Gender					
		No	Yes	Other	Prefer Not To Say	Gender Queer Gender Fluid	Unsure	Male	Female	Nonbinary
Financial services/banking	6%	9%	6%	1%	3%	0%	0%	8%	5%	7%
Technology	19%	23%	19%	15%	26%	33%	9%	32%	8%	31%
Hospitality	2%	2%	2%	0%	9%	0%	9%	1%	3%	2%
Education	8%	5%	9%	0%	9%	13%	0%	5%	10%	8%
Research	8%	8%	8%	1%	6%	14%	18%	7%	8%	8%
Government/public policy	4%	3%	5%	0%	3%	0%	0%	3%	5%	0%
Legal/law	4%	6%	4%	6%	3%	13%	9%	2%	6%	4%
Energy/natural resources/ environmental	6%	4%	7%	0%	0%	7%	9%	6%	7%	7%
Medicine	16%	17%	16%	5%	12%	0%	9%	10%	21%	8%
News/media	2%	2%	1%	12%	0%	7%	9%	1%	2%	2%
Film/TV	3%	1%	3%	2%	7%	13%	9%	2%	3%	2%
Other	12%	12%	11%	34%	6%	0%	0%	12%	11%	14%
I'm not sure	10%	8%	10%	24%	15%	0%	18%	10%	11%	7%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	110%	110%	110%	134%	106%	100%	100%	111%	110%	108%
(Unweighted N)	(1500)	(514)	(952)	(32)	(32)	(15)	(11)	(535)	(851)	(49)

Red Flags poll

November 2021 - 1500 US college students



	Total	Major					Public / Private	
		Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Financial services/banking	6%	0%	2%	2%	14%	2%	6%	6%
Technology	19%	9%	26%	31%	5%	5%	16%	20%
Hospitality	2%	3%	4%	1%	3%	1%	1%	2%
Education	8%	15%	8%	3%	15%	5%	10%	7%
Research	8%	5%	10%	10%	7%	2%	12%	7%
Government/public policy	4%	3%	1%	2%	9%	3%	3%	5%
Legal/law	4%	6%	4%	1%	10%	1%	5%	4%
Energy/natural resources/ environmental	6%	2%	16%	8%	2%	13%	3%	7%
Medicine	16%	5%	9%	25%	8%	17%	15%	16%
News/media	2%	3%	1%	0%	3%	1%	1%	2%
Film/TV	3%	22%	0%	0%	3%	1%	3%	3%
Other	12%	15%	1%	10%	8%	29%	11%	12%
I'm not sure	10%	11%	19%	7%	13%	18%	12%	10%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	110%	112%	101%	110%	107%	129%	110%	110%
(Unweighted N)	(1500)	(188)	(133)	(843)	(554)	(97)	(315)	(1185)

Red Flags poll

November 2021 - 1500 US college students



	Total	Race							
		Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Financial services/banking	6%	10%	6%	8%	3%	7%	5%	4%	21%
Technology	19%	17%	19%	33%	14%	20%	3%	14%	21%
Hospitality	2%	4%	2%	2%	3%	2%	0%	3%	0%
Education	8%	7%	9%	3%	7%	6%	21%	6%	11%
Research	8%	7%	8%	7%	6%	12%	0%	10%	12%
Government/public policy	4%	3%	5%	2%	4%	2%	0%	1%	0%
Legal/law	4%	0%	4%	3%	6%	3%	25%	6%	0%
Energy/natural resources/ environmental	6%	3%	8%	2%	6%	2%	0%	9%	0%
Medicine	16%	34%	12%	21%	26%	21%	2%	15%	23%
News/media	2%	0%	2%	2%	2%	0%	0%	3%	4%
Film/TV	3%	0%	2%	2%	8%	1%	2%	3%	0%
Other	12%	7%	13%	8%	6%	12%	18%	11%	4%
I'm not sure	10%	7%	10%	7%	9%	12%	25%	15%	4%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	110%	107%	111%	108%	105%	112%	118%	111%	104%
(Unweighted N)	(1500)	(29)	(764)	(301)	(101)	(154)	(12)	(110)	(23)

Red Flags poll

November 2021 - 1500 US college students



	Total	Year				
		2021	2022	2023	2024	2025
Financial services/banking	6%	8%	6%	5%	6%	4%
Technology	19%	22%	15%	12%	26%	28%
Hospitality	2%	2%	3%	2%	2%	1%
Education	8%	10%	9%	9%	4%	7%
Research	8%	7%	10%	8%	7%	8%
Government/public policy	4%	5%	4%	4%	5%	3%
Legal/law	4%	3%	4%	5%	4%	5%
Energy/natural resources/ environmental	6%	7%	7%	9%	3%	3%
Medicine	16%	12%	16%	14%	21%	21%
News/media	2%	1%	1%	2%	2%	1%
Film/TV	3%	2%	3%	3%	4%	2%
Other	12%	11%	14%	14%	8%	10%
I'm not sure	10%	9%	10%	14%	8%	9%
Refused	0%	0%	0%	0%	0%	0%
Total	110%	109%	113%	112%	108%	109%
(Unweighted N)	(1500)	(146)	(388)	(321)	(289)	(345)

Red Flags poll

November 2021 - 1500 US college students



Q2. Have you ever had a job interview?

	Total	Financial Aid			Gender					
		No	Yes	Other	Prefer Not To Say	Gender Queer Gender Fluid	Unsure	Male	Female	Nonbinary
Yes	86%	80%	88%	80%	77%	87%	73%	85%	87%	82%
No	14%	20%	12%	20%	23%	13%	27%	15%	13%	18%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(514)	(952)	(32)	(32)	(15)	(11)	(535)	(851)	(49)

	Total	Major					Public / Private	
		Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Yes	86%	91%	93%	83%	89%	91%	90%	85%
No	14%	9%	7%	17%	11%	9%	10%	15%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(188)	(133)	(843)	(554)	(97)	(315)	(1185)

	Total	Race							
		Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Yes	86%	69%	89%	67%	92%	82%	72%	82%	84%
No	14%	31%	11%	33%	8%	18%	28%	18%	16%

		Race							
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(29)	(764)	(301)	(101)	(154)	(12)	(110)	(23)

		Year				
	Total	2021	2022	2023	2024	2025
Yes	86%	94%	87%	84%	85%	68%
No	14%	6%	13%	16%	15%	32%
Refused	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(146)	(388)	(321)	(289)	(345)

Red Flags poll

November 2021 - 1500 US college students



Q3. When looking at job postings, what do you consider to be red flags for a company? Select all that apply.

	Total	Financial Aid			Gender					
		No	Yes	Other	Prefer Not To Say	Gender Queer Gender Fluid	Unsure	Male	Female	Nonbinary
Salary is not listed	60%	57%	61%	65%	55%	86%	73%	62%	59%	68%
Typos and grammatical errors	79%	79%	79%	93%	67%	60%	82%	73%	84%	78%
Says "entry level" but lists non-entry-level responsibilities	61%	58%	61%	72%	63%	53%	82%	62%	60%	76%
Responsibilities are vague or unclear	64%	64%	65%	54%	60%	73%	54%	67%	62%	66%
Says they want someone in the office 5 days a week	10%	11%	10%	5%	12%	7%	9%	10%	10%	14%
Doesn't list office amenities	10%	8%	10%	26%	21%	13%	9%	10%	10%	15%
Doesn't list paid time off and other benefits	47%	45%	47%	75%	43%	73%	45%	46%	48%	60%
Other	5%	3%	6%	4%	6%	20%	0%	6%	5%	8%
None of these	2%	3%	2%	0%	13%	0%	0%	3%	1%	0%
Refused	0%	0%	0%	1%	3%	0%	0%	0%	0%	10%
(Unweighted N)	(1500)	(514)	(952)	(32)	(32)	(15)	(11)	(535)	(851)	(49)

Red Flags poll

November 2021 - 1500 US college students



	Total	Major					Public / Private	
		Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Salary is not listed	60%	66%	66%	60%	60%	62%	55%	62%
Typos and grammatical errors	79%	84%	82%	78%	81%	75%	78%	79%
Says "entry level" but lists non-entry-level responsibilities	61%	63%	67%	62%	58%	70%	64%	60%
Responsibilities are vague or unclear	64%	58%	64%	66%	63%	73%	65%	64%
Says they want someone in the office 5 days a week	10%	5%	14%	10%	8%	14%	11%	9%
Doesn't list office amenities	10%	10%	6%	10%	9%	18%	7%	11%
Doesn't list paid time off and other benefits	47%	51%	52%	48%	44%	55%	47%	47%
Other	5%	11%	7%	5%	5%	5%	8%	4%
None of these	2%	2%	2%	2%	1%	0%	1%	2%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(188)	(133)	(843)	(554)	(97)	(315)	(1185)

Red Flags poll

November 2021 - 1500 US college students



	Total	Race							
		Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Salary is not listed	60%	62%	60%	59%	67%	53%	83%	65%	69%
Typos and grammatical errors	79%	58%	82%	80%	79%	67%	95%	83%	78%
Says "entry level" but lists non-entry-level responsibilities	61%	52%	64%	60%	61%	56%	28%	61%	39%
Responsibilities are vague or unclear	64%	69%	64%	73%	63%	63%	42%	64%	58%
Says they want someone in the office 5 days a week	10%	31%	7%	9%	12%	11%	51%	14%	15%
Doesn't list office amenities	10%	17%	8%	15%	12%	12%	28%	7%	4%
Doesn't list paid time off and other benefits	47%	55%	45%	43%	48%	55%	63%	55%	39%
Other	5%	0%	5%	2%	5%	6%	2%	2%	0%
None of these	2%	7%	2%	1%	3%	2%	0%	1%	4%
Refused	0%	0%	0%	0%	0%	0%	2%	0%	0%
(Unweighted N)	(1500)	(29)	(764)	(301)	(101)	(154)	(12)	(110)	(23)

Red Flags poll

November 2021 - 1500 US college students



	Total	Year				
		2021	2022	2023	2024	2025
Salary is not listed	60%	61%	58%	56%	64%	66%
Typos and grammatical errors	79%	75%	73%	81%	84%	84%
Says "entry level" but lists non-entry-level responsibilities	61%	67%	59%	56%	64%	54%
Responsibilities are vague or unclear	64%	65%	61%	67%	62%	71%
Says they want someone in the office 5 days a week	10%	8%	9%	11%	11%	10%
Doesn't list office amenities	10%	6%	6%	13%	12%	14%
Doesn't list paid time off and other benefits	47%	44%	41%	46%	56%	52%
Other	5%	3%	6%	6%	5%	5%
None of these	2%	2%	4%	1%	1%	2%
Refused	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(146)	(388)	(321)	(289)	(345)

Red Flags poll

November 2021 - 1500 US college students



Q4. What do you consider to be the biggest red flags when looking at job postings? Select your top two.

	Total	Financial Aid			Gender					
		No	Yes	Other	Gender Queer Gender Fluid	Unsure	Prefer Not To Say	Male	Female	Nonbinary
Salary is not listed	44%	40%	45%	48%	73%	55%	37%	47%	41%	45%
Typos and grammatical errors	51%	58%	49%	60%	33%	55%	36%	45%	55%	55%
Says "entry level" but lists non-entry-level responsibilities	34%	28%	34%	54%	20%	27%	35%	34%	34%	29%
Responsibilities are vague or unclear	36%	43%	35%	15%	47%	36%	34%	37%	35%	22%
Says they want someone in the office 5 days a week	4%	4%	4%	0%	7%	0%	3%	5%	3%	0%
Doesn't list office amenities	1%	2%	1%	2%	0%	0%	3%	2%	0%	3%
Doesn't list paid time off and other benefits	14%	14%	14%	14%	0%	9%	21%	13%	15%	20%
None of these	2%	1%	2%	3%	0%	0%	10%	3%	1%	0%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	8%
(Unweighted N)	(1500)	(514)	(952)	(32)	(15)	(11)	(32)	(535)	(851)	(49)

Red Flags poll

November 2021 - 1500 US college students



	Total	Major					Public / Private	
		Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Salary is not listed	44%	55%	54%	46%	40%	35%	37%	46%
Typos and grammatical errors	51%	51%	43%	48%	53%	54%	52%	50%
Says "entry level" but lists non-entry-level responsibilities	34%	38%	26%	34%	33%	38%	34%	34%
Responsibilities are vague or unclear	36%	24%	44%	35%	40%	39%	37%	35%
Says they want someone in the office 5 days a week	4%	1%	5%	4%	5%	3%	4%	4%
Doesn't list office amenities	1%	0%	2%	2%	1%	3%	2%	1%
Doesn't list paid time off and other benefits	14%	16%	15%	15%	12%	22%	17%	13%
None of these	2%	3%	2%	2%	2%	0%	1%	2%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(188)	(133)	(843)	(554)	(97)	(315)	(1185)

Red Flags poll

November 2021 - 1500 US college students



	Total	Race							
		Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Salary is not listed	44%	48%	42%	43%	50%	44%	50%	44%	32%
Typos and grammatical errors	51%	20%	56%	52%	44%	39%	29%	49%	57%
Says "entry level" but lists non-entry-level responsibilities	34%	48%	35%	35%	34%	31%	2%	32%	32%
Responsibilities are vague or unclear	36%	35%	34%	41%	39%	35%	46%	33%	35%
Says they want someone in the office 5 days a week	4%	17%	2%	3%	7%	4%	18%	5%	4%
Doesn't list office amenities	1%	3%	1%	3%	1%	4%	0%	1%	0%
Doesn't list paid time off and other benefits	14%	17%	12%	13%	15%	21%	3%	22%	11%
None of these	2%	0%	1%	1%	2%	4%	25%	2%	4%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(29)	(764)	(301)	(101)	(154)	(12)	(110)	(23)

Red Flags poll

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	Total	Year				
		2021	2022	2023	2024	2025
Salary is not listed	44%	50%	40%	42%	45%	42%
Typos and grammatical errors	51%	47%	51%	56%	47%	54%
Says "entry level" but lists non-entry-level responsibilities	34%	33%	35%	34%	36%	24%
Responsibilities are vague or unclear	36%	36%	29%	37%	38%	43%
Says they want someone in the office 5 days a week	4%	4%	3%	2%	6%	3%
Doesn't list office amenities	1%	0%	2%	1%	2%	2%
Doesn't list paid time off and other benefits	14%	13%	17%	13%	12%	21%
None of these	2%	1%	3%	2%	2%	1%
Refused	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(146)	(388)	(321)	(289)	(345)

Red Flags poll

November 2021 - 1500 US college students



Q5. What phrases on job postings do you consider red flags? Select all that apply.

	Total	Financial Aid			Gender					
		No	Yes	Other	Gender Queer Gender Fluid	Unsure	Prefer Not To Say	Male	Female	Nonbinary
It's a fast-paced work environment	26%	24%	26%	30%	27%	18%	21%	28%	24%	31%
We're a family	35%	31%	36%	26%	53%	54%	62%	34%	35%	57%
We work hard and play hard	35%	34%	34%	74%	7%	63%	45%	37%	33%	51%
You'll wear multiple hats	47%	39%	49%	45%	53%	72%	56%	44%	50%	50%
You'll create your own job description	44%	41%	45%	43%	53%	45%	42%	42%	46%	42%
We're looking for a unicorn	61%	58%	61%	59%	53%	45%	53%	59%	62%	58%
We're looking for a rockstar	45%	45%	46%	41%	27%	36%	48%	48%	44%	37%
We're looking for someone who thinks outside the box	9%	9%	8%	14%	13%	9%	12%	10%	7%	12%
You should be flexible	34%	33%	34%	37%	27%	36%	35%	36%	33%	42%
You should be comfortable meeting tight deadlines	29%	33%	27%	55%	20%	36%	28%	29%	29%	39%
Must be willing to work weekends and holidays	58%	62%	56%	87%	53%	55%	54%	61%	55%	66%
Must be willing to work long hours	48%	50%	48%	49%	26%	64%	60%	50%	47%	71%
We want someone who can start ASAP	19%	13%	19%	29%	7%	18%	18%	15%	21%	28%
You always go the extra mile	37%	36%	37%	36%	33%	64%	37%	36%	37%	42%
Competitive salary	19%	20%	19%	39%	20%	27%	27%	21%	18%	19%

		Financial Aid			Gender					
	Total	No	Yes	Other	Gender Queer Gender Fluid	Unsure	Prefer Not To Say	Male	Female	Nonbinary
Other	1%	1%	0%	12%	0%	0%	0%	1%	1%	0%
None of these	1%	2%	1%	0%	7%	0%	6%	2%	1%	0%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
(Unweighted N)	(1500)	(514)	(952)	(32)	(15)	(11)	(32)	(535)	(851)	(49)

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	Total	Major					Public / Private	
		Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
It's a fast-paced work environment	26%	32%	27%	26%	25%	22%	23%	26%
We're a family	35%	39%	37%	38%	33%	39%	35%	35%
We work hard and play hard	35%	35%	43%	36%	34%	40%	35%	35%
You'll wear multiple hats	47%	50%	52%	47%	47%	54%	49%	47%
You'll create your own job description	44%	44%	49%	44%	43%	50%	50%	42%
We're looking for a unicorn	61%	56%	58%	62%	59%	62%	66%	59%
We're looking for a rockstar	45%	36%	51%	50%	39%	48%	49%	44%
We're looking for someone who thinks outside the box	9%	6%	13%	10%	9%	9%	6%	10%
You should be flexible	34%	42%	37%	35%	34%	48%	33%	35%
You should be comfortable meeting tight deadlines	29%	26%	32%	33%	23%	32%	29%	28%
Must be willing to work weekends and holidays	58%	58%	75%	58%	57%	55%	64%	56%
Must be willing to work long hours	48%	52%	62%	51%	45%	57%	54%	47%
We want someone who can start ASAP	19%	11%	16%	19%	20%	14%	15%	20%
You always go the extra mile	37%	49%	40%	39%	35%	35%	39%	36%
Competitive salary	19%	21%	22%	19%	20%	24%	11%	22%
Other	1%	0%	0%	1%	0%	0%	0%	1%
None of these	1%	0%	0%	2%	1%	1%	1%	2%

		Major					Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Refused	0%	0%	0%	1%	0%	0%	0%	0%
(Unweighted N)	(1500)	(188)	(133)	(843)	(554)	(97)	(315)	(1185)

		Race							
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
It's a fast-paced work environment	26%	17%	29%	20%	21%	21%	4%	30%	23%
We're a family	35%	21%	36%	28%	30%	43%	21%	32%	57%
We work hard and play hard	35%	41%	39%	29%	25%	31%	41%	28%	41%
You'll wear multiple hats	47%	34%	47%	41%	53%	47%	69%	39%	35%
You'll create your own job description	44%	24%	47%	44%	41%	39%	53%	31%	38%
We're looking for a unicorn	61%	38%	66%	50%	57%	52%	59%	59%	42%
We're looking for a rockstar	45%	31%	50%	43%	31%	43%	57%	43%	42%
We're looking for someone who thinks outside the box	9%	14%	9%	10%	3%	12%	25%	6%	11%
You should be flexible	34%	31%	40%	23%	21%	32%	5%	47%	27%
You should be comfortable meeting tight deadlines	29%	14%	30%	32%	23%	31%	20%	34%	8%
Must be willing to work weekends and holidays	58%	45%	63%	60%	44%	55%	23%	60%	39%
Must be willing to work long hours	48%	45%	52%	49%	40%	45%	0%	54%	43%
We want someone who can start ASAP	19%	17%	17%	21%	21%	23%	2%	19%	4%
You always go the extra mile	37%	17%	40%	30%	35%	34%	0%	32%	32%
Competitive salary	19%	31%	17%	11%	33%	20%	19%	22%	8%

		Race							
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Other	1%	0%	1%	0%	0%	2%	0%	1%	0%
None of these	1%	7%	1%	1%	2%	1%	0%	1%	4%
Refused	0%	0%	0%	0%	0%	2%	0%	1%	0%
(Unweighted N)	(1500)	(29)	(764)	(301)	(101)	(154)	(12)	(110)	(23)

Red Flags poll

November 2021 - 1500 US college students



	Total	Year				
		2021	2022	2023	2024	2025
It's a fast-paced work environment	26%	32%	25%	24%	24%	20%
We're a family	35%	38%	39%	34%	33%	29%
We work hard and play hard	35%	34%	39%	38%	30%	31%
You'll wear multiple hats	47%	45%	45%	52%	48%	41%
You'll create your own job description	44%	45%	49%	44%	40%	39%
We're looking for a unicorn	61%	60%	60%	61%	62%	53%
We're looking for a rockstar	45%	46%	50%	39%	48%	41%
We're looking for someone who thinks outside the box	9%	12%	10%	7%	7%	7%
You should be flexible	34%	40%	36%	30%	33%	34%
You should be comfortable meeting tight deadlines	29%	26%	30%	24%	34%	31%
Must be willing to work weekends and holidays	58%	58%	59%	56%	58%	58%
Must be willing to work long hours	48%	53%	51%	43%	46%	49%
We want someone who can start ASAP	19%	14%	23%	20%	18%	16%
You always go the extra mile	37%	35%	39%	33%	42%	32%
Competitive salary	19%	14%	17%	23%	21%	24%
Other	1%	0%	0%	1%	1%	1%
None of these	1%	1%	3%	1%	1%	1%

		Year				
	Total	2021	2022	2023	2024	2025
Refused	0%	0%	0%	0%	1%	0%
(Unweighted N)	(1500)	(146)	(388)	(321)	(289)	(345)

Red Flags poll

November 2021 - 1500 US college students



Q6. What do you consider to be green flags in a job posting? Select all that apply.

	Total	Financial Aid			Gender					
		No	Yes	Other	Prefer Not To Say	Unsure	Gender Queer Gender Fluid	Male	Female	Nonbinary
Salary is listed	85%	77%	87%	88%	81%	73%	86%	86%	85%	73%
Well-written and free of typos	82%	81%	82%	86%	71%	64%	60%	78%	85%	79%
Title matches the list of responsibilities	79%	77%	79%	70%	66%	82%	73%	76%	82%	72%
Responsibilities are clear and specific	86%	81%	87%	87%	69%	63%	80%	83%	89%	83%
Says they want someone in the office 5 days a week	13%	13%	12%	41%	3%	9%	7%	12%	14%	9%
Says remote work is possible	56%	52%	57%	72%	52%	46%	53%	58%	54%	72%
Lists office amenities	44%	43%	43%	78%	24%	55%	27%	42%	46%	46%
Lists paid time off and other benefits	77%	72%	78%	86%	69%	64%	53%	77%	78%	70%
Other	2%	2%	2%	12%	0%	0%	0%	2%	1%	3%
None of these	1%	1%	1%	0%	9%	0%	7%	2%	1%	0%
Refused	1%	1%	0%	0%	0%	0%	0%	0%	1%	8%
(Unweighted N)	(1500)	(514)	(952)	(32)	(32)	(11)	(15)	(535)	(851)	(49)

Red Flags poll

November 2021 - 1500 US college students



	Total	Major					Public / Private	
		Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Salary is listed	85%	85%	86%	85%	83%	89%	86%	85%
Well-written and free of typos	82%	80%	79%	82%	82%	85%	82%	82%
Title matches the list of responsibilities	79%	78%	80%	81%	76%	90%	85%	77%
Responsibilities are clear and specific	86%	89%	90%	87%	85%	94%	88%	85%
Says they want someone in the office 5 days a week	13%	18%	15%	13%	11%	20%	18%	11%
Says remote work is possible	56%	65%	61%	53%	58%	60%	52%	57%
Lists office amenities	44%	45%	52%	45%	40%	54%	45%	43%
Lists paid time off and other benefits	77%	86%	86%	78%	76%	78%	77%	77%
Other	2%	2%	0%	2%	2%	7%	1%	2%
None of these	1%	0%	1%	1%	2%	0%	1%	1%
Refused	1%	0%	0%	1%	0%	3%	0%	1%
(Unweighted N)	(1500)	(188)	(133)	(843)	(554)	(97)	(315)	(1185)

Red Flags poll

November 2021 - 1500 US college students



	Total	Race							
		Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Salary is listed	85%	72%	88%	77%	89%	78%	67%	84%	66%
Well-written and free of typos	82%	58%	85%	80%	79%	74%	65%	83%	79%
Title matches the list of responsibilities	79%	62%	79%	75%	79%	83%	55%	74%	68%
Responsibilities are clear and specific	86%	72%	89%	85%	81%	81%	70%	90%	78%
Says they want someone in the office 5 days a week	13%	21%	11%	13%	22%	8%	46%	13%	8%
Says remote work is possible	56%	65%	54%	56%	68%	53%	29%	59%	57%
Lists office amenities	44%	34%	46%	41%	51%	36%	3%	41%	11%
Lists paid time off and other benefits	77%	66%	81%	70%	74%	73%	54%	82%	62%
Other	2%	0%	2%	0%	0%	3%	0%	1%	0%
None of these	1%	4%	1%	1%	2%	1%	25%	1%	4%
Refused	1%	0%	0%	0%	0%	3%	0%	0%	0%
(Unweighted N)	(1500)	(29)	(764)	(301)	(101)	(154)	(12)	(110)	(23)

Red Flags poll

November 2021 - 1500 US college students



	Total	Year				
		2021	2022	2023	2024	2025
Salary is listed	85%	89%	82%	81%	90%	81%
Well-written and free of typos	82%	84%	81%	78%	84%	82%
Title matches the list of responsibilities	79%	81%	86%	79%	72%	75%
Responsibilities are clear and specific	86%	87%	88%	86%	84%	84%
Says they want someone in the office 5 days a week	13%	9%	12%	14%	16%	12%
Says remote work is possible	56%	55%	54%	57%	57%	56%
Lists office amenities	44%	40%	39%	45%	49%	48%
Lists paid time off and other benefits	77%	82%	72%	74%	81%	76%
Other	2%	1%	2%	2%	2%	1%
None of these	1%	0%	2%	2%	1%	1%
Refused	1%	0%	0%	0%	2%	1%
(Unweighted N)	(1500)	(146)	(388)	(321)	(289)	(345)

Red Flags poll

November 2021 - 1500 US college students



Q7. During the job interview process, what do you consider to be red flags for a company? Select all that apply.

	Total	Financial Aid			Gender					
		No	Yes	Other	Prefer Not To Say	Unsure	Gender Queer Gender Fluid	Male	Female	Nonbinary
Interviews and the hiring process are disorganized	81%	78%	81%	94%	75%	55%	66%	78%	83%	79%
Numerous interviews with different people	20%	22%	19%	41%	24%	9%	13%	20%	20%	19%
You're asked to do unpaid tests during the interview process	46%	40%	46%	58%	36%	55%	67%	41%	49%	58%
You're asked to do unpaid work during the interview process	72%	71%	72%	85%	69%	64%	93%	68%	76%	76%
There is a "trial" period before you're officially hired	57%	52%	57%	77%	56%	55%	46%	62%	53%	64%
Conversations about the position don't match the job description	64%	64%	64%	76%	60%	73%	47%	60%	67%	64%
No one can list ways the company supports work-life balance	54%	53%	54%	79%	55%	73%	53%	48%	59%	64%
Your name is misspelled in emails	63%	60%	64%	74%	58%	36%	47%	58%	68%	54%
Employees don't stay at the company very long	77%	70%	78%	77%	65%	64%	66%	74%	80%	67%
The leadership team is not diverse	43%	41%	44%	53%	47%	36%	47%	33%	51%	54%
The office doesn't look like a welcoming environment	57%	56%	57%	77%	42%	36%	27%	52%	62%	44%
Other	1%	1%	1%	12%	0%	0%	7%	2%	1%	0%

		Financial Aid			Gender					
	Total	No	Yes	Other	Prefer Not To Say	Unsure	Gender Queer Gender Fluid	Male	Female	Nonbinary
None of these	1%	1%	1%	0%	9%	0%	0%	2%	1%	0%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	8%
(Unweighted N)	(1500)	(514)	(952)	(32)	(32)	(11)	(15)	(535)	(851)	(49)

		Major					Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Interviews and the hiring process are disorganized	81%	78%	77%	80%	81%	89%	82%	81%
Numerous interviews with different people	20%	19%	17%	20%	19%	24%	14%	22%
You're asked to do unpaid tests during the interview process	46%	52%	46%	44%	47%	48%	48%	45%
You're asked to do unpaid work during the interview process	72%	81%	76%	71%	74%	78%	78%	71%
There is a "trial" period before you're officially hired	57%	58%	63%	57%	57%	68%	60%	56%
Conversations about the position don't match the job description	64%	72%	59%	65%	62%	63%	64%	64%
No one can list ways the company supports work-life balance	54%	58%	58%	55%	50%	67%	58%	53%
Your name is misspelled in emails	63%	62%	67%	61%	65%	77%	66%	63%
Employees don't stay at the company very long	77%	83%	77%	77%	77%	76%	80%	76%
The leadership team is not diverse	43%	47%	47%	41%	43%	45%	48%	42%
The office doesn't look like a welcoming environment	57%	63%	55%	56%	57%	71%	56%	58%

		Major					Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Other	1%	2%	1%	1%	2%	0%	2%	1%
None of these	1%	1%	1%	1%	1%	0%	1%	1%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(188)	(133)	(843)	(554)	(97)	(315)	(1185)

		Race							
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Interviews and the hiring process are disorganized	81%	65%	84%	88%	80%	72%	37%	84%	65%
Numerous interviews with different people	20%	38%	20%	19%	19%	20%	28%	27%	39%
You're asked to do unpaid tests during the interview process	46%	45%	45%	40%	52%	46%	58%	38%	34%
You're asked to do unpaid work during the interview process	72%	62%	75%	65%	76%	65%	31%	72%	51%
There is a "trial" period before you're officially hired	57%	45%	62%	47%	49%	54%	46%	55%	47%
Conversations about the position don't match the job description	64%	59%	68%	62%	63%	52%	65%	61%	55%
No one can list ways the company supports work-life balance	54%	48%	60%	46%	50%	46%	28%	54%	31%
Your name is misspelled in emails	63%	48%	68%	57%	59%	55%	47%	61%	43%
Employees don't stay at the company very long	77%	45%	83%	67%	69%	66%	65%	79%	58%
The leadership team is not diverse	43%	45%	34%	47%	63%	55%	34%	45%	39%
The office doesn't look like a welcoming environment	57%	48%	57%	62%	61%	56%	26%	61%	43%

		Race							
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Other	1%	0%	2%	1%	0%	2%	0%	2%	0%
None of these	1%	0%	1%	1%	2%	0%	25%	1%	4%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(29)	(764)	(301)	(101)	(154)	(12)	(110)	(23)

		Year				
	Total	2021	2022	2023	2024	2025
Interviews and the hiring process are disorganized	81%	76%	82%	82%	83%	80%
Numerous interviews with different people	20%	16%	22%	22%	19%	23%
You're asked to do unpaid tests during the interview process	46%	37%	50%	50%	45%	43%
You're asked to do unpaid work during the interview process	72%	70%	73%	76%	71%	70%
There is a "trial" period before you're officially hired	57%	62%	58%	56%	56%	48%
Conversations about the position don't match the job description	64%	64%	64%	64%	64%	63%
No one can list ways the company supports work-life balance	54%	62%	54%	49%	55%	48%
Your name is misspelled in emails	63%	64%	61%	68%	61%	58%
Employees don't stay at the company very long	77%	75%	81%	77%	75%	73%
The leadership team is not diverse	43%	36%	43%	48%	44%	44%
The office doesn't look like a welcoming environment	57%	56%	59%	57%	56%	63%

		Year				
	Total	2021	2022	2023	2024	2025
Other	1%	1%	2%	3%	0%	1%
None of these	1%	0%	2%	1%	1%	1%
Refused	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(146)	(388)	(321)	(289)	(345)

Red Flags poll

November 2021 - 1500 US college students



Q8. What do you consider to be the biggest red flags during the job interview process? Choose your top two.

	Total	Financial Aid			Gender					
		No	Yes	Other	Prefer Not To Say	Gender Queer Gender Fluid	Unsure	Male	Female	Nonbinary
Interviews and the hiring process are disorganized	35%	28%	36%	32%	12%	13%	18%	35%	35%	27%
Numerous interviews with different people	6%	6%	5%	1%	6%	7%	0%	7%	4%	8%
You're asked to do unpaid tests during the interview process	8%	10%	7%	3%	9%	34%	18%	8%	7%	17%
You're asked to do unpaid work during the interview process	35%	34%	35%	33%	31%	46%	64%	38%	32%	45%
There is a "trial" period before you're officially hired	20%	14%	20%	44%	15%	27%	27%	23%	18%	13%
Conversations about the position don't match the job description	14%	17%	13%	16%	16%	13%	18%	14%	14%	9%
No one can list ways the company supports work-life balance	10%	10%	10%	14%	21%	7%	27%	9%	11%	11%
Your name is misspelled in emails	9%	9%	9%	1%	9%	0%	0%	7%	10%	9%
Employees don't stay at the company very long	34%	39%	34%	27%	38%	40%	18%	34%	35%	22%
The leadership team is not diverse	7%	9%	7%	1%	9%	7%	0%	4%	9%	7%
The office doesn't look like a welcoming environment	11%	13%	10%	22%	8%	0%	0%	8%	13%	3%
Other	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

		Financial Aid			Gender					
	Total	No	Yes	Other	Prefer Not To Say	Gender Queer Gender Fluid	Unsure	Male	Female	Nonbinary
None of these	1%	1%	1%	0%	9%	0%	0%	2%	1%	0%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	1%	8%
(Unweighted N)	(1500)	(514)	(952)	(32)	(32)	(15)	(11)	(535)	(851)	(49)

		Major					Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Interviews and the hiring process are disorganized	35%	24%	28%	37%	33%	40%	30%	37%
Numerous interviews with different people	6%	1%	6%	5%	7%	5%	3%	6%
You're asked to do unpaid tests during the interview process	8%	7%	5%	8%	7%	8%	7%	8%
You're asked to do unpaid work during the interview process	35%	43%	43%	33%	37%	34%	35%	35%
There is a "trial" period before you're officially hired	20%	24%	23%	23%	18%	19%	26%	18%
Conversations about the position don't match the job description	14%	12%	11%	14%	13%	10%	13%	14%
No one can list ways the company supports work-life balance	10%	15%	19%	11%	8%	3%	10%	10%
Your name is misspelled in emails	9%	15%	12%	6%	10%	16%	9%	8%
Employees don't stay at the company very long	34%	35%	28%	34%	35%	39%	38%	33%
The leadership team is not diverse	7%	9%	6%	4%	9%	9%	7%	7%
The office doesn't look like a welcoming environment	11%	8%	6%	10%	12%	16%	12%	10%

		Major					Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Other	0%	0%	0%	0%	0%	0%	0%	0%
None of these	1%	1%	0%	1%	2%	0%	1%	1%
Refused	0%	0%	0%	1%	0%	0%	0%	1%
(Unweighted N)	(1500)	(188)	(133)	(843)	(554)	(97)	(315)	(1185)

		Race							
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Interviews and the hiring process are disorganized	35%	38%	39%	42%	24%	30%	38%	28%	29%
Numerous interviews with different people	6%	24%	3%	9%	9%	9%	4%	1%	12%
You're asked to do unpaid tests during the interview process	8%	7%	7%	7%	5%	12%	7%	7%	11%
You're asked to do unpaid work during the interview process	35%	21%	38%	31%	28%	33%	21%	35%	27%
There is a "trial" period before you're officially hired	20%	7%	23%	16%	18%	12%	23%	26%	12%
Conversations about the position don't match the job description	14%	14%	15%	14%	15%	9%	38%	10%	8%
No one can list ways the company supports work-life balance	10%	17%	12%	9%	10%	6%	0%	11%	0%
Your name is misspelled in emails	9%	14%	8%	14%	14%	4%	8%	15%	11%
Employees don't stay at the company very long	34%	17%	34%	27%	32%	43%	0%	30%	32%
The leadership team is not diverse	7%	17%	4%	11%	16%	8%	8%	13%	19%
The office doesn't look like a welcoming environment	11%	7%	7%	9%	18%	18%	2%	11%	9%

		Race							
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Other	0%	0%	0%	0%	0%	0%	0%	0%	0%
None of these	1%	0%	1%	0%	2%	1%	25%	1%	4%
Refused	0%	0%	0%	0%	2%	0%	0%	0%	0%
(Unweighted N)	(1500)	(29)	(764)	(301)	(101)	(154)	(12)	(110)	(23)

		Year				
	Total	2021	2022	2023	2024	2025
Interviews and the hiring process are disorganized	35%	41%	31%	36%	34%	31%
Numerous interviews with different people	6%	9%	4%	5%	4%	6%
You're asked to do unpaid tests during the interview process	8%	5%	9%	10%	7%	7%
You're asked to do unpaid work during the interview process	35%	39%	32%	38%	33%	33%
There is a "trial" period before you're officially hired	20%	22%	20%	20%	18%	17%
Conversations about the position don't match the job description	14%	13%	13%	12%	16%	14%
No one can list ways the company supports work-life balance	10%	8%	11%	9%	13%	11%
Your name is misspelled in emails	9%	7%	8%	9%	10%	9%
Employees don't stay at the company very long	34%	33%	38%	32%	34%	41%
The leadership team is not diverse	7%	3%	11%	5%	8%	10%
The office doesn't look like a welcoming environment	11%	7%	8%	12%	14%	14%

		Year				
	Total	2021	2022	2023	2024	2025
Other	0%	0%	0%	0%	0%	0%
None of these	1%	0%	3%	1%	1%	0%
Refused	0%	2%	0%	0%	0%	0%
(Unweighted N)	(1500)	(146)	(388)	(321)	(289)	(345)

Red Flags poll

November 2021 - 1500 US college students



Q9. What do you consider to be green flags for a company during the job interview process? Select all that apply.

	Total	Financial Aid			Gender					
		No	Yes	Other	Gender Queer Gender Fluid	Unsure	Prefer Not To Say	Male	Female	Nonbinary
Job interviews and the hiring process are organized	80%	78%	80%	71%	66%	46%	71%	78%	81%	69%
A few interviews with the same people	32%	30%	32%	48%	7%	18%	21%	34%	30%	31%
You're asked to do paid tests during the interview process	30%	29%	30%	46%	33%	36%	25%	28%	32%	42%
You're asked to do paid work during the interview process	34%	29%	35%	54%	47%	46%	35%	32%	35%	46%
There is no "trial" period before you're officially hired	44%	42%	45%	54%	26%	55%	40%	47%	42%	49%
Conversations about the position match the job description	65%	68%	65%	68%	47%	64%	59%	59%	71%	57%
Interviewer can list ways the company supports work-life	64%	64%	64%	69%	60%	64%	55%	59%	68%	59%
Your name is spelled correctly in emails	52%	47%	53%	61%	33%	27%	43%	44%	59%	48%
Employees stay at the company a long time	71%	64%	73%	79%	67%	73%	43%	68%	75%	51%
The leadership team is diverse	54%	45%	56%	57%	46%	55%	47%	44%	62%	68%
The office looks like a welcoming environment	61%	59%	61%	65%	47%	64%	55%	52%	68%	66%
None of these	1%	1%	1%	0%	0%	0%	9%	2%	1%	0%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	8%
(Unweighted N)	(1500)	(514)	(952)	(32)	(15)	(11)	(32)	(535)	(851)	(49)

Red Flags poll

November 2021 - 1500 US college students



	Total	Major					Public / Private	
		Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Job interviews and the hiring process are organized	80%	75%	74%	80%	80%	92%	76%	81%
A few interviews with the same people	32%	25%	32%	33%	30%	45%	27%	33%
You're asked to do paid tests during the interview process	30%	26%	20%	30%	31%	44%	30%	30%
You're asked to do paid work during the interview process	34%	34%	38%	33%	34%	56%	32%	35%
There is no "trial" period before you're officially hired	44%	48%	48%	45%	41%	60%	44%	44%
Conversations about the position match the job description	65%	69%	48%	67%	63%	78%	67%	65%
Interviewer can list ways the company supports work-life	64%	61%	61%	64%	62%	75%	73%	61%
Your name is spelled correctly in emails	52%	48%	46%	53%	51%	73%	51%	52%
Employees stay at the company a long time	71%	70%	61%	74%	69%	77%	66%	73%
The leadership team is diverse	54%	54%	55%	51%	57%	77%	58%	53%
The office looks like a welcoming environment	61%	62%	58%	59%	62%	81%	64%	60%
None of these	1%	1%	2%	1%	2%	0%	1%	2%
Refused	0%	0%	0%	1%	0%	0%	0%	0%
(Unweighted N)	(1500)	(188)	(133)	(843)	(554)	(97)	(315)	(1185)

Red Flags poll

November 2021 - 1500 US college students



	Total	Race							
		Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Job interviews and the hiring process are organized	80%	62%	84%	78%	76%	74%	46%	79%	61%
A few interviews with the same people	32%	28%	33%	26%	28%	32%	51%	25%	28%
You're asked to do paid tests during the interview process	30%	31%	31%	26%	32%	26%	62%	32%	28%
You're asked to do paid work during the interview process	34%	31%	34%	35%	34%	35%	46%	31%	28%
There is no "trial" period before you're officially hired	44%	45%	48%	38%	38%	42%	20%	56%	32%
Conversations about the position match the job description	65%	59%	71%	57%	65%	55%	34%	66%	38%
Interviewer can list ways the company supports work-life	64%	55%	70%	56%	60%	53%	26%	65%	38%
Your name is spelled correctly in emails	52%	34%	57%	43%	55%	41%	34%	47%	16%
Employees stay at the company a long time	71%	52%	78%	58%	61%	68%	26%	67%	47%
The leadership team is diverse	54%	41%	51%	53%	66%	58%	26%	61%	35%
The office looks like a welcoming environment	61%	48%	67%	59%	59%	45%	26%	68%	47%
None of these	1%	0%	1%	0%	2%	1%	25%	2%	4%
Refused	0%	0%	0%	0%	2%	0%	0%	0%	0%
(Unweighted N)	(1500)	(29)	(764)	(301)	(101)	(154)	(12)	(110)	(23)

Red Flags poll

November 2021 - 1500 US college students



	Total	Year				
		2021	2022	2023	2024	2025
Job interviews and the hiring process are organized	80%	86%	84%	75%	77%	77%
A few interviews with the same people	32%	31%	26%	33%	36%	30%
You're asked to do paid tests during the interview process	30%	27%	31%	29%	33%	30%
You're asked to do paid work during the interview process	34%	30%	29%	35%	41%	35%
There is no "trial" period before you're officially hired	44%	51%	43%	43%	42%	42%
Conversations about the position match the job description	65%	65%	69%	65%	63%	64%
Interviewer can list ways the company supports work-life	64%	69%	65%	64%	59%	62%
Your name is spelled correctly in emails	52%	54%	51%	54%	50%	49%
Employees stay at the company a long time	71%	75%	73%	71%	69%	68%
The leadership team is diverse	54%	54%	51%	55%	57%	55%
The office looks like a welcoming environment	61%	62%	62%	57%	63%	66%
None of these	1%	0%	2%	2%	1%	1%
Refused	0%	2%	0%	0%	0%	0%
(Unweighted N)	(1500)	(146)	(388)	(321)	(289)	(345)

Red Flags poll

November 2021 - 1500 US college students



Q10. Would a high salary help you overlook a few red flags during the hiring process, or would the pay not matter?

	Total	Financial Aid			Gender					
		No	Yes	Other	Unsure	Gender Queer Gender Fluid	Prefer Not To Say	Male	Female	Nonbinary
A high salary would help me overlook a few red flags	28%	27%	28%	26%	9%	33%	13%	35%	22%	38%
A high salary would NOT help me overlook a few red flags	10%	10%	9%	24%	18%	7%	12%	8%	11%	6%
It depends on the red flags	60%	62%	60%	50%	73%	60%	58%	55%	64%	55%
I'm not sure	2%	1%	2%	0%	0%	0%	16%	2%	2%	2%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(514)	(952)	(32)	(11)	(15)	(32)	(535)	(851)	(49)

	Total	Major					Public / Private	
		Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
A high salary would help me overlook a few red flags	28%	18%	28%	29%	31%	20%	25%	29%
A high salary would NOT help me overlook a few red flags	10%	7%	9%	7%	12%	14%	13%	9%
It depends on the red flags	60%	74%	61%	61%	56%	66%	61%	60%
I'm not sure	2%	1%	1%	3%	1%	0%	2%	2%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(188)	(133)	(843)	(554)	(97)	(315)	(1185)

Red Flags poll

November 2021 - 1500 US college students



		Race							
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
A high salary would help me overlook a few red flags	28%	24%	29%	27%	20%	31%	29%	28%	25%
A high salary would NOT help me overlook a few red flags	10%	34%	8%	8%	17%	9%	26%	10%	15%
It depends on the red flags	60%	42%	62%	62%	62%	58%	20%	62%	56%
I'm not sure	2%	0%	2%	2%	2%	3%	25%	1%	4%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(29)	(764)	(301)	(101)	(154)	(12)	(110)	(23)

		Year				
	Total	2021	2022	2023	2024	2025
A high salary would help me overlook a few red flags	28%	33%	29%	30%	22%	24%
A high salary would NOT help me overlook a few red flags	10%	8%	12%	11%	8%	9%
It depends on the red flags	60%	58%	58%	55%	68%	65%
I'm not sure	2%	1%	1%	4%	2%	2%
Refused	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(146)	(388)	(321)	(289)	(345)

Red Flags poll

November 2021 - 1500 US college students



Q11. Would good benefits help you overlook a few red flags during the hiring process, or would the benefits not matter?

	Total	Financial Aid			Gender					
		No	Yes	Other	Unsure	Gender Queer Gender Fluid	Prefer Not To Say	Male	Female	Nonbinary
Good benefits would help me overlook a few red flags	25%	20%	26%	9%	9%	27%	16%	29%	22%	36%
Good benefits would NOT help me overlook a few red flags	11%	16%	10%	15%	27%	26%	7%	11%	11%	7%
It depends on the red flags	61%	62%	61%	77%	64%	47%	58%	57%	64%	55%
I'm not sure	2%	2%	3%	0%	0%	0%	19%	3%	2%	2%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(514)	(952)	(32)	(11)	(15)	(32)	(535)	(851)	(49)

	Total	Major					Public / Private	
		Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Private Not For Profit	Public
Good benefits would help me overlook a few red flags	25%	22%	22%	25%	29%	15%	27%	24%
Good benefits would NOT help me overlook a few red flags	11%	9%	16%	11%	10%	18%	9%	12%
It depends on the red flags	61%	70%	56%	61%	59%	64%	61%	61%
I'm not sure	2%	0%	6%	2%	2%	3%	2%	3%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(188)	(133)	(843)	(554)	(97)	(315)	(1185)

Red Flags poll

November 2021 - 1500 US college students



		Race							
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Good benefits would help me overlook a few red flags	25%	35%	24%	27%	27%	24%	27%	26%	24%
Good benefits would NOT help me overlook a few red flags	11%	24%	9%	10%	17%	14%	26%	9%	15%
It depends on the red flags	61%	41%	65%	58%	54%	59%	22%	63%	57%
I'm not sure	2%	0%	2%	5%	1%	3%	25%	1%	4%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(29)	(764)	(301)	(101)	(154)	(12)	(110)	(23)

		Year				
	Total	2021	2022	2023	2024	2025
Good benefits would help me overlook a few red flags	25%	22%	25%	30%	23%	26%
Good benefits would NOT help me overlook a few red flags	11%	13%	14%	9%	9%	11%
It depends on the red flags	61%	65%	59%	56%	65%	60%
I'm not sure	2%	0%	2%	5%	3%	3%
Refused	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(146)	(388)	(321)	(289)	(345)

Red Flags poll

November 2021 - 1500 US college students



Survey Methodology

This survey was designed and conducted by College Pulse. Interviews were conducted in English among a sample of 1500 undergraduate students who are currently enrolled in the U.S.

The initial sample was drawn from College Pulse's Undergraduate Student Panel that includes over 400,000 verified students representing more than 1,000 different colleges and universities in all 50 states. Panel members are recruited by a number of methods to help ensure diversity in the panel population, including web advertising, permission-based email campaigns, and partnerships with university organizations.

To reduce the effects of any non-response bias, a post-stratification adjustment was applied based on demographic distributions from the 2017 Current Population Survey (CPS). The post-stratification weight rebalanced the sample based on the following benchmarks: age, race and ethnicity, and gender. The sample weighting was accomplished using an iterative proportional fitting (IFP) process that simultaneously balances the distributions of all variables. Weights were trimmed to prevent individual interviews from having too much influence on the final results.

The margin of error for this survey is $\pm 2.9\%$. Margins of error are typically calculated on probability-based samples and are not technically correct for non-probability online samples. We supply them here to provide a general assessment of error ranges that may be associated with the data.

Red Flags poll

November 2021 - 1500 US college students



About College Pulse

College Pulse is an online survey and analytics company dedicated to understanding the attitudes, preferences, and behaviors of today's college students. College Pulse offers custom data-driven marketing and research solutions, utilizing its unique Undergraduate Student Panel that includes 400,000 undergraduate college student respondents from more than 1,000 four-year colleges and universities in all 50 states.

For more information, visit <https://collegepulse.com>