

# Offer-to-Accept Cycle Time

*Benchmarks, Definition & Measurement Details*

**SAMPLE  
CONTENT & DATA**



# Offer-to-Accept Cycle Time

## Definition & Measurement Details



### What is Offer-to-Accept Cycle Time?

The number of business days required for a selected candidate to accept a job offer, from the time the offer is extended until when the candidate formally accepts the offer (typically done by signing and returning an offer letter).

### Why should this KPI be measured?

Offer-to-Accept Cycle Time measures the number of business days required for a selected candidate to accept a job offer, from the time the offer is extended until when the candidate formally accepts the offer.

### How is this KPI calculated?

The calendar dates/times of two events are used to derive this KPI: (1) the date that the offer is extended by the employer to the candidate and (2) the date that the candidate formally accepts the offer.

**ABRIDGED CONTENT**  
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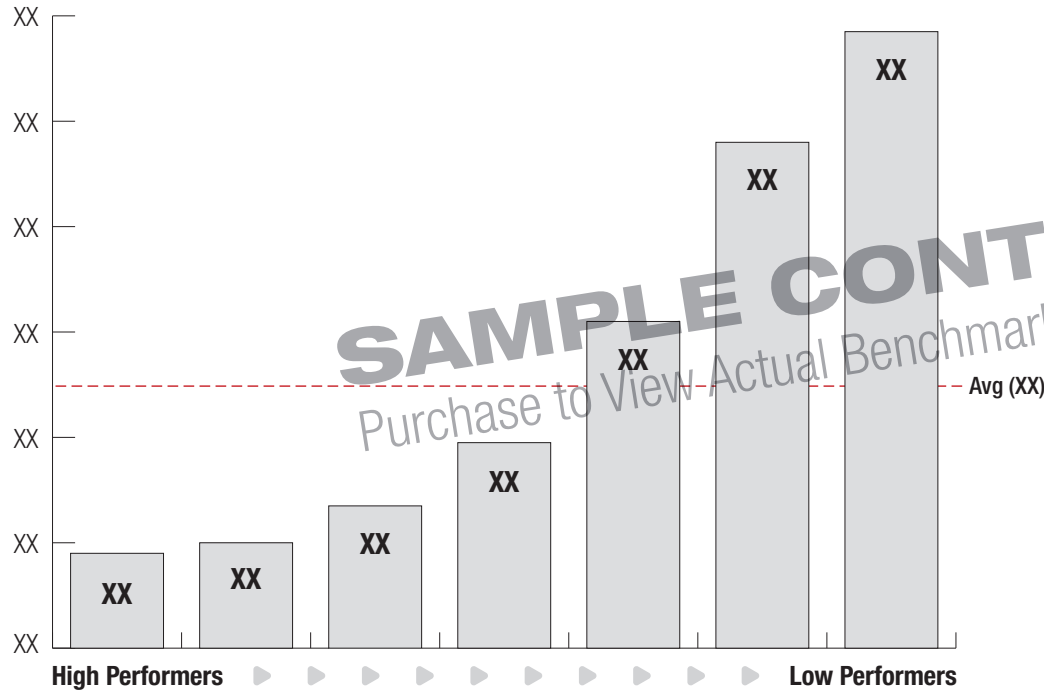
# Offer-to-Accept Cycle Time

Benchmarks & Characteristics of High Performers



## Offer-to-Accept Cycle Time

(Sum of Time to Accept an Extended Job Offer) / Total Number of Offers Extended



### Characteristics of High Performers

- KPIs are well-defined, tracked and tied to performance reviews
- Robust self-service options for customer

Sample Size: XX

KPI Type: XX

Unit: XX

Is High or Low Best?: XX

**How to read this chart:** This chart summarizes the performance gaps between high (Top 5%), mid (Median) and low (Bottom 5%) performers for this Key Performance Indicator (KPI). For example, the column labeled "Top 5%" represents a company that outperformed 95% of the peer group observed for this metric.

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