



LEADING with
INFLUENCE™
ACADEMY

A Pamela J. Green Solution

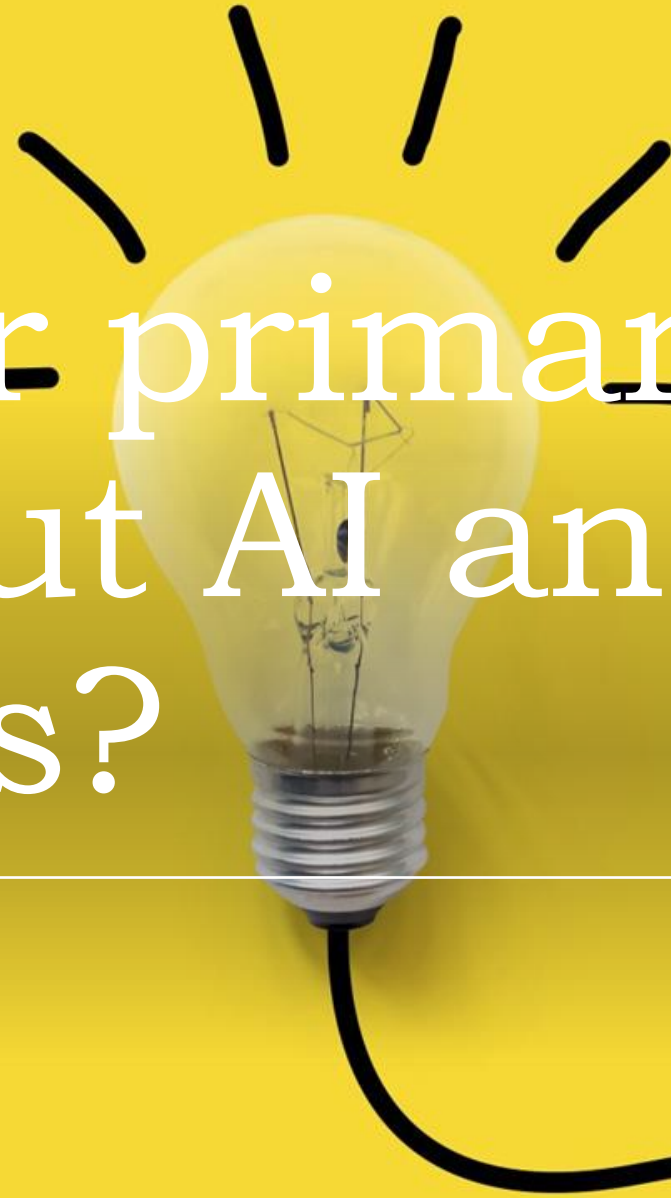
Hiring Today: Don't Get Bit by the AI Bug

PAMELA J. GREEN

PRESENTER



What are your primary concerns about AI and job candidates?



Artificial Intelligence and Recruiting

- Candidate Sourcing
- Resume Screening
- Candidate Matching
- Video Analysis
- Predictive Analytics



Artificial Intelligence and Hiring

AI tools can also help candidates practice for interviews. For example, a candidate can copy and paste the job description, and AI will generate the interview questions tailored to the job. The AI will talk back to the candidate like a normal interview, give feedback on the tone of their voice, response and also coach them on how they could better.



Popular Tool: Mya

Mya: Mya is an AI chatbot designed to assist candidates throughout the interview process. It engages in conversational interactions, asking interview-style questions and providing feedback on responses. Mya also offers personalized interview tips and guidance on company research and helps candidates refine their interview strategies. Offers a FREE CV generator.

<https://www.thestepstonegroup.com/>

Source: Top Five Artificial Intelligence (AI) to Help You Prepare for the Interview by Aljun Gerafusco



Popular Tool: Interviewing IO

Interviewing.IO: This AI-powered platform offers anonymous, simulated technical interviews. Using machine learning algorithms, it provides feedback on coding skills, problem-solving abilities, and communication style. Candidates receive valuable insights to improve their performance and bridge any knowledge gaps. The cost is \$225 for up to four mock interviews.

<https://interviewing.io/>

Source: Top Five Artificial Intelligence (AI) to Help You Prepare for the Interview by Aljun Gerafusco



Popular Tool:

AI Apply: This tool immediately answers specific questions during an interview. It can generate real-time responses, provided the audio is enabled, making it perform like Siri or Google Assistant for interview support. There is a “start for FREE” option.

<https://aiapply.co/>

Source: Top Five Artificial Intelligence (AI) to Help You Prepare for the Interview by Aljun Gerafusco



For Example:



You

interview questions for director of hr



ChatGPT

Interviewing candidates for a Director of HR role requires questions that delve into their experience, expertise, leadership skills, and strategic vision for human resources within the organization. Here are some interview questions tailored for this position:

1. **Can you walk us through your experience in human resources, highlighting your achievements in leadership and strategic decision-making?**
2. **What do you believe are the most critical challenges facing HR departments today, and how would you address them in this role?**



You

how do I answer: Can you walk us through your experience in human resources, highlighting your achievements in leadership and strategic decision-making?



ChatGPT

When answering the question, "Can you walk us through your experience in human resources, highlighting your achievements in leadership and strategic decision-making?" it's important to provide a comprehensive overview of your HR career, focusing on key accomplishments that demonstrate your leadership abilities and strategic thinking. Here's a structured approach to crafting your response:

1. **Introduction and Overview:** Start by briefly introducing yourself and providing an overview of your HR career trajectory, including the roles you've held and the organizations you've worked for. This sets the context for your experience and

AI at its best:



You

Answer this question as if you're a seasoned HR executive: Can you walk us through your experience in human resources, highlighting your achievements in leadership and strategic decision-making?



ChatGPT

Certainly. As a seasoned HR executive, I've dedicated my career to driving organizational success through effective human resources management. My journey in HR began over two decades ago, where I started as a junior HR coordinator and steadily progressed through various leadership roles.



In terms of leadership, I've had the privilege of leading diverse teams across



Will the real
candidate
please
stand?



LEADING with
INFLUENCE[™]
ACADEMY

A Pamela J. Green Solution

7 Tips to Trip AI-Generated Responses

1. Be specific in your open-ended questions.
2. Drill down, always ask follow-up questions.
3. Use scenario-based questions that allow the candidate to explain their experience and demonstrate their skills and knowledge.
4. Look for inconsistencies in answers...and follow up.
5. Compare human insights and AI-generated reports on candidates. Use common sense.
6. Restrict access to web browsers and the internet. Controlled environments reduce the likelihood that AI is supporting the interview.
7. Spend time with the candidate. Get to know them.





LEADING with
INFLUENCE™
ACADEMY
A Pamela J. Green Solution

www.leadingwithinfluencenow.com

Thank You

Questions?

pam@pamelajgreen.com

The academy for influencers.