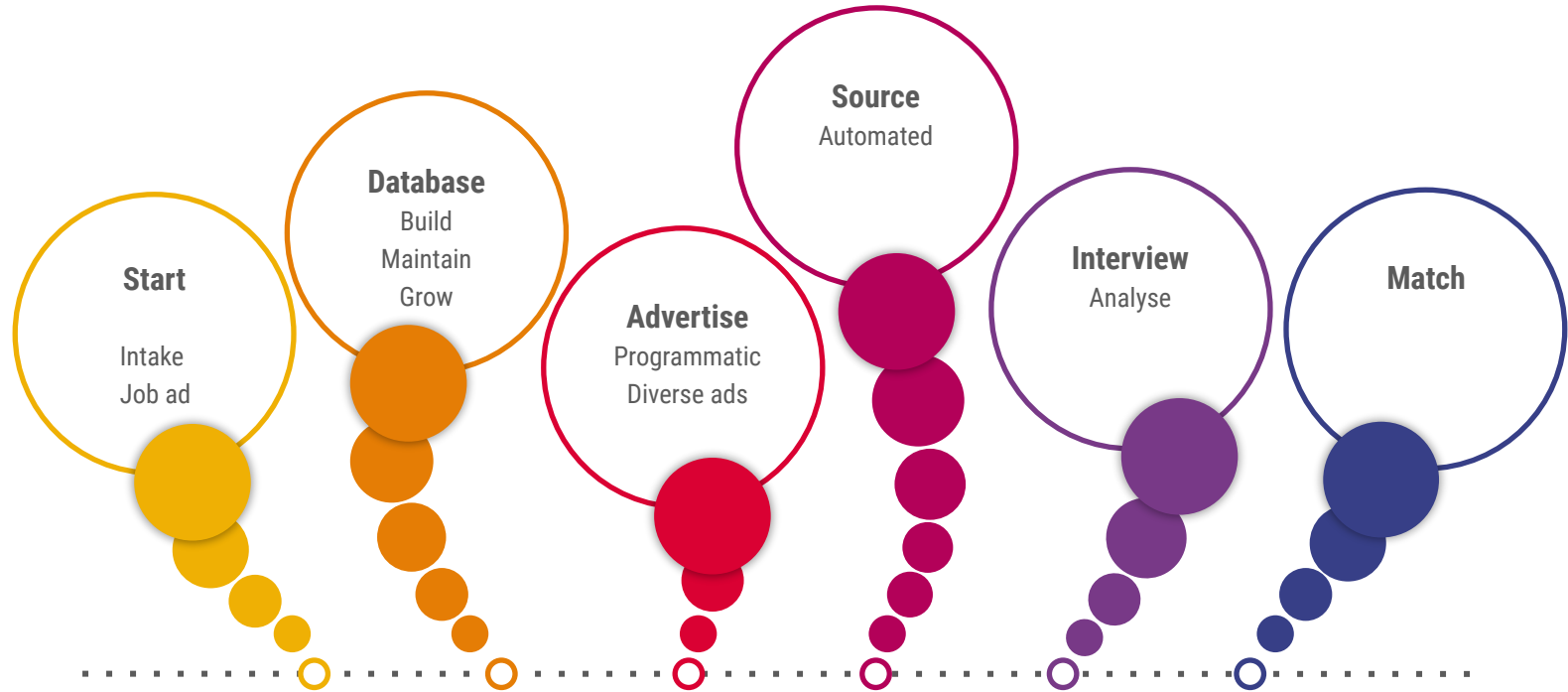


The Emerging Technologies

that are impacting on Recruitment

The recruitment process





Start

ChatGPT

Textio



ChatGPT



The screenshot shows a video call interface. On the left, a vertical sidebar lists several job titles, each with a square icon: 'New role', 'New role', 'Site Manager for Food Pro...', 'Manager in C-Level Team', 'Recruiter job description', 'CEO for Gaspage Solution', 'Project PM for Business A...', 'Account for Food Distribu...', 'Recruiter for International...', and 'Account work roles team'. Below the list is a circular video feed of a man with a beard and short hair, wearing a dark jacket. At the bottom of the video feed is a control bar with icons for mute, video off, and other call functions.

The main area of the screen displays a job description generated by ChatGPT. The text is as follows:

Job Title: Operations Manager

Job Description:

We are a fast-growing site-based company looking for an experienced Operations Manager to oversee and manage our daily operations. As an Operations Manager, you will be responsible for ensuring the smooth running of our business operations, managing our team, and ensuring that we meet our production goals.

Responsibilities:

- Develop and implement operational strategies to improve efficiency and effectiveness
- Oversee daily operations, including production, inventory management, and quality control
- Manage and motivate a team of employees to achieve production goals
- Monitor and improve productivity, ensuring that targets are met and quality standards are maintained
- Develop and implement systems and processes to improve efficiency and reduce costs
- Work closely with other departments, including sales, marketing, and finance, to ensure that operations are aligned with business goals
- Ensure

At the bottom of the screen, there is a text input field with the placeholder text 'Start generating...' and a 'Generate' button.

Focussed 'ChatGPT' tools

- Have an intake form
- Use external data to make suggestions and enhance
- Able to use 'brand' vocabulary

Textio

The screenshot displays the Textio web application interface. At the top left is the Textio logo, followed by navigation links for 'New', 'Import', and 'Help'. On the top right, there are links for 'Document library', 'Analytics', and a user profile for 'Ben'. The main content area features a job post titled 'Customer Service Manager' for a role in Chicago. The job description text is highlighted with various colors (yellow, green, orange, purple, blue) to indicate different linguistic features. A callout box highlights the phrase 'driven by' and suggests the alternative 'inspired by' to better resonate with women. On the right side, a 'Textio Score' of 37 is shown as 'Below Average'. Below this, there are three charts: 'Slightly masculine tone' (a horizontal bar chart), 'Appeals to older people' (a line graph showing appeal across age groups from 20s to 60s), and a list of three issues: 'Contains too many questions', 'Sentences are too long', and 'Uses fixed mindset language'. At the bottom right, a note states that the writing is being compared to 25,152 recent job posts in Illinois.

textio New Import Help Document library Analytics Ben

Customer Service Manager

Job post for a Customer service role in Chicago

Our passionate team is hiring a competitive and results-driven customer service manager. We're a fun, fast-paced company, but we always work hard. As our team is rapidly expanding, we are looking for a customer service manager who is also a forward-thinking leader. This is a role where you will be more than just a cog in the system. We are looking for someone on leading phenomenal customer reps, a proven track record. This role would be a huge plus.

Do you have a great sense of humor? Are you driven by the ability to set and exceed results-oriented goals? Do you do your best under pressure with tight deadlines? When you see something that's a problem, do you make a change or just complain? If so, this might be the place for you.

A different phrase here would tend to resonate more with women.
Instead, you could try:
inspired by

Textio Score
37 Below Average

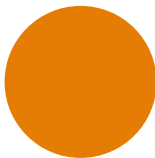
Slightly masculine tone

Appeals to older people

- Contains too many questions
- Sentences are too long
- Uses fixed mindset language

Textio is currently comparing your writing to 25,152 recent Customer service job posts in Illinois.

Database
Assessment tech
CRM



Assessment tech

**TO ERR IS HUMAN
TO BLAME IT ON SOMEONE
ELSE SHOWS
MANAGEMENT POTENTIAL**



Assessment tech



Assessment tech



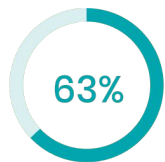
Assessment tech



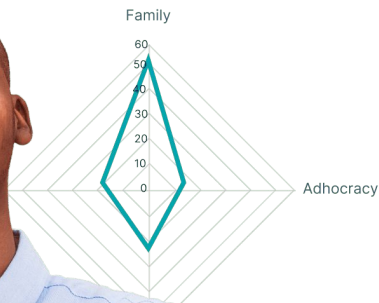
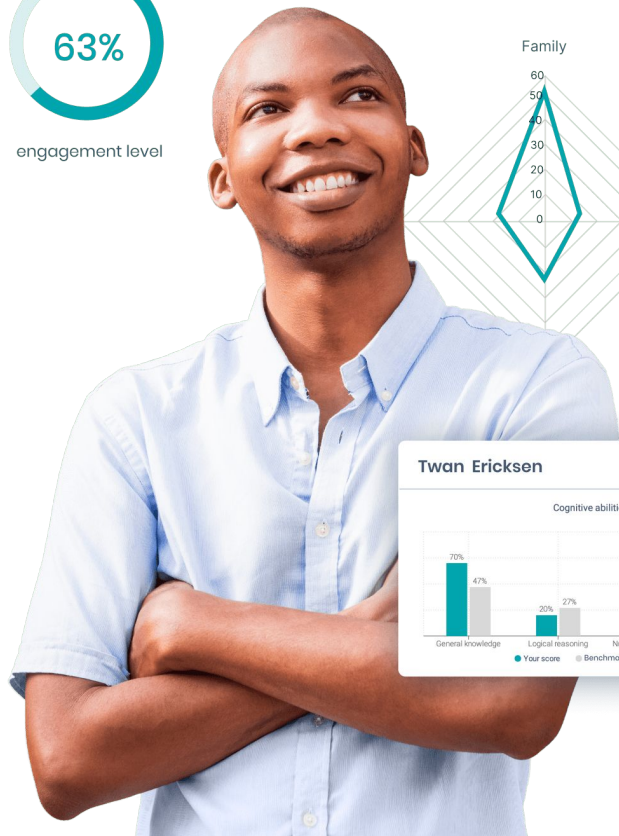
On this graph, you can find your **total score for innovation** based on the test. This score is benchmarked against the scores of the total group of participants.

- ▶ When you score lower than 50% of the total group of participants (i.e. norm group), you are profiled as an **Innovation Contributor**.
- ▶ When you score higher than 50% but lower than 87% of the norm group, you are an **Innovation Partner**.
- ▶ When you score for each skill higher than 50% and then also significantly higher on one of the three skills, you are profiled as a **Specialist** (Ideator, Champion, or Implementer).
- ▶ You are profiled as an **Innovation Master** when your score is higher than the score of 87% of the norm group.

Assessment tech

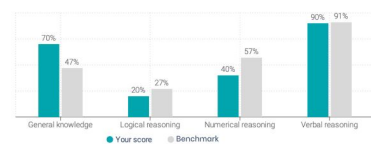


engagement level

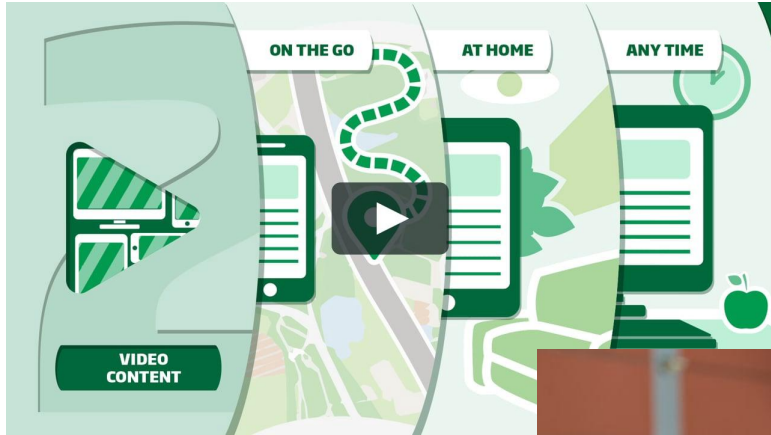


Twan Ericksen

Cognitive abilities scores



Talent community



Candidate CRM tech



Alerts & matching



Feliciteer ~~Mark van der Werf~~ met de nieuwe functie als Corporate recruiter bij **Equans Nederland**.

[Feliciteren](#)

TalentGPT: Show me the people in this database that match this job description

TalentGPT: Show me the number of people that moved to director level last year

TalentGPT: Show me who is ready to move from manager to director level this year



Advertise

Programmatic

Diverse ads



Programmatic tech



Diverse ads

Advertise on persona's

Lu Wie

Lu Wie is a true manager who gets joy from seeing team members flourish. Taking care of her children means she needs flexible hours, while she does always get the job done. She loves volunteering in the community garden and walking her dog..



Flexibele hours



Salary



Sustainability



Flexible hours



Salary



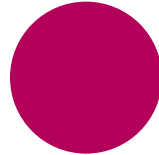
International opportunity



Bas

Bas is a driven professional who puts results before process. Honesty and open communications are more important to him than keeping the entire team happy. He loves clarity and quick decisions and has international career ambitions. In his spare time he loves to cook and cycle.

Source
Searching
Reaching out
Automatic alerts



Searching tech

The screenshot shows the Seekout search interface. At the top, there's a search bar with the text "Enter a new search". Below it, the search results are displayed for "574M Candidates" in "North America". The interface includes various filters such as "Keywords", "Country", and "Power Filters". Two candidate profiles are visible: Brian Turvey, a Senior Software Engineer at Northwind Labs, and Stephen Rodan, a Data Science, Research & Development at 72Signals.

A central graphic featuring a silhouette of a person in a suit reaching up towards a circular arrangement of social media icons. The icons include Twitter, Pinterest, Reddit, a speech bubble, TikTok, a letter 'M', Instagram, LinkedIn, and a laptop with an '@' symbol. The background is a solid blue color.



communication tech

To: eleanor.mccoy@corporate.com

Subject: Special offer

Hey Eleanor,

I'm contacting you because you requested a price quote, and I'd love to provide you with more information.

There are a few options available based on your requirements. Are you available this week for a quick chat?

I look forward to hearing from you.

- Christopher



Eleanor McCoy

CD (Questioner)

Efficient · Candid · Steadfast

HOW TO COMMUNICATE

Communicate with a direct, logical, and detail-oriented approach.

Do

- ✓ Use a serious, business-like tone as opposed to a casual tone
- ✓ Be upfront and blunt about potential issues

Don't

- ✗ Bounce around between many conversation pieces; stay focused

Sourcing alert tech





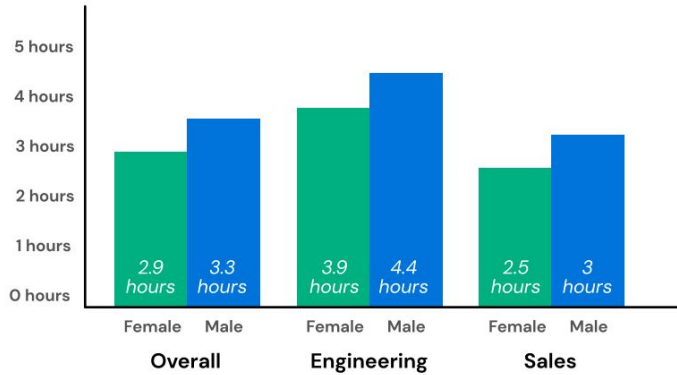
Interview

Analyze your interview(ers)



Analyse interviews

Scheduled Interview Hours

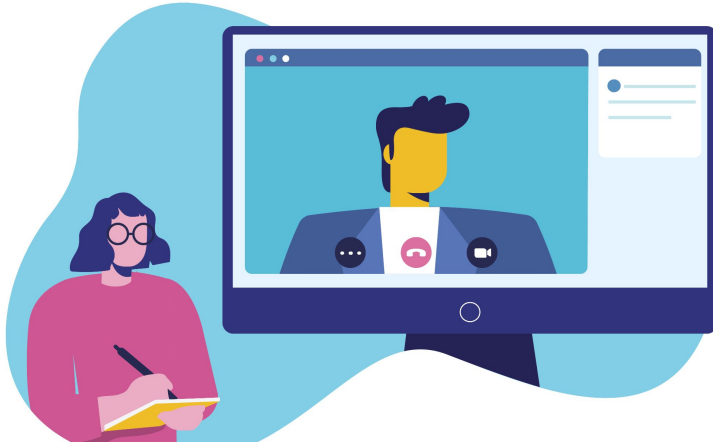


On-Time Interview Starts

73% Overall

68% Men Interviewing Women

Analyse interviews



Opportunity
The freedom to seek opportunities, take risks and push boundaries.

Security
The need for stability, continuity and job security.

Purpose
The need to use one's talents to help others and make a difference.

Compensation
The need to be well-paid and have significant financial rewards.

Technical Achievement
The need to obtain a feeling of technical accomplishment and work to the best of one's technical abilities.



Stimulation
The need for stimulation, challenge and variety in one's work.

Autonomy
The freedom and discretion to schedule one's work and how the work is carried out.

Authority
The need for power and control over others 'to give directions and instructions to others'.

Work-Life Balance
The need to seek fulfillment in one's personal activities outside of work.

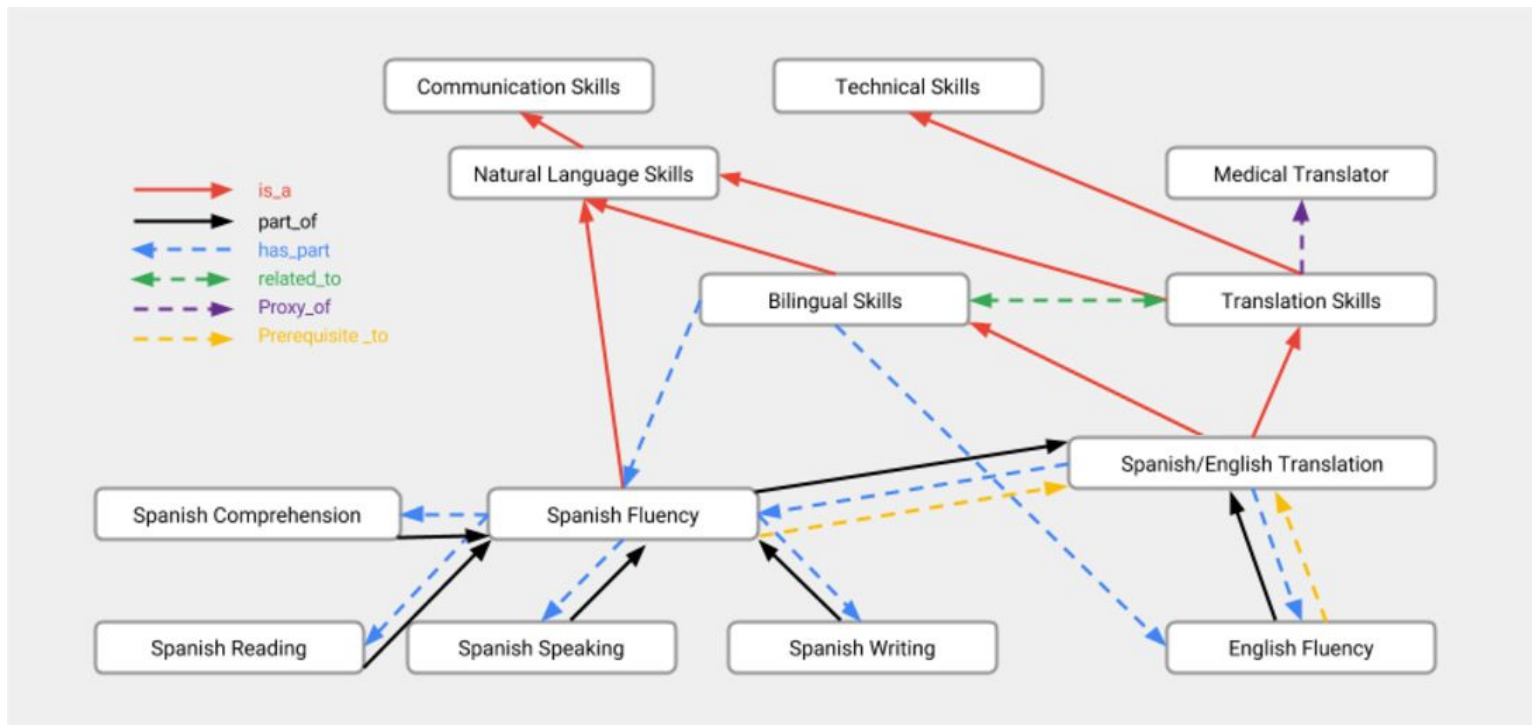
Match



CV



Skills



Skills

my.harver.com/overview

harver Home **Vacancies** Flows Accounts Users Sources

Sarah Smith

< Mobile Marketing Manager, San Francisco

Progress Short List **TalentPool** Invite Contract Hire Reject

Unassigned Report Contract Share

Peter Brown

★★★★☆ **85%** Previous Next

Amsterdam, the Netherlands

All details

Personality Fit

● Organization
● Candidate

Emotionality
Cool-blooded ———— ● Warm-blooded

Extroversion
Introverted ———— ● Extroverted

Openness to Experiences
Realistic ———— ● Imaginative

Agreeableness
Directive ———— ● Harmonious

Conscientiousness
Impulsive ———— ● Goal-oriented

Honesty-Humility
Manipulative ———— ● Honest

Skills

Skill	Score
Typing	85
Multitasking	65
Braingame	35
SJT	55
Language	85

Cultural Fit

Organization

Candidate

Market Adhocracy Clan Hierarchy

VideoPitch

Detailed information List

Thank you for your time and attention

