

ARTIFICIAL INTELLIGENCE & AUTOMATION

Enhancing Job Search

SYNC UP

Joshua Sirota
Swanand Mehta

JOSHUA SIROTA

SWANAND MEHTA

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JOSHUA SIROTA
SWANAND MEHTA

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INTRODUCTION

Welcome! if you are reading this text, congratulations! Not because you just hit a jackpot, but because you have recognized the need to simplify the overly complicated job hunting process.

The need to discover efficient ways to do things is worth a lot more than gold and silver for productivity is the first step to long term actualization.

In this book, you will be exposed to highly effective pragmatic steps that demonstrates how to leverage on Artificial Intelligence & Automation in your job search to land the job of your dreams. This book ultimately shows you how to be intentional and proactive in order to make a significant difference with job hunting.

Do you need a job because you want to essentially stay active in the work industry, or you want to make some extra income? Do you often feel unmotivated to take necessary steps even when you see the huge potential benefit? Do you often wonder how to filter overwhelming information on the internet? Then this book is for you!

At the end of this book, it is a guarantee you would wake up each morning feeling like you have all the necessary tool to make your job search a walk in the park, because it is.

Read on!!!

CHAPTER ONE

PROBLEMS ASSOCIATED WITH A JOB SEARCH.

The tale of job hunting has always been one to dread by new job seekers or people transitioning into different fields. While it can be a very daunting task looking for a job, everyone needs to find a job that suits their background, experience and expertise in order to move up the hierarchy in their respective careers. It requires a lot of time searching for opportunities and talking to strangers. The labor market is dynamic, and people are always searching for work, whether they are transitioning, and moving firms, leaving, or laid-off on a pre-mature basis. Whatever their cause for joblessness, their stories are strikingly close. Many disappointed by an industry that seemed to have done nothing to fix their concerns publicly discuss and criticize their problems. The recruitment and selection process for such a position is fraught with additional obstacles that make job searching an often stressful and challenging activity. There are plenty of places job seekers can check for open positions. Job seekers can use online tools like LinkedIn, career boards, and company websites. Go to networking and business conferences, and browse

through newspapers and trade magazines. This is just the tip of the iceberg. With many options available, job seekers find it difficult focusing their efforts in the right places to achieve the best results. They can, therefore, spend months searching for a role with little to show for it. Candidates rely on job descriptions to know whether they're fit for the job and should apply for the position. Job specifications, however, can be uninformative, either because they are too long or too short. Glutting a job description with any possible detail doesn't provide a clear idea of what counts.

Conversely, if a job description is too vague, the candidate may not be told what the essential skills and responsibilities are, and what the salary and benefits are. Until applying for a job, applicants wish to know about their future employers. Most job seekers spend a few hours researching a company before they hit "Apply." Unfortunately, businesses often don't have readily accessible information about their company, its products, and services, culture, values, and environment. Potential candidates must play a hide-and-go-seek online game for company information. When a job seeker has found a position he or she wants to apply for, there are a lot of precautions they need to take. Most companies have application and selection procedures which were not explicitly planned for the candidate's

experience. Job seekers may become irritated or confused when it takes a million steps to apply. They often have no idea where they are in the interview process even when a candidate has been interviewed, because the hiring processes of the employer do not include keeping candidates up-to-date.

Once a candidate has sent in an application, completed interviews, and spent time, effort, and energy trying to get a particular job, it can feel like a slap in the face to not receive feedback on their applications. Applicants don't get a chance to correct any problems or flaws in their results before applying for the next position. Potential employers should take steps to make things easier by improving recruiting and selection processes to be more productive and applicant-friendly, the problems within the hiring process can go a long way toward mitigating them. Having job openings that are easier to find, being honest about business, and redoing job descriptions can help to ease the path of job seekers to fill open positions and reach their potential.

It's hard networking, and technology didn't make it easier. LinkedIn is a helpful forum, but it's so much an opportunity to connect people and businesses better. Talking from

personal experience, people are usually afraid, time-constrained, or too lazy to network until they need a new job. It takes a lot of time to network, you need to work your way through people to interact with the hiring people, and that's assuming they are on LinkedIn and are actively involved. Networking is well known to be the best way to get a new job, and it is a shame that most people don't know how to do it well.

Every hiring manager wants the best candidates, but the best candidates are not mythical. They are all over the place. I know that every organization feels unique in the way that they do business. In reality, companies may have individuality, but in any company, most functions are the same. Most people are fortunate enough never to be unemployed for long periods, or shift or vanish from under them. Companies want to hire the best; candidates just want an opportunity to prove they can add value. Maybe they are unicorns, or they are very cool workers who just need a chance to show what they can do for you. Despite candidate tracking systems still, at the forefront of the recruitment process, it is often difficult for the CV to enter the hands of a professional recruiter. A referral in today's job search gives you a better chance of being noticed-and hired-by employers. Not only is an employee referral

program a cheaper alternative to recruitment, it also makes you in the eyes of recruiters a more trustworthy candidate, as there is a standard connection to vouch for you. Managers increasingly rely on the power of ATS (Application Tracking System) to find suitable candidates based on keyword matches – maybe one of the worst pieces of technology to solve a human problem. What others see as a problem is something you can use to your advantage. You can use technology to better your chances of landing a job.

CHAPTER TWO

USING TECHNOLOGY TO BETTER YOUR JOB SEARCH.

Looking for work meant long, agonizing hours on your feet. You will hit the pavement and turn any advertised role into resumes, just like throwing a net and hoping for a significant catch. If you were lucky and knew someone, you could sometimes get a job by making a couple of phone calls or visits. It was not difficult to look for a job, but it was time-consuming.

Fast forward to today, job search technology has turned its back on the conventional application processes. With all the new job-searching tips and recruitment strategies, it is more comfortable, but also more complex. Nearly one-third of all searches on Google are job-related, according to Jennifer McClure. You can use the internet to find out about new job openings, incentives for retraining, and even how our employers want to do work. Dozens of sites are ready to address your job search tips with in-depth knowledge, wage range, and opportunities. Whether it is relevant to work and you want to know about it, then it will be available online. In a recent survey of recruiters, nearly

every respondent said they used the LinkedIn business networking platform for recruitment.

When you are in the job market, you may be losing out on several jobs by not getting a LinkedIn profile. Employers search for information on LinkedIn, so be sure that any information you have on is professional in public. Dealing with the influx of resumes that most firms receive, larger companies are switching to automated screening systems to keep less likely applicants out. It means a human being may not see your details when applying for a business, and that can be disappointing. Not all considerations related to work can be condensed on a paper sheet. It can be excellent news if you're eligible for the position you've applied for; less competition means a higher chance of getting hired. Given the vast amount of job postings to be sifted online, it is safe to believe most jobs are placed on the internet. A lot of companies recruit internally or by word of mouth and never post an online work ad. Technology is an excellent tool in n your toolbox, but be careful not to rely entirely on it for your job search. Pay attention to networking and job search tips to ensure all of the bases are covered, and the right prospects are found.

Technology has helped make job searches more convenient than ever before. With an internet connection and a telephone, job seekers can look for jobs from anywhere in the world, anywhere in the world. It is not only easier to look at but also to apply for jobs with a button click. It continues to pose a challenge not only for employers searching out standing applicants, but also for job seekers themselves who compete with hundreds or thousands of other job seekers. One way to hack this problem is by reading carefully job descriptions and including those keywords to align with your curriculum vitae, experience and abilities. Technology advancement has undoubtedly changed the nature of the hiring process. Overall, technology has improved both chances of getting a job and the chances of employers finding the right employee. Still, landing jobs online requires different job-searching tips than it used to. Any time of the day or night, the ability to perform job searches and apply online has made jobs more accessible to more people. Although job search technology has created new obstacles for many job seekers, none of us will be willing to go back to the old fashioned way of searching for jobs. Technological developments have influenced every segment of society, including the job search process. Instead of wasting hours thumbing through

classified ads, job seekers can now use social media and career pages not only to browse for work but also to narrow down their searches to particular sectors or even companies.

Moreover, the internet has made it easier for job seekers to get out there, showing their resumes and skills. Technology has not only made it easier for job seekers to find work ads, but job seekers can now more effectively brand themselves. You can now interview anywhere if you made it through the screening process and were called for an interview, but the job for which you are interviewing is thousands of miles away. That would usually entail a cross-country road trip and a telephone interview. Technological advancements such as video calls have made face-to-face conversations with people on different sides of the planet easier to execute. Not only was it possible to make one-on-one video calls, but panel interviews – using video conferencing technology – can be conducted between multiple people in various parts of the world. The introduction of video technology has also reduced the time it takes for companies to find and recruit potential employees.

Social networking is having a significant effect on job searches today. Indeed, if you don't use your social media profiles to attract employers, you 're missing out on a great opportunity. LinkedIn is potentially the most relevant forum for potential employers to consider. Make sure you use a professional picture to enhance your profile and provide a detailed overview of your experience and skill. Keywords on LinkedIn are also incredibly useful so make sure you use every possible keyword your employers in your industry may be searching for. If you're looking for a way out of the race, create a Video CV. These are not approved by all applications yet, but you can still post them on YouTube, LinkedIn, and your website. This allows employers to see you in a more intimate way than is possible on paper. Practice many times until you are at ease with the content and delivery. You also need to pay extra attention to how you clothe yourself and your climate. A related trend is to get interviewed on Skype instead of meeting the employer in person. It is a good idea to get used to speaking in a camera as this is becoming increasingly common in the process of job searching.

Offer what employers and search engines want

You have to focus on pleasing job search engines as well as human hiring managers using today's technology. Below are some of the most significant points to remember:

- Make the correct combination of keywords and categories. Keywords play a big part of search engines. Study as many words and phrases as possible and use them on job sites and social media channels in your work listings. Note that employers sometimes identify similar jobs using different words. The more keywords you include, the better the chances you'll find an employer. The same happens when you are searching for jobs on job sites, LinkedIn or wherever jobs are identified. Check as many categories as possible, because hiring managers do not always list positions the same way.
- Their own website is an important tool for searching for work. A website always gives you the opportunity to highlight your knowledge and experience. Consider creating a Wog on your website where you can have loads of keyword-rich content and show the world that you are keeping up with your industry's latest trends.

- Take professional pictures. Your headshot also reflects the first image people get from you. Investing in getting such professional photos taken instead of relying on selfies or cheap photo booth images is worthwhile. Keep in mind that photographs are relevant on public work sites or social media sites but are best left out of resumes unless specifically requested (unless you are in the entertainment industry).
- Use a proprietary email address. That makes a better impression than a generic email from Yahoo or Gmail. It's also important to avoid dumb or scandalous emails like Superman1234 or CuteKittyxyz.
- Search wide and far. There's no reason to limit yourself to one or two options, with so many job sites and social media and blogging channels available. Posting as widely as possible your credentials and/or CV just increases your chances.

In today's Information Age, information about companies and potential employers is easier than ever to find. In combination with social media, communicating with these potential employers is also simpler than ever, through a combination of direct application, marketing and self-

branding, and networking. In addition to clicking “Apply Now” or “Submit Resume”, technology has also changed the cycle of job searching by making it easier for employers to interview prospective candidates using video conferencing. For best job search advice contact Kinsey Management.

There are many tools at your fingertips to help you find the perfect work and highlight your professional achievements- but what are the best ways to use them for you?

"When you're hunting for a new job, using all available sources can help you target your job search to find the right roles for you," said Robert Walters Associate Director Lance Maree.

"As the technology sector becomes more competitive, it is critical that technology professionals use technology not only in their day-to-day work role, but also as a resource for faster access to available jobs."

Any of these types of technology, networks, and online resources will help you boost your job search for technology.

Internet media: Social Network

Maintain your profile current with relevant work experience across all platforms.

Expand your network by searching for and linking to others.

Place a few guidelines to help.

IT social media platforms are constantly changing-you're active on social media technology sites related to your job, such as GitHub, Stack Overflow and Meetup, Facebook and Google+.

Applications

To search and apply on the go, download recruitment jobs apps.

Edit your CV, so that it can be read on mobile devices.

Download the Employment Search App Robert Walters.

Check your salary and what you'd receive with the Robert Walters Salary Checker App.

Email Address

Personalize email messages for recruiters and companies.

Attach your digital curriculum vitae, cover letters and sample research.

Schedules

Using the available programs and applications to change your CV according to the job and industry.

Ensure that your CV is most appropriately formatted (creative industries may prefer a different format to other sectors).

Technologies in the cloud

Store and access files while on the go.

Give detailed examples of your work when the recruiters and employers request it.

When the technology industry becomes more competitive, it is vital that professionals not only use technology in their day-to-day work roles, but also as a platform for easier access to available jobs. Using all the resources at your

fingertips will help you identify the best positions, demonstrate your experience and why you are right for the position, as well as help recruiters and employers identify you proactively.

Through accessing our work search page take the first step towards the next opportunity.

CHAPTER THREE

WHY DO PEOPLE NOT ACE THEIR INTERVIEW (HERE)?

I also took applicants into the office as a corporate recruiter to interview a client because their resume was a match for a position, but eventually didn't extend a job offer because the individual wasn't a good cultural fit for the organisation. Yes, hiring managers are searching for applicants who fit the job description but they're testing the soft skills during the interview at the end of the day. We want to see how well you're getting along with the community as well as the firm's principles.

Another explanation people don't get the work is that someone has a better talent and/or experience package. Perhaps the person who would be hired over you right now has served in exactly the same job for a direct rival, while you are taking a jump from one industry to another.

However, that's who you know. Another candidate may have had a better internal link. You may have been a spot on match but another candidate has also been a match and, on top of that, one of their previous employers is actually

working in the company and that person has put in a good word to contribute to their work ethic.

Unfortunately you can never hear an employer's clear reasons. The best thing to do is remain optimistic and adapt what you've learned to your next experience of interviewing. Good luck! The specific reasons why you are not being called in for a particular interview is hard to say. Nonetheless, focusing on some of the most common reasons why applicants aren't chosen can be useful as you refine your job search skills.

Here are the top 25 reasons why you may not have been approached for an interview, as well as advice on how to tackle issues that might have knocked you out. If any of these seem to apply to your case, be sure to change your application materials around next time.

Not a work match. An automated system or a hiring manager filtered you out because the language in your CV did not suit the criteria specified in the job posting. It is important that you take the time to highlight the skills that suit you for your CV role. Companies are too busy to take the time to figure out if somebody is a strong candidate.

They are waiting for you to prove to them how professional you are.

Lack of qualifications for the job. Your knowledge and skills do not suit the skills required to excel in the work, or you did not clearly demonstrate how you applied the skills you wanted. Take the time to match the skills to the job requirements. At a glance, you'll show the recruitment manager why you're a good fit.

Superskilled employers have a belief that you are overqualified. Being overqualified can do as much damage to your candidacy as being underqualified for a role. Using your cover letter to clarify why you are applying, your excitement about the job, and what the organization can give.

Had not followed instructions. You didn't have any of the necessary information or obey the application's instructions. One simple way for employers to narrow down the selection of applicants is to delete the candidates who did not include the details needed. If you were unable to follow the instructions while applying, the employer would question if you were hired you would be able to

follow the instructions. Make sure you've covered all of the bases, particularly when applying for a job online.

Performances are not showcased. The letter of resume and cover does not expose the accomplishments and will not demonstrate how you have had an impact with past employers on the bottom line. Quantifying your successes using numbers is an ideal way to impress an employer.

Faults. Your records also contained, grammatical and/or spelling errors. Picking up your own mistakes isn't always easy. Proofread all your job application documents carefully, and if you can, have someone else look at them for you.

Big cover letter. The cover letter has been generic and not customized to the work. A cover letter is intended to market your accomplishments. You can write about what the business can deliver, not what you want in a job. Be descriptive, and tailor your cover letters in order to highlight your best attributes.

Extremely short cover letter. Your cover letter was too short, and you were not strongly motivated to seek the role assumed by the hiring manager. Make sure your letter

covers all of the elements of a good cover letter, and is full of information of what you can give the employer.

Work-hopping. In your history the hiring manager may have questions about a pattern of job-hopping. When you're concerned about being labeled a job-hopper, you should tweak your resume to underline how many times you've changed jobs.

Missed certificates. You don't have the requisite educational credential. Most employees have the appropriate educational level or comparable experience. If those requirements are not met, you may not be considered for the role.

Too onerous. Your pay demands or perceived wage criteria outweigh the resources available. If the company thinks you're going to be too costly to hire, they might opt out of interviewing you. Take the time to assess what you value and whether the job is a financial fit.

Experience Short. Inside that role and/or industry you lack relevant work experience. When you don't have the right skills, you're not definitely getting an interview. A step or two further up the career ladder you should have applied

for a job than is ideal to get picked at this stage. If this is the case, start with an entry-level job, then try applying again after more experience has been obtained.

Your Credentials Didn't Sell. Perhaps you didn't make a good enough argument for your involvement in the work. Did you sell the hiring manager why you should be interviewed by them? One way to make an argument compelling is to show a little personality in your cover letter. It'll help you get out of crowd.

It does not seem like a match to the work. You have not explained how the work falls into your career strategy. Is the experience you have with the position you are applying for linked to in your CV? Did you show the boss why this job would be a good fit for you and the organization alike? If it wasn't easy, next time spend some extra time tailoring your resume.

No reference. You do not seek the support of any friends at the employer to lobby for your candidacy. Another applicant may have received a recommendation from someone who worked at the company. That's a smart way to help ensure you have a close look at your application materials.

Lacks in jobs. Your jobs includes unexplained holes. Glaring holes in your CV could be a red flag for prospective employers. At least they'll wonder what you did during the time you weren't gainfully employed. There are ways you can make career differences less noticeable on your curriculum vitae so you get a better shot at getting an interview.

An unprofessional presence on social media. Your image online could damage your candidacy. Before applying for another job, take a look at your employer's social media pages. Did you change your privacy settings with care? Is everything open to the public suitable? Have you revised your profile on LinkedIn so it is detailed and highlights your skills?

Out-of-town candidate. You live outside the city, and local candidates are preferred by the employer. If you're looking for a long distance job, there are things you can do to improve your chances of getting an interview. Using a few helpful tips will help you find a job in a new place, no matter where you are today.

Others are better qualified. Your credentials are a decent match but the candidates are better. There could have been

plenty of well-qualified candidates in this situation. Alas, you didn't make the cut. Check at the qualifications that the employer required, and decide whether you need to improve yours to become a more competitive candidate.

There was already a large pool of applicants. You applied later than other highly qualified candidates for the job. Employers sometimes need to recruit quickly. They could start the interview process as soon as they start receiving applications, and they might already have hired someone. One way to get ahead of the crowd is to set up career agents so you're informed as soon as they're mentioned regarding new opportunities.

Hired an inside candidate. At that company the employer has a favored internal candidate with a proven track record. It's not a comment of your credentials. The organization then decided to promote an employee, rather than hiring an external candidate.

There had been positive feedback from another candidate. Many external candidates within the company may have been supported by people who are respected by the decision-makers and bosses. If the company had suggestions on who to consider for the position, those

recommendations could have forced out of the running candidates otherwise eligible.

Could have put the job on hold. Uncertainty over funding may have slowed the recruitment process. Budget or financing issues could occur, and the process could be held up while the organization is trying to figure out its financial situation.

Too much more happens. Staff members responsible for recruiting are concerned with other immediate concerns, and are not yet concentrating on the search. While employers have good intentions, other factors may have required a resource shift, and the firm may simply be too busy to immediately add staff.

The firm is rethinking the need to employ a staff. Business has slowed, and the employer is no longer committed to hiring for this job. It is costly to add a new employee, and if there is a market slowdown the company can rethink the decision to expand the workforce.

HOW TO DEAL WITH EMOTIONAL STRESS

Looking for a new career but being hired with zero luck can be extremely demoralizing, to put it mildly.

As it turns out, "evidence reflects traditional wisdom," said Dan Witters, Gallup National Health and Well-being Index manager and polling analyst.

Although research shows that people experience an increased sense of well-being just after losing their jobs, if they are still looking after 10 to 12 weeks the pattern reverses. In addition to the apparent financial burden of being unemployed or underemployed, these groups are often suffering from poorer physical health, with depression levels increasing among the unemployed the longer they go without finding jobs.

The job-search stress cure isn't as easy as hitting the pavement and sending out more resumes. Michelle Maidenberg, an adjunct associate professor of cognitive behavioral therapy and human behavior at the N.Y.U. Silver School of Social Work with a private practice in Harrison, N.Y., said that even successful applicants are not guaranteed success, causing "this constant uncertainty of not knowing when job search will end". Dealing with this

kind of adversity emotionally is one ability that few of us have been taught, and it involves building new behaviors in our personal lives.

If it feels like your well-being is on hold while you're focusing on bigger things — like job hunting — consider this: unemployment's emotional and mental health outcomes can create "a feedback mechanism where the longer you go, the harder it's on your emotional health," said Mr. Witters. "The worse your emotional health is, the more difficult it is to find work."

If you suffer from job-search depression or are happily employed, knowing the coping mechanisms needed to handle issues like stress and loss of control will always come in handy, Dr. Maidenberg said.

You're more than just your work

"There's so much we're caught up in the workplace, but you're more than your job," said Alison Doyle, a job search specialist at Balance Careers, part of the sites' Balance family, and offering advice on topics such as personal finance, careers and small business.

When people imagine job-search depression they frequently attribute it to financial instability and constant rejection, but it turns out that "identity is a much larger piece of the puzzle than people had previously thought," said Dawn R. Norris, an associate professor of sociology at the University of Wisconsin-La Crosse and author of "Job Loss, Identity, and Mental Health."

"Some of the people in my study personally said it was the most important thing to them, even beyond financial concerns," she said. Those who listed financial concerns as their top source of stress also cited as close seconds a perceived loss of identity.

The belief that we are our work is a huge explanation for the job quest, and it is so distressing to receive frequent reminders that we are not who we think we are.

"When your identity is challenged, you need a solution based on identity," said Dr. Norris.

The Solution: Understand that your personality consists of a range of interactions, preferences and values — not just your work status — and "have other places of your life that

you can rely on as a source of happiness and trust," said Dr. Maidenberg. This is key to dealing with job loss.

Treat job search as work

In addition to the loss of income and identity which can result from being out of work, there is also the loss of everyday structure. Sending emails while wearing sweatpants on the couch might sound like a dream to some, but after a while, the lack of scheduled time might lead to anxiety, depression, and disconnection feelings, Dr. Norris said.

The Solution: Build structure for yourself, both inside and out of the job search. Setting strict working hours will help prevent the hunt from spilling into any aspect of your life, forcing you to work more efficiently with deadlines. Easy guidelines, such as a "No LinkedIn after 6 p.m." policy, or a compulsory lunch period, would allow you the freedom to concentrate on certain interests and relationships and recover mentally.

The difficulty of looking for a job may also make people feel like they don't deserve rest, yet working overtime and striving to the point of burnout can just intensify loneliness

and depression feelings. That can impact your mental health as well as your job prospects, Mr. Witters said.

"It's a channel for feedback that the longer you go, the worse it's for your mental wellbeing," he said. "The worst the mental wellbeing is, the tougher" can be following career leads and dazzling interviewees with success.

Place yourself to a few wins

Mr. Witters said research has shown a strong inverse relationship to depression in setting and attaining goals.

"If you are out of a job, it's going to be one of your goals to find one," he said. "That is an unrealized goal."

The Solution: If you're going to send out a variety of cover letters, or doing something that's completely unrelated to your work quest, try to "do a few things that are always possible beyond your comfort zone," Ms. Doyle said. This will make you "feel much better about yourself," she said.

It is especially important to resist the temptation to set over-ambitious goals, she said, because failure to achieve them will have a negative impact on your well-being and may even slow your overall progress.

While it can be difficult to celebrate smaller achievements, particularly if they seem insignificant or are not specifically related to job searching, the influence of small wins means that such moments can have a huge effect on our mental and emotional wellbeing.

HOW TO USE AI AND AUTOMATION TO YOUR ADVANTAGE?

Artificial Intelligence (AI) has changed our lives for decades but its impact today is greater than ever. Often, when a new AI-powered device, tool, or product emerges and outperforms us humans we don't even know it. Indeed, AI influences human life on all kinds of levels that range from:

Tedious, time-consuming activities are automated to;

Increasing human capabilities, and;

Human Functions Amplification.

"Although much of the use of this AI technology is actually elementary stifling, it fundamentally changes our daily lives; professionally and personally."

Nonetheless, the advantages of AI and automation for HR and the workplace aren't coming overnight. It's a journey and one can see the short-term benefits of this process of automation, the medium-term benefits of increase and, eventually, the long-term benefits of amplifying human activities or tasks.

Let's look in more depth at the various impacts of AI and automation on HR and the work force. Next, let's find out what history has been telling, and how long this transition to AI and automation has been going on. After that, we'll discuss how we can adopt this emerging technology and what the basic approaches are to develop as an enterprise while transforming future challenges into opportunity.

AI and HR Automation: Effect and State of the Day

AI is everywhere today and there are many things to think as to how the future of work will be influenced.

"It's creeping into almost every piece of software now," said Deloitte's Principal and CEO, Josh Bersin. About 40 per cent of organizations use some form of AI in HR alone, based on Deloitte's research by Bersin.

38 percent of enterprises are already using AI in their workplace, with 62 percent planning to continue using it as early as this year, according to Staff today. 33 per cent of workers expect their employment to be increased by AI in the immediate future, according to Bersin by Deloitte.

Across nearly every major industry, artificial intelligence is present, from health care to advertising, transportation, banking, legal, education, and now even inside our workplaces.

In our personal lives, we are already increasingly using chatbots and virtual assistants and now we can expect to use them in the workplace too. To help us find new jobs, answer FAQs or get coaching and mentoring, for example. Using artificial intelligence in organizations will help us create a more streamlined, scalable, and user-driven experience for the employees.

Let's look at a typical working day from the workforce's everyday life so we can see some of the very common, realistic uses of AI clearly.

It's no easy job to find the right candidate for your squad. Paradox uses Olivia as an AI assistant which enables you to

focus on the entire management of the candidates. While VCV is an AI-powered Robot-Recruiter looking for candidates; it calls them with voice recognition questions, and then invites them to film a video interview. Glider is another example that can help when you're out of the office to place your hiring efforts on 'auto-pilot'

Need to recommend direct reporting courses but can't manage the time to do so? SAP SuccessFactors, Cornerstone, Talentsoft, and many others now provide similar features to recommend a person's career track and performance based courses.

If in recent years you haven't been searching for a job, things have changed drastically and will continue to evolve thanks to artificial intelligence (AI). According to a survey by Korn Ferry Global, 63 percent of respondents said that AI had modified their organization's way of hiring happens. Not only do applicants need to get past human gatekeepers while they're searching for a new career, but they do need to pass artificial intelligence screening, which continues to get more sophisticated. Recruiting and recruiting new workers is an expensive activity for companies, and they want to do whatever they can to find applicants that can

make successful long-term workers with a decent return on their investment in recruitment.

Searching for jobs in the era of artificial intelligence

STOCK for ADOBE

Below are a few things to keep in mind for applicants and organisations as AI is part of job quest.

Why AI is involved in recruitment

Much as in other sectors, artificial intelligence has the ability to streamline the cycle of job searching and take over time-consuming human tasks. There are many aspects in which artificial intelligence supports applicants and companies in a career search and the recruiting and hiring process.

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Candidates can use job-seeking tools for artificial intelligence to identify open roles that suit their specific skill set, and to discover organizations with the culture they want. This alone will save a huge amount of energy on candidates in an endeavor that is often time consuming. Similarly, AI will perform employee outreach for businesses far more effectively so that they can find applicants who are genuinely appropriate for the position.

When the CV screening process is automated, it is much more efficient-appreciated by both candidates and departments of human resources. Furthermore, because recruiters are not going to get bogged down in the CV evaluation process, they have more time to develop applicant relationships.

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AI-powered chatbots are responsive and fast during application phase to help an applicant. Having a chatbot handling candidate's inquiries is another way that artificial intelligence frees up the time for human staff to handle tasks they can only address.

Artificial intelligence helps organizations avoid the inevitable unconscious bias that falls into the process of recruiting when people decide which candidates to consider for a position. It can also help businesses identify growth opportunities for existing employees, provide training needs that set employees up for success and future promotions, and match high-performing employees to new opportunities at the moment.

The challenges AI tools present in the recruitment process

Candidates need to learn how to change their curricula and curriculum vitae to get through the gatekeepers of artificial intelligence. If they don't change their approach they won't match jobs and organizations that could be a good fit. You also need to be prepared to succeed if asked to perform an artificial interview — where an applicant communicates with AI rather than a human being. There are also businesses that are coming up to support applicants "beat AI" to get a job.

Artificial intelligence enables individual organisations to search several data points for each candidate. Not only are social media pages checked, but various variables that make up a candidate's digital presence can also be criticized

— something that would be unlikely if only humans were given the task. This poses important questions about the privacy of which details can be used to screen candidates.

While needing a lot of data to function efficiently, artificial intelligence may also learn human bias if there is bias in the data set and algorithms they operate out of. Attitude, job behavior and other qualities are also hard to judge for a robot but have also been part of the recruiting process.

Practical tips for job seekers to plan for AI while searching for a career

Using keywords in your curriculum vitae and cover letter appropriate for the role you are pursuing

If you're writing your written materials to apply for a position, align the terms you use with the work listing jargon and keywords. When you are asking someone who knows AP, make sure to include AP on your CV and cover letter and not payable accounts.

Read like a human being

Verify that the products are all legible and grammatically correct. Should not believe that because your materials are being checked by a bot, you need to fill up your CV with

keywords to get past their algorithms. If you make it past the bots, humans will still review your CV, and if your written communication is barely intelligible they will not be impressed by your skills.

Got a presence online

Although you need to be careful to have a decent online presence, you could be at a disadvantage if you don't have one at all. Make sure your LinkedIn profile is up-to - date and a personal website for your work search can also be helpful depending on the position you are pursuing.

Make sure your contact information is available

When they notice you online make it easy for AI apps and recruiters to contact you. When people make all of their online settings private, they may miss out on job opportunities. Only for work hunting, you can create an email address and set up a Google Voice number which can be forwarded to your phone to receive messages.

Prepare yourself to digital interviews.

Interviews by AI bots will not just check what you're saying during the interview, but how you're saying it. It

will evaluate not only word choices, but also facial expressions and body language. I recently wrote about how Unilever now uses AI in its recruitment, which will give you more insight.

Artificial intelligence has changed the process of job-search. Candidates must adapt to the new fact, in order to compete.

How to get your career quest automated

Looking for a job can feel overwhelming, especially when you are low on time and energy. However, you will not get far in today's competitive market if you focus all your energy on crafting perfect cover letters and responding to online listings, experts say.

To maximize your chances of getting an interview, job-search strategists suggest that you network aggressively, study your target companies thoroughly, and think creatively about landing on a recruiter's radar.

"It is one of the few things you cannot take a break on in life," says Sarah Johnston, a job-search consultant.

That doesn't mean you've got to spend hours performing every job on your to-do list perfectly. You can then use technology to cut off the amount of time you need to spend on your quest while still producing results.

Consider these six tips, to make your work search more efficient:

1. Generate leads via Automated Email Alerts

If your search method involves visiting multiple job boards and sifting through the listings manually, you are wasting valuable time. Set up email reminders instead, and let the listings come to you.

For example, Google for Jobs aggregates listings from multiple work boards and lets you set up email alerts for specific job titles. Executive resume writer Donna Svei, however, recommends that you always keep an eye on Indeed. It is one of the world's largest job boards and its listings don't appear on Google.

2. Use the Alerts to find opportunities to network

Alerts for events in your area can also be set up through platforms such as Meetup, so you don't miss any

networking opportunities. You may also set up Google Alerts for your region's trade groups and business associations.

Although "many career experts would suggest you concentrate on networking, there are still many people who are hesitant to do so," says career coach Phyllis Mufson.

It's humiliating or daunting for many job seekers to reach out to their contacts and ask for support. Also, you can feel daunted by the prospect of meeting new people, particularly if you are shy or uncertain about how to network.

However, it is important to note that networking is not just about asking for support from other people — it is about making concrete connections.

Instead of only asking people for support, career coach Maggie Mistal recommends offering them your services. Ask the people in your network if you can do something to help them, and also try to get them leads or other useful bits of information.

Mufson suggests using an organizing tool such as JibberJobber to store notes about your contacts in one location to help save time and keep track of the contacts.

3. Using LinkedIn to get on the radars of recruiting managers

Setting your LinkedIn profile to prove you are open to opportunities is one of the quickest ways to let companies know you're on the market. You can also use keywords and custom content to refine your profile so recruiters are more likely to find it when they are looking for people like you.

LinkedIn also provides a range of extra resources that can help you attract the recruiting authorities' attention without spending the entire day reviewing profiles. Svei recommends, for example, signing up for LinkedIn's Sales Navigator, which helps you to track key decision makers and get updates when they are active on LinkedIn. You'll know how to like or comment on one of their articles in a thoughtful way. According to Svei, it's a clever way to get noticed: "People posting on LinkedIn are just trying to see who's getting into their posts."

Likewise, by posting on those sites, Mistal suggests joining similar LinkedIn groups and networking with the members.

4. Upload or resume your portfolio to a Recruiters Visit

Through submitting your CV to career websites like Recruiter.com, you will increase the likelihood that a recruiter will see you. Consider uploading your work to a third-party website such as Contently or GitHub if you create content or develop custom tools.

5. Set Autopilot to The social media

Establishing your professional brand is a smart way to attract potential employers by building a public presence. That can require a lot of work, however. Try using social media tools such as HootSuite, which helps you to plan posts in advance so that you don't need to manually sign in and share updates whenever you have something to say.

6. Use the Prep Technology for Interviews

Whether you're just meeting someone for coffee or planning for an official interview, you're going to want to check out your contact in advance. You needn't really spend a ton of time on Google to do this, though.

Svei recommends that you use the Google Chrome extension Emma instead to streamline your research. This tool will analyze the LinkedIn profile of an individual, and provide informed predictions of their work preferences and habits. You can then use this knowledge to devise the right solution. For example, Emma might assume that a person you meet is highly detail-oriented or cares a great deal about customer service. That gives you an indication of what parts of your background you need to stress when selling your value to the firm.

Since the observations of Emma are based solely on public information, they might not be entirely accurate. But at least the tool will give you what Svei calls "a fast read" on somebody before you encounter them in person.

A job search can take time, but you can use simple tools to streamline the process as much as possible. The less time you spend on simple tasks you can outsource to a computer, the more time you will need to concentrate on your job on what you really want.

HOW KNOWING SOMEONE'S PERSONALITY WILL BETTER HELP YOU HOLD CONVERSATIONS.

Personality AI uses AI and machine learning to predict the personality of a candidate based on their online footprint. To predict future outcomes, AI will analyze vast quantities of data, similar to how our brains interpret our past experiences and information rapidly to help us make decisions. In particular, personality AI takes in several types of inputs — such as text from a resume or a LinkedIn profile, demographic data, and real-life observations — and uses these to generate insights into the personality. The personality AI provides insights into how someone thinks, behaves, and interacts by analyzing millions of data points. Once recruiters understand applicants at this stage, they can adapt their communication styles and recruit approaches to suit their target talent more effectively. Recruiters can, therefore, make better initial impressions, perform more productive interviews, and make better hiring decisions based on applicant compatibility.

How is personality AI different from Standard Recruiting AI?

Traditional AI recruitment systems tend to focus almost entirely on improving the efficiency and effectiveness of the recruiting process, often by optimizing procurement, training, on-boarding, and other primary hiring elements. While these requirements made it easier for recruiters to complete tasks, the actual people on both sides of the hiring process are not always considered by them. The goal of personality AI is to make recruiting more effective and productive, but it does so by helping people understand each other. It doesn't limit applicants to their previous positions; instead, it allows recruiters to get to know job seekers faster. You can place them in a role and a team where they are likely to thrive when you understand how someone works.

How does personality AI affect the hiring process?

Personality AI is at its heart, allowing people to understand and connect. Although recruiting can quickly become automated and distant, AI personality can make recruitment more transparent and empathic. By helping recruiters to consider the strengths, limitations, interests, and modes of communication of each candidate, personality AI will

streamline the recruiting without eliminating the human element of it all. As personality AI continues to rise in popularity, it's important to note that it has never been built to replace the human interaction necessary for effective recruitment. Instead, personality AI should be used as an instrument for enhancing interpersonal communication to make it more effective. You make great hires when you know the applicants very well. There's no easy way to get to know a stranger, some people are difficult to read and can still stay aloof despite hours of conversation. The secret to breaking their shells may be artificial intelligence and a selfie. With the aid of some machine learning, you can train neural computer networks to assess a person's personality through images. The system assessed personality from the faces of women more consistently than that of men, and was able to make decisions on openness, conscientiousness, extraversion, agreeability and neuroticism above chance. The characteristics and features that come under these categories are found to remain consistent from childhood to later life. AI can correctly guess about the relative status of two randomly selected individuals on a personality dimension, as opposed to less if left to chance. The artificial intelligence can outperform the human observer

when compared with the questionnaires and anyone attempting to evaluate a person's personality trait.

The eyes are often said to be the window to the soul, revealing what we think and how we feel. The eyes can indicate of your personality type. Personality AI has enhanced human-machine interactions. Artificial Intelligence can perceive human social signals better, and this phenomenon has broken down barriers so communicating is far easier and cheaper. When you receive several requests for your time per day, or even hundreds, the only choice is to be extremely selective with your attention.

Why communication got so tough

Attention is a scarce resource because more individuals and businesses are vying exponentially for it. As a result, people can now choose to be more cynical than ever before, so they can choose to only respond to the highly important messages so engage with them. People who rely for their livelihood on outreach communication are the ones who experience this pain the most intensely. Understanding that only a small fraction of their prospects will give feedback will save you time. Many people have embraced a spray and pray approach, literally spraying out generic

advertisements to as large a list as they can get and hoping for a few trickle-in opportunities. It's impersonal, redundant and eventually risks sending out email to obsolescence on a death spiral. Although this hyper-connected world may seem overwhelming, a new potential for cutting through noise has opened up. However, only a few people, recruiters, job seekers and leaders will profit from it.

Empathy refers to understanding the motivations, desires and style of communication of someone, and using that information to treat them the way they wished to be treated. Empathy requires a more personalized, nuanced approach to communication. The Golden Rule, treating someone as you would like to be treated, does not generally apply in communication. We all have our own motives, goals and desires for contact, but our recipients can be quite different. Instead of thinking that they want the same form of contact, meeting, or interaction we do, we can be far more effective in understanding how they want to be handled. We need to learn about their personalities in other words, before we can interact effectively. The personality of someone is a complex mixture of their natural tendencies, attitudes, beliefs, and past experiences, all affecting the way they act today. By spending time with each other, we naturally learn about each other's personalities. We need to get through to

the interviewer so we need to consider their personalities in order to connect effectively with them with empathy. Before now, it was almost impossible to understand someone's personality without first meeting them. You had to go blind into the discussion because you could ask other people who knew them well, or persuade them to take a personality test. But a new technology called the personality AI changes the contact game, so you don't have to fly blind any more.

What is AI Personality?

Personality AI is a technology that analyzes millions of data points online before you ever encounter them to recognize the personality of others. Personality AI is a convergence of the theory of technology, psychology and personality to help us understand how to communicate effectively with anyone.

Artificial Intelligence is a technology capable of analyzing large quantities of data to forecast future results. As we make decisions our minds process all our previous experience and expertise rapidly to help us reach the right conclusion. AI is very similar, but to make better decisions, it is a brain that can be filled with tremendous amounts of data. Specifically personality AI can best be considered as a

machine with inputs and outputs. Personality AI takes multiple types of inputs-text samples, demographic data, real-life experiences, questionnaire answers-and provides insights into personality.

How to Use AI Personality

Personality AI can easily grasp someone's behavior, motives, and style of communication. You are using the knowledge to communicate more efficiently, to write more persuasively and to develop faster trust. Personality AI has the main advantage of more efficient communication and the potential to understand anyone you are trying to meet. Personality AI helps us to communicate profoundly personally by understanding the unique differences of everyone. The answers to each of these questions offer excellent insight as to how we can adapt our communication style to fit with the particular personality of others. Unless we know a person appreciates formality and order, if we call them unscheduled and invite them for coffee we won't succeed. Rather, we would probably do a lot better by sending a well-written email requesting their permission to send them more information.

Communicating in the right style for somebody often means the difference between wanting to interact more, or a

wall that makes it harder for us to build a strong relationship. Think back to when in a conversation you felt a connection with others. Imagine if you could replicate the feeling with someone you are talking to or emailing with. When Personality AI has defined someone's personality, it is as simple as looking in a tool to find out how to communicate effectively.

We need to build trust quickly so we can start a conversation and close a deal. Not surprisingly, the best way to establish confidence depends heavily on the personality of someone. People experience these variations all the time and change subconsciously as you get to know someone. Misunderstanding these differences can often create a conflict in relationships. For instance, if you want to share personal information with someone, you might initially view someone more guarded as cold and unfriendly. Instead, they can think of personal issues as a space violation and insensitivity. None of the people are right or wrong, it's just personality matter. When I know someone tends to be more reserved, I can change my communication style accordingly when I talk to them and they're not going to think I'm invading their room. When we speak to them, we can change our communication style accordingly, and they will not think that we are invading

their room. If we find ourselves alone in a tricky situation of communication, we would wish we could just turn to him and get advice on how to respond. For every conversation, resources driven by Personality AI, help you avoid communication mishaps and make a big first impression with anyone. Using the insights gathered, you can grasp the personality of anyone and use the insights that you acquire to break through the noise and communicate while interacting with someone else, which is a major step in landing your desired job.