

Let's dive deeper into all things Generative AI

Vanessa Raath

THE TALENT HUNTER

Who is Vanessa Raath?

Vanessa Raath

THE TALENT HUNTER

I have trained
over 1000
Recruiters from
over 100
countries since I
started my own
business in 2018



I have delivered
Keynote Talks
in Europe,
North America,
Australasia &
Africa.
South America
is coming up....



I'm privileged
to live in God's
Garden –
Plettenberg
Bay, South
Africa



When I am not working, I am usually doing this...



<https://www.facebook.com/groups/thetalenthunters>



My Sourcing Philosophy – the three boxes you need to tick to be successful in this industry

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To be a great Sourcer of Talent, you need to master the following...

1. Have a solid digital footprint with an awesome online brand. You need to have established your online credibility.
2. You need to be able to find candidates that no one else can find.
3. You need to be able to compose a compelling message that passive Talent will respond to.

Please don't
be this
person...



Perspective:

**Generative AI is only as good as
the Prompter and the Screener**

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Perspective:

**Generative AI is here to
empower & accelerate us, not to
automate & replace us**

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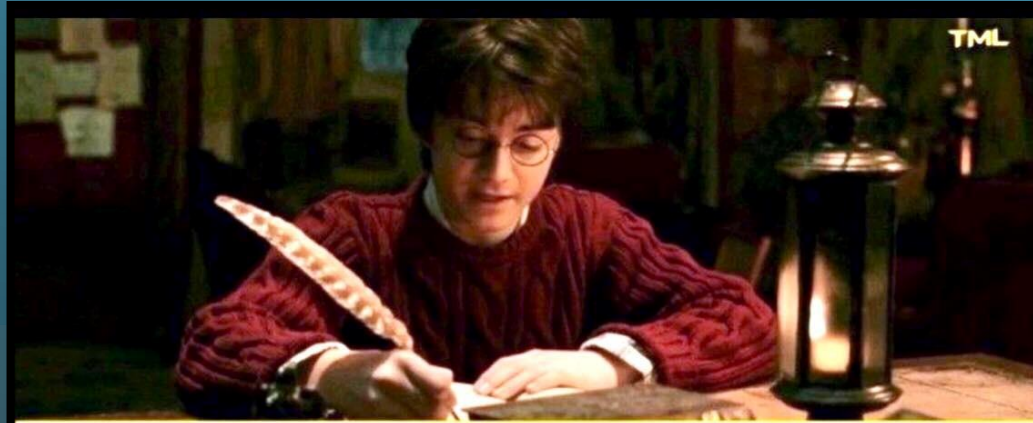
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Will Generative AI replace Talent Sourcers & Recruiters?

Yes, but only the mediocre / bad ones. The good ones will use AI as a tool to elevate their game

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My name is Harry Potter.

Hello Harry Potter, my
name is ChatGPT

The 5 Top Soft Skills Talent
Sourcers **will need** in a
world of Generative AI

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We need to....

1. Fine-tune our **Communication Skills**
2. Grow our **Empathy** 'muscle'
3. Build **Relationships & Communities**
4. Develop **Critical Thinking Skills**
5. Be **Agile & Adaptable**

ME TRYING TO LEARN CHATGPT



Lensa: photo & pictures editor

Lensa: photo & pictures editor

Prisma Labs, Inc.

In-app purchases

4.1★

170K reviews

10M+

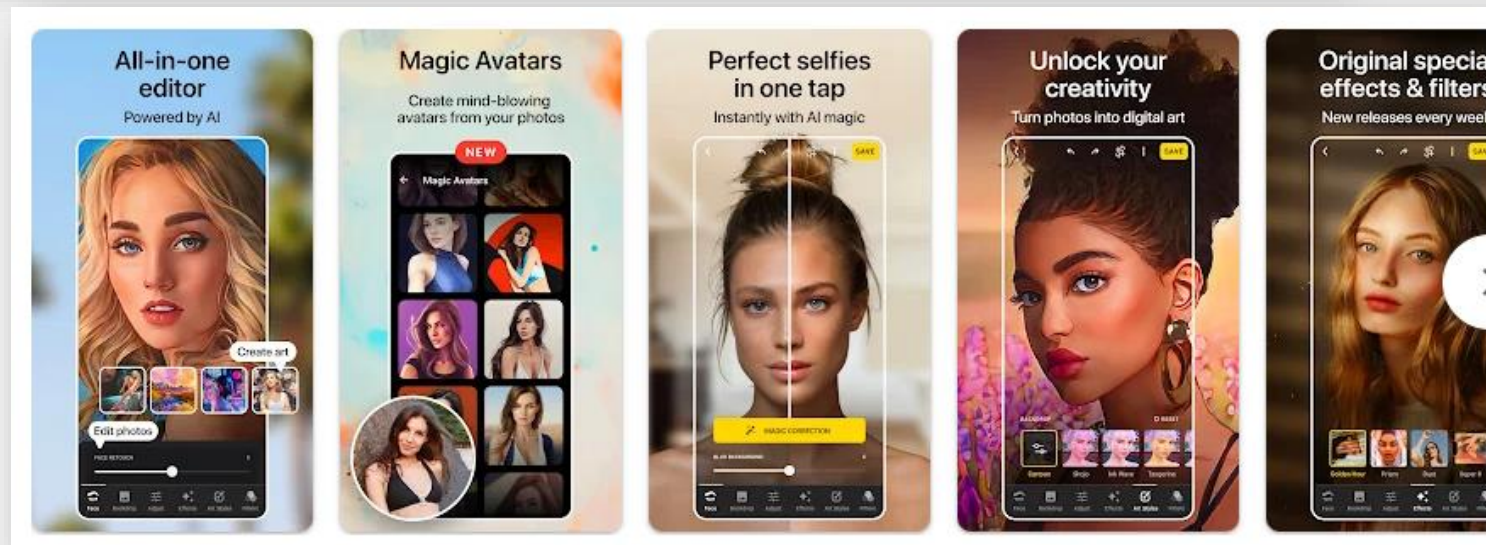
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I promise
that I am
not
squint...



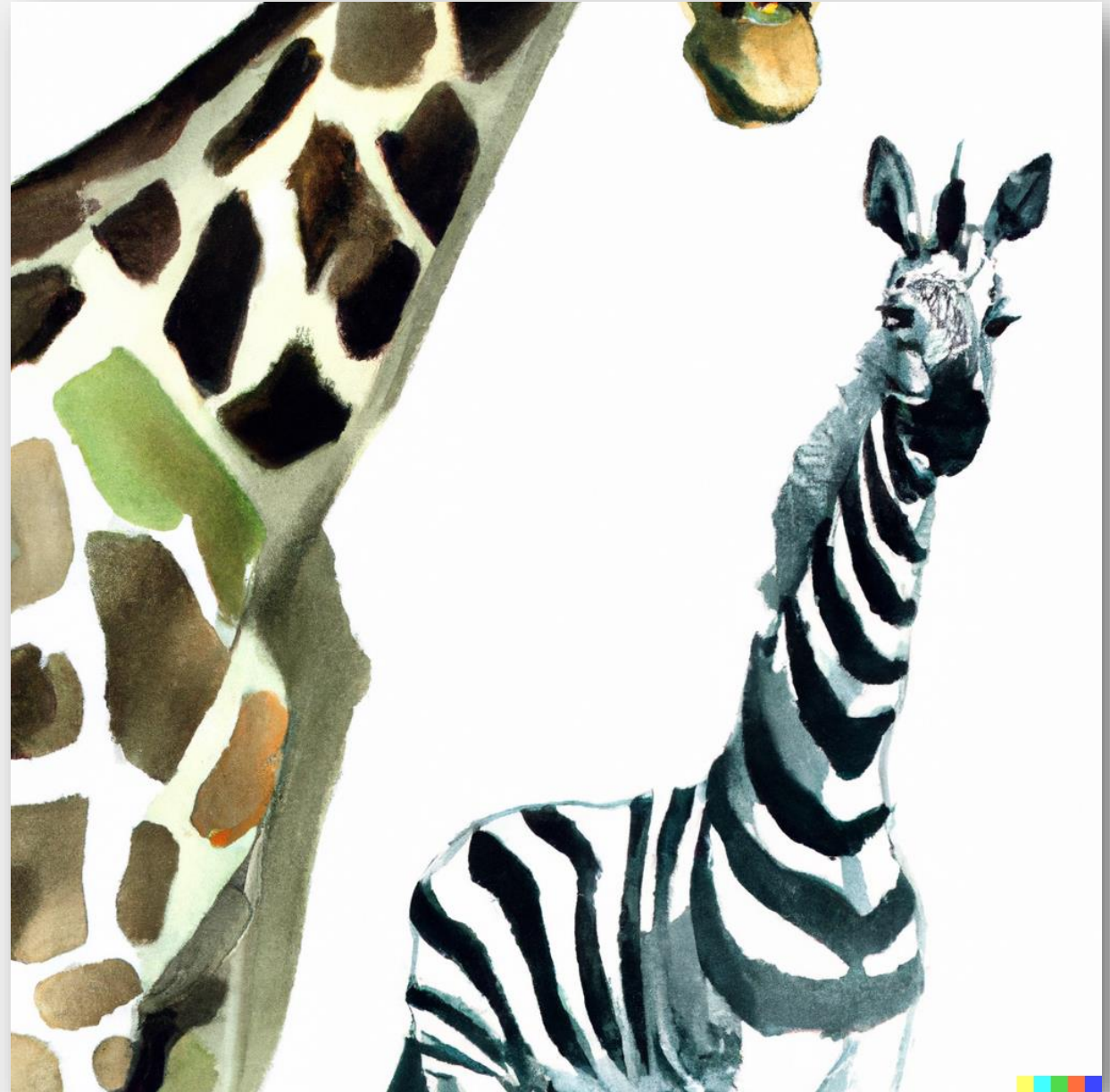
Let's start with Image Generators

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DALL·E 2 is an AI system that can create realistic images and art from a description in natural language.

“A giraffe and a zebra in Water colour”



“An oil painting portrait of a rodent wearing medieval royal robes and an ornate crown on a dark background”



“Business Folk sitting around a boardroom table dressed as Pirates in the style of digital art”



“Digital art of a modern boardroom setting where business professionals of diverse gender and descent are engaged in a meeting. Interestingly, they are all dressed as pirates with tricorne hats, eye patches, and other pirate attire. The scene is both humorous and intriguing, as they maintain their corporate demeanor while donning the adventurous pirate outfits.”



“The image depicts a group of pirates, complete with traditional pirate attire such as tricorne hats, eye patches, and colourful bandanas, sitting around a modern boardroom table. The scene merges the adventurous spirit of piracy with the formal, strategic planning of a corporate meeting. The room features a large, sleek table, comfortable chairs, and a projector screen displaying a map of the Caribbean. Various navigation tools like compasses and maps are scattered on the table, alongside laptops and smartphones, offering a humorous contrast between eras. The pirates are engaged in animated discussion, with some gesturing towards the screen, while others take notes or debate strategies. The lighting is soft and ambient, highlighting the details of their costumes and the modern technology around them.”





ChatGPT

– today's most common
Buzzword

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What is ChatGPT?

“ChatGPT is an artificial intelligence (AI) chatbot developed by OpenAI and launched in November 2022.

It is built on top of OpenAI's GPT-3.5 and GPT-4 families of large language models (LLMs) and has been fine-tuned (an approach to transfer learning) using both supervised and reinforcement learning techniques.”

- Wikipedia

ChatGPT Sprints to One Million Users

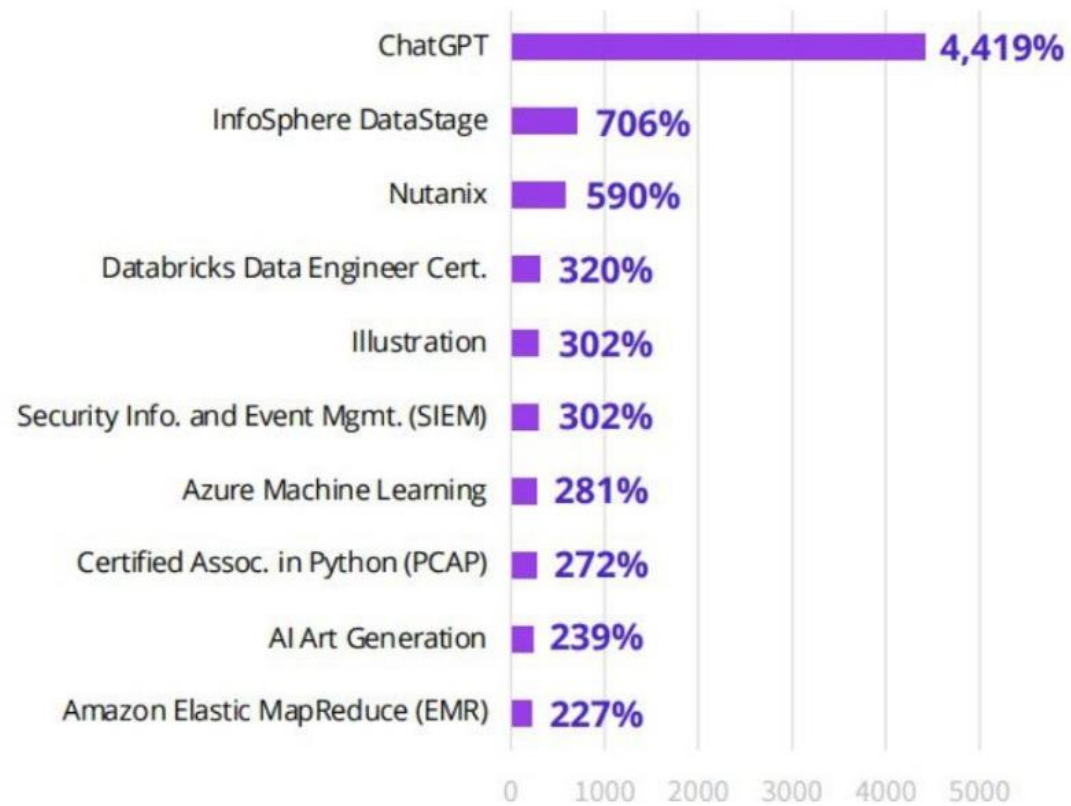
Time it took for selected online services to reach one million users



* one million backers ** one million nights booked *** one million downloads
Source: Company announcements via Business Insider/LinkedIn



Top 10 Global Tech Skills



Data shows the increase in global topic consumption between Q4 2022 and Q1 2023 on Udeemy Business

On why recruiters should embrace AI:

“Imagine if you were a person who decided, ‘The internet is not for me.’ How long are you going to survive in the world of recruiting if you made that decision? How much more money or more career progress would you make if you were an early adopter of the internet?”



Hung Lee

Editor at Recruiting Brainfood



Think of Google's results being like a library, where Chat GPT will give you the specific book that you are looking for

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GPT stands for "Generative Pre- trained Transformer"

- **GENERATIVE** – Where previously, search engines like Google & Bing could only retrieve information, GPT can generate its **own info, quicker than we can.**
- **PRE-TRAINED** – Based on data that it has been fed. So OpenAI fed ChatGPT the whole Internet up to 2021. This info has been reinforced by humans who train the algorithm.
- **TRANSFORMER** – Techie jargon but basically transforms numbers/code into text for us.

There are several different ChatGPTs that you can use these days

AI Tool	Total Web Visits (Sept 2022 to Aug 2023)	Share of Industry Total
ChatGPT	14.6B	60.2%
Character.AI	3.8B	15.8%
QuillBot	1.1B	4.7%
Midjourney	500.4M	2.1%
Hugging Face	316.6M	1.3%
Google Bard	241.6M	1.0%
NovelAI	238.7M	1.0%
CapCut	203.8M	0.8%
JanitorAI	192.4M	0.8%
CivitAI	177.2M	0.7%

**My favourites
are:**

- **OpenAI – Free & Paid for versions**
- **You.com**
- **Perplexity**
- **Bard**
- **Bing Chat**
- **Poe**

How can we use ChatGPT for Recruitment Purposes?

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Some Ideas

- **Competitor Analysis/Research**
- **To write a Role/Job Description**
- **To generate Interview Questions**
- **Help to write a Job Advert**
- **Help to summarise documents, Acts and Policies**

“ChatGPT is a starting point, not an ending point. It will not write everything perfectly for you, and you still must edit”

- Suzanne Lucas – the Evil HR Lady

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Generative AI can also be prone to:



Poor Math Skills



Hallucinations



Out of Date Data

The way we should use Generative AI is as follows

- Get you from 0% to 60%
- Get you from 75% to 100%

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It's all about the Prompts

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Steps to Create the Best Prompts

1

Have a clear objective – what are you trying to achieve?

2

Break down tasks and create prompt(s) – baby steps are important!

3

Review, shorten & sharpen the prompt

4

Run prompt, evaluate the result & iterate

My Favorite Prompt Framework



Simulate a persona



Write your task



Outline the steps to complete that task



Give it context and constraints



Specify the goal



Format the output

Let's look at a Real Life Example

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FRAMEWORK

IN PRACTICE

Simulate a persona

You are a recruiter with 10 years experience in the Tech industry

Write your task

Your task is to create a technical assessment for a Python engineer

Outline the steps to complete that task

The assessment should cover the following topics, among others:

- Python syntax and language features
- Object-oriented programming
- Data structures
- Algorithms
- File I/O
- Networking

FRAMEWORK

IN PRACTICE

Give it context and constraints

The assessment should be designed to be completed within a given time limit, such as 60 to 90 minutes, with a mix of multiple-choice, short-answer, and coding questions. The questions should be challenging but not impossible, with a range of difficulty levels.

Specify the goal

Please also include clear instructions on how the assessment should be administered and graded, such as whether the candidate should have access to external resources, whether they should be allowed to collaborate with others, and how you will evaluate the responses to the coding questions.

Format the output

Please provide the assessment in a format that can be easily shared with potential candidates, such as a Google Doc or PDF.

You can add:
Ask me three questions to
ensure that you have fully
understood my Prompt

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Free Tools to detect Generative AI

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Annie Jackson (She/Her) · 1st

Head of Talent Acquisition at Cleo ✨🌍 | Women in FinTech Powerlist 2022

33m · 🌐

I'm OK with people using ChatGPT to help with writing cover letters and answering application questions but please try not to make it so obvious... 🤖

#fail

Why are you interested in joining a start-up like Cleo?

As an AI language model, I don't have personal experience or preferences. However, I can provide you with a sample answer to your question. I am interested in joining a startup like Cleo because I enjoy the fast-paced, dynamic environment that startups offer. I thrive in situations where I am constantly challenged and can take on new responsibilities to contribute to the growth of the company. Additionally, startups tend to offer a more entrepreneurial culture where I can have a direct impact on the success of the business. Specifically, I am drawn to Cleo because of its innovative approach to financial management. Cleo's use of AI technology to provide personalized financial advice and assistance is incredibly exciting, and I believe that it has the potential to revolutionize the way that people manage their finances. I am eager to be a part of a team that is at the forefront of this kind of disruptive innovation. I also appreciate Cleo's commitment to diversity and inclusivity, which is an important value that aligns with my personal beliefs. I believe that a diverse team with different backgrounds and perspectives can bring a wealth of knowledge and creativity to problem-solving. Overall, I am excited about the opportunity to join Cleo and contribute to its mission of making financial management more accessible and personalized for people everywhere.



James Morris and 82 others

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Enter text to check for AI and ChatGPT Plagiarism

Detect Text

Upload File

0/15,000 Characters
(Get up to 100,000 here)

The Biggest Game Changers for Recruiters

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Go and explore – [Vidyo.ai](https://vidyo.ai)

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Go and explore – speakai.co

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← Go To List

More

Course 2 or course 3

Duration: 01:29

Created On: May 11, 2023 10:40 AM

Analyzing video...

- 📘 Automatically checking the status of your video file every 30 seconds.
- 📘 Analysis is done in the background. You can continue to use the platform while we analyze your video.
- 📘 We will send you an email when your analysis is done. So you can relax and explore the platform.

Here're a couple of resources to explore:

- 🔗 [How To Export Individual Media Transcripts And Reports?](#)
- 🔗 [How to use in-build transcript editor?](#)
- 🔗 [How to Use Speak Magic Prompts? \(A layer of Large language model\)](#)



[Edit Transcript](#) Auto-scroll**00:00:00 - Speaker 1**

So you've now reached that point in my Academy where you need to make a choice. You are either going to do course 2 or you are going to do course 3. Now Course two I have built and designed for non-technical recruiters. So on this course I'm going to show you how you can recruit on LinkedIn without having to pay for expensive licenses and contracts and things that are going to tie you in forever as well as looking at Facebook, Twitter and Instagram. So course 2 is essentially for your non tech recruiters and sources. Then course 3 we're also going to cover searching the right way on LinkedIn, Facebook, Twitter and Instagram. But on top of that I'm going to throw in 10 other technical platforms where you can go and find tech talent. So platforms like GitHub, Stack Overflow, Dev, Kaggle, all of these amazing places that we find technical talent.

00:00:53 - Speaker 1

So course 3 is about double the length of course two due to all of the extra contents. So you can decide, are you going to do course 2 or are you going to do course 3.

00:01:03 - Speaker 2

Please send me a message. Pop me an e-mail if you want to set.

00:01:07 - Speaker 1

Up a couple of other training sessions where you can get your team to ask the trainer. They could do the theory themselves. We could jump on A and a call ask the trainer Q&A session. I'm running that already with a couple of my clients and it's working super well. So I look forward to hearing from you. Keep me posted and I look forward to seeing you in the Academy soon.

Go and explore – [Slides.io](https://slides.io)

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<https://www.slidesai.io/>

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1463 characters [\(How does it work?\)](#)

Presentation Type

Educational

No. of Slides

5

Add Title and Thank you Slide

Add Images

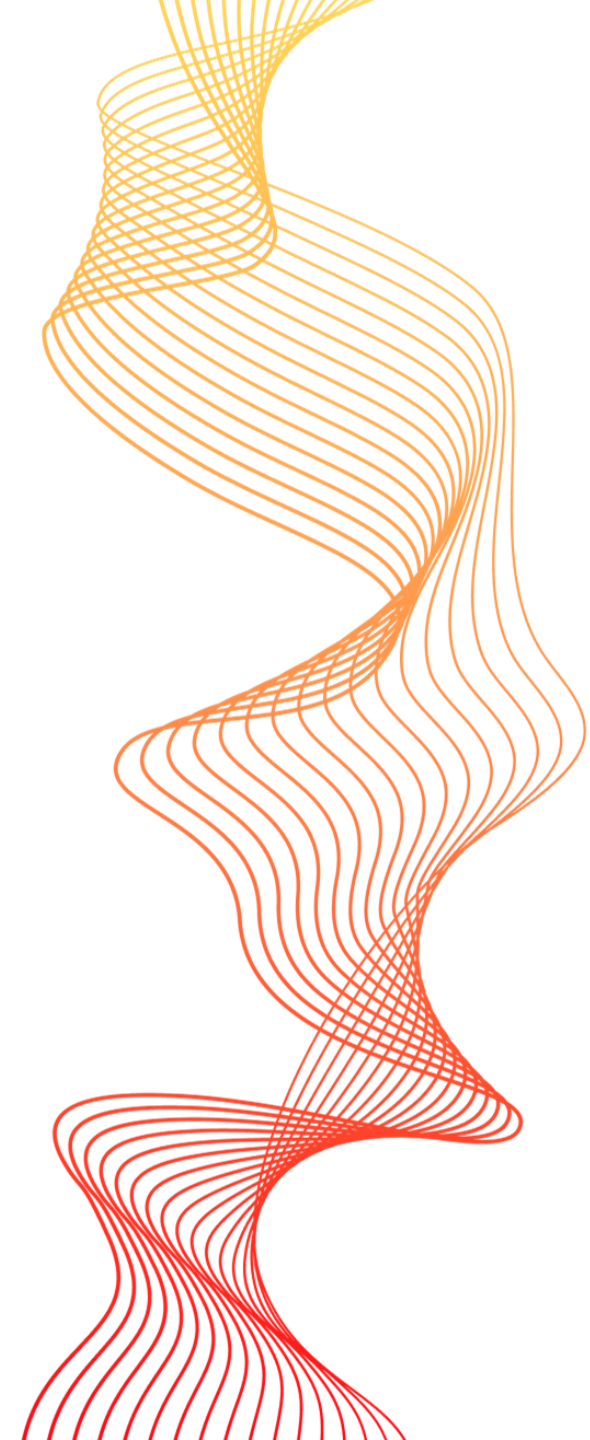
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Choosing a Recruiting Course in the Academy

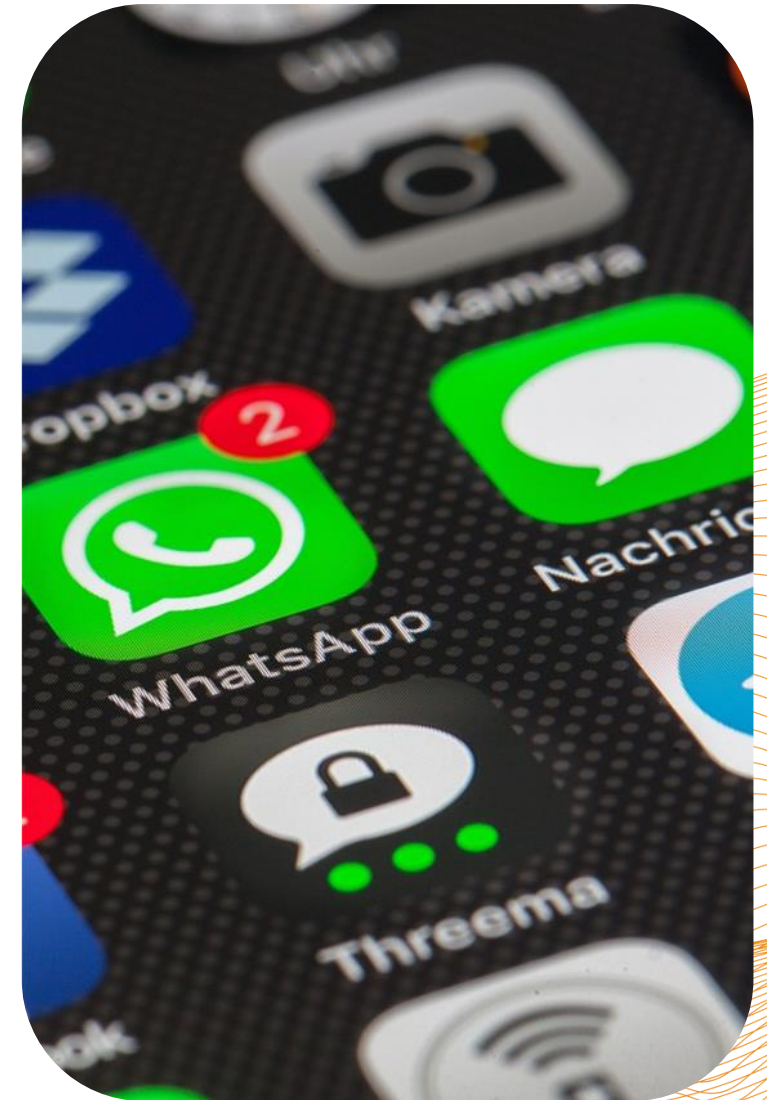
This presentation provides an overview of the two recruiting courses offered in the Academy and the key differences between them.





Course 2 - Non-Technical Recruiting

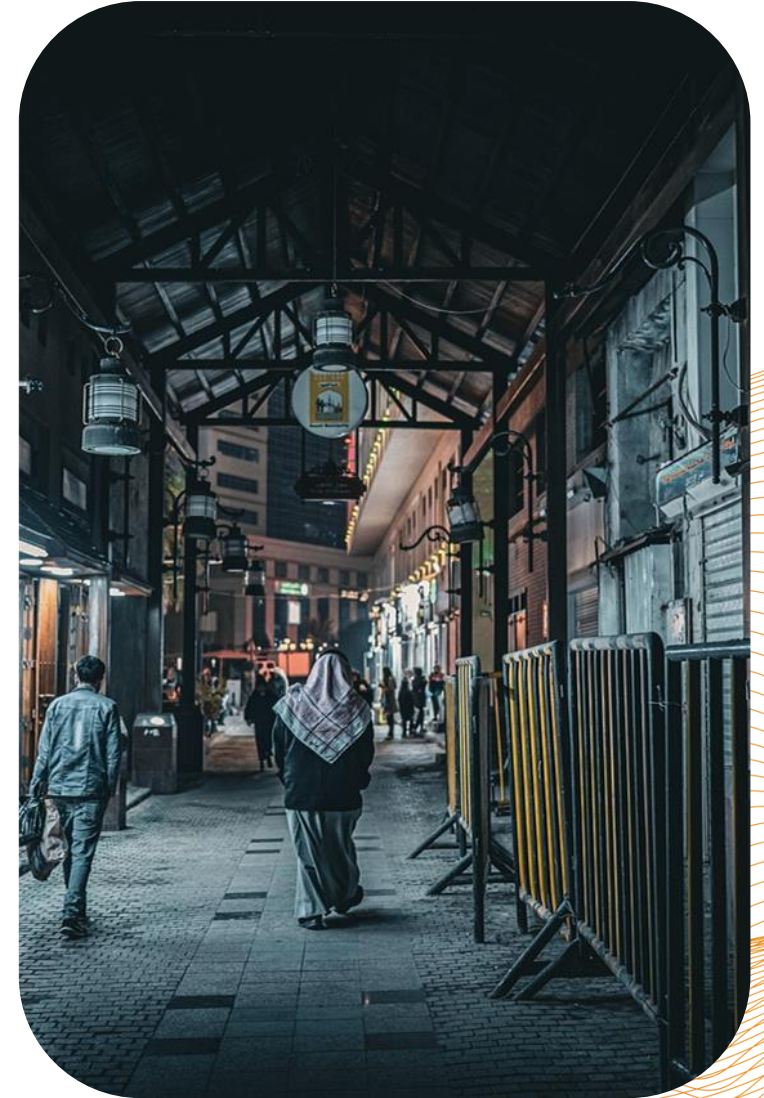
- Designed for non-technical recruiters and sources.
- Shows how to recruit on LinkedIn without expensive licenses and contracts.
- Covers Facebook, Twitter, and Instagram.





Course 3 - Technical Recruiting

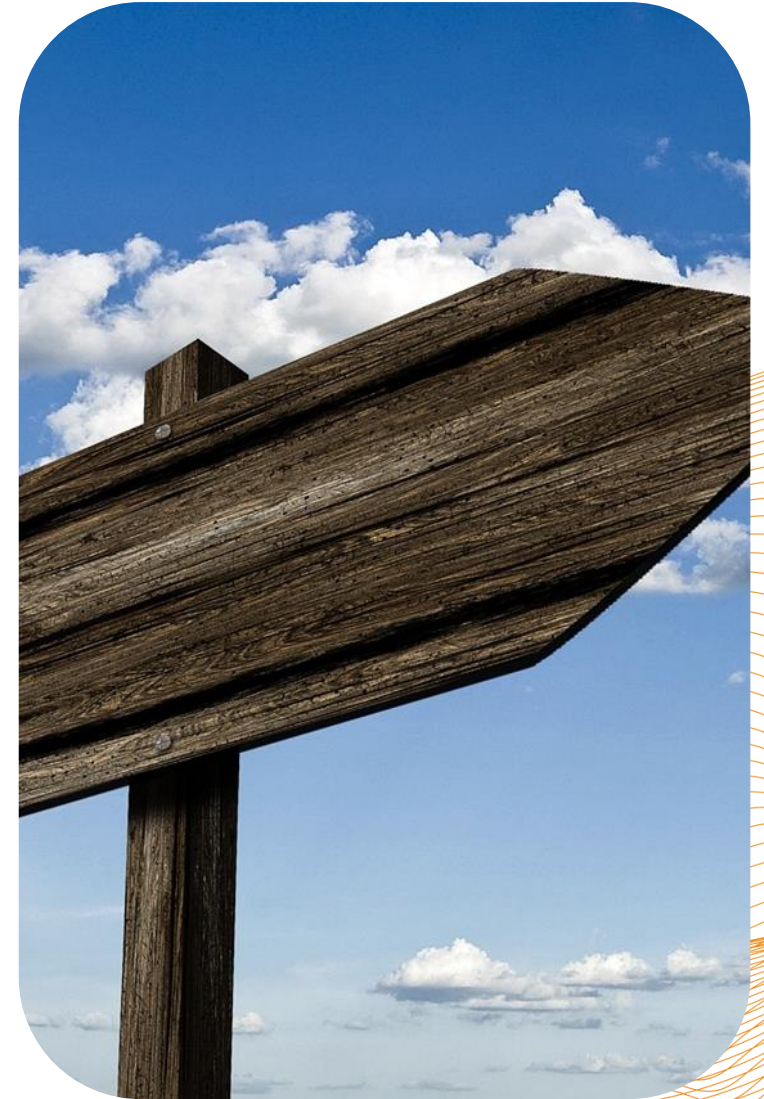
- Covers searching for tech talent on LinkedIn, Facebook, Twitter, and Instagram.
- Includes 10 additional technical platforms such as GitHub, Stack Overflow, and Dev.
- Double the length of Course 2 due to extra content.





Choosing a Course

- Choose Course 2 for non-technical recruiters and a focus on LinkedIn, Facebook, Twitter, and Instagram.
- Choose Course 3 for a more comprehensive approach that includes technical platforms such as GitHub and Stack Overflow.





Additional Training Sessions

- Contact the trainer to set up additional training sessions.
- Q&A sessions with the trainer can be arranged for team learning.





Conclusion

- Choose the course that best fits your needs and goals.
- Contact the trainer for more information and support.





Thank you for your time and attention 😊

Stay up to date:

<https://www.futurepedia.io/>

<https://www.futuretools.io/>

The screenshot shows the Future Tools website homepage. At the top left is the Future Tools logo, and at the top right are navigation links: Home, AI News, Learn, Glossary, and Submit. The main heading reads: "FutureTools Collects & Organizes All The Best AI Tools So YOU Too Can Become Superhuman!". Below this is a search bar with the placeholder text: "Search - Try things like 'YouTube' or 'SEO' to find specific tools for your needs...". Underneath the search bar is a grid of 24 filter categories, each with a checkbox: AI Detection, Aggregators, Avatar, Chat, Copywriting, Finance, For Fun, Gaming, Generative Art, Generative Code, Generative Video, Image Improvement, Image Scanning, Inspiration, Marketing, Motion Capture, Music, Podcasting, Productivity, Prompt Guides, Research, Self-Improvement, Social Media, Speech-To-Text, Text-To-Speech, Text-To-Video, and Translation. At the bottom of the filter grid are 8 more filter categories: Free, Freemium, GitHub, Google Colab, Open Source, and Paid.

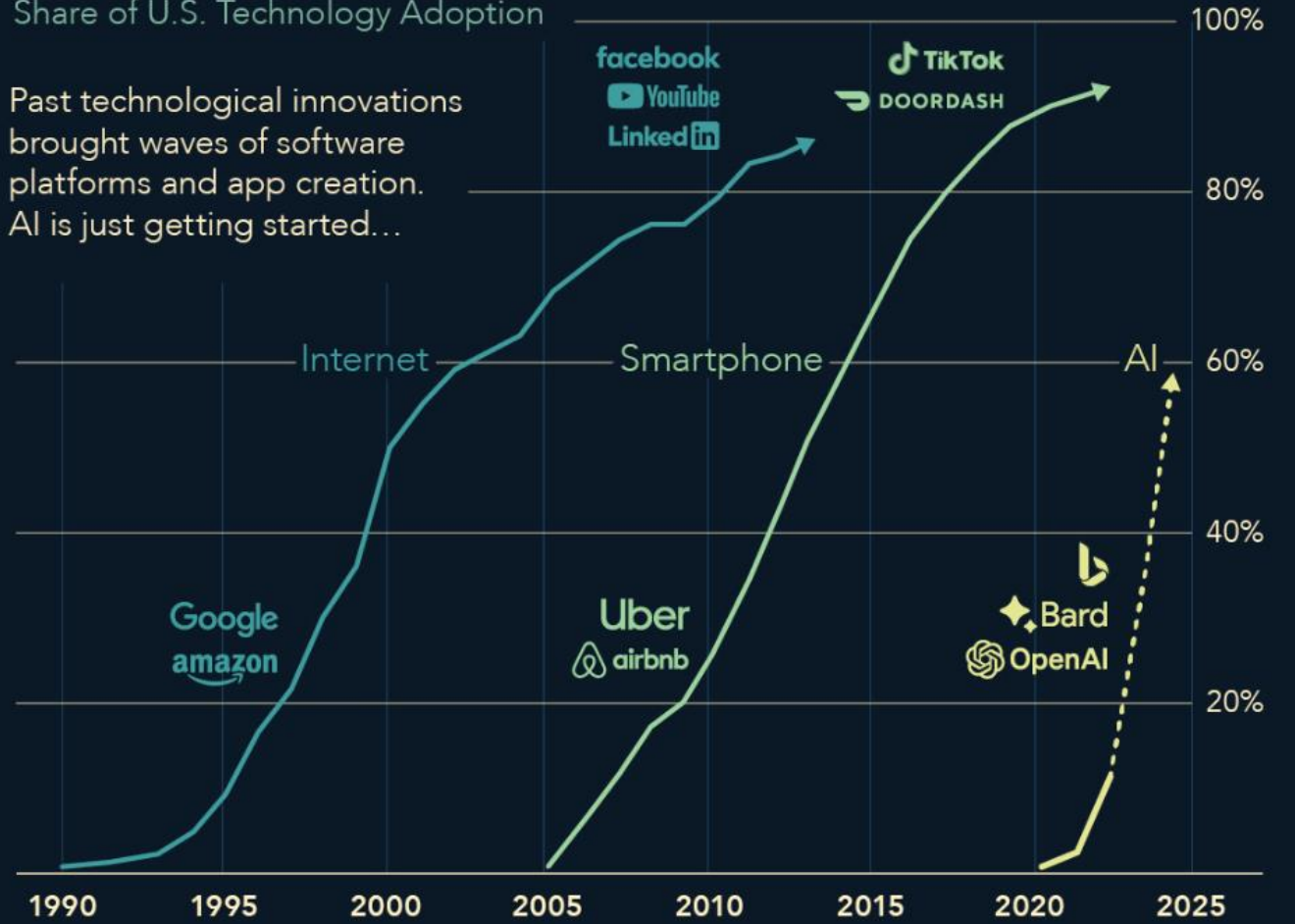
The screenshot shows the Futurepedia website homepage. The top navigation bar includes the Futurepedia logo, Favourites, Discover, Submit, and Community, along with a settings gear and a Google Login button. Below the navigation bar is a white banner with the text: "Try our new AI search to find the best AI tools!". Underneath the banner are statistics: "150K+" (with a person icon), "350K+" (with a mail icon), and "Sponsor Us" (with a heart icon). The main heading is "FUTUREPEDIA" in large white letters, followed by the subtitle "THE LARGEST AI TOOLS DIRECTORY, UPDATED DAILY". At the bottom are two buttons: "Tools Added Today" with a scissors icon and a "28" badge, and "News Added Today" with a document icon and a "7" badge.

An interesting thought

Software Creation in Tech Adoption Cycles

Share of U.S. Technology Adoption

Past technological innovations brought waves of software platforms and app creation. AI is just getting started...



What are

ME



r/pics 15h

A Belgian agency, specializing in construction jobs made this.



↑ 57.6k ↓

💬 2165

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BECAUSE
TO PASS

AT GPT
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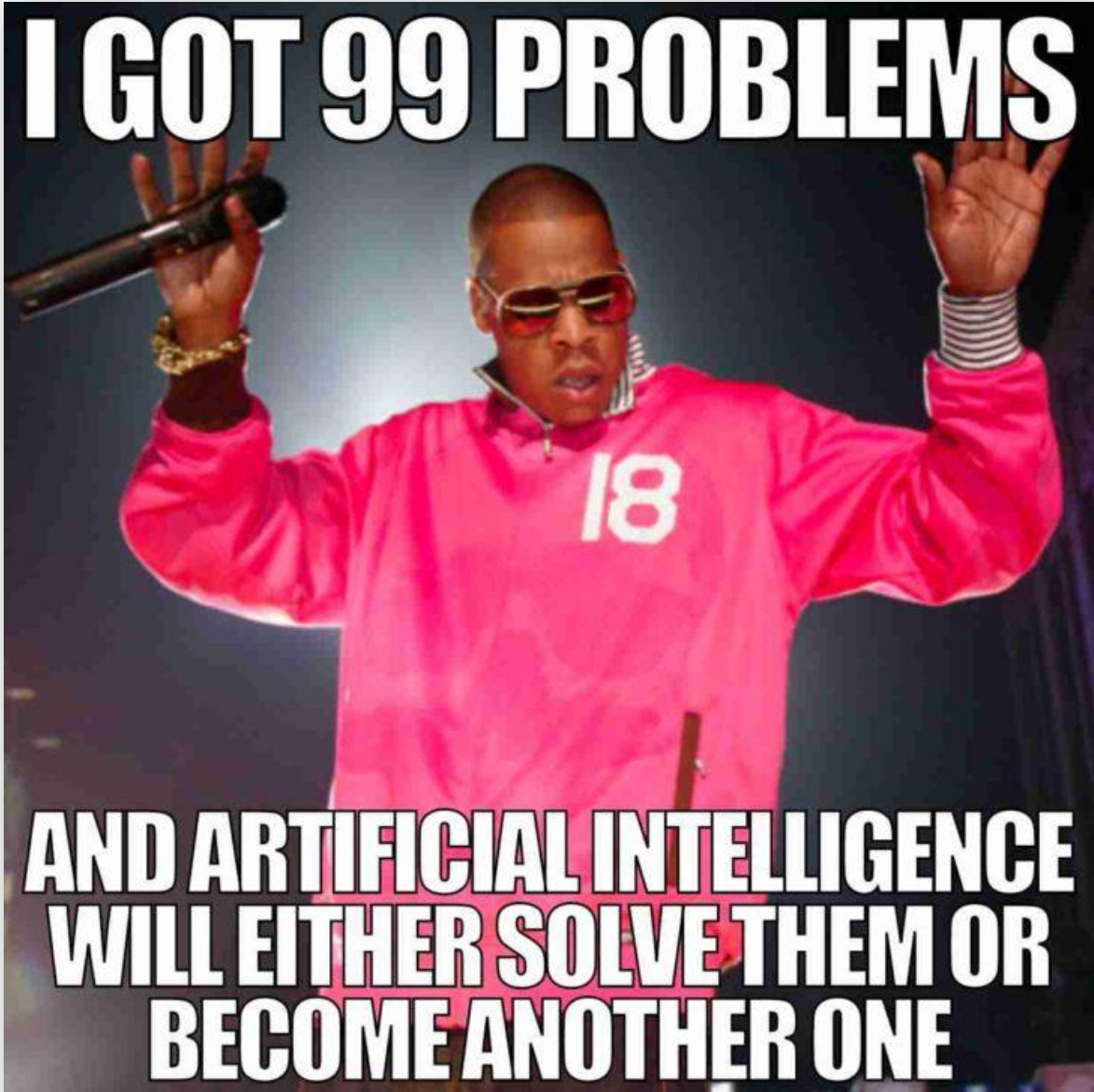
@Van_Raath



“This is why TRUST
is so important:
Do people trust you
already?
Do people know and
recognize your
Brand?
Think of your own
WhatsApp chats”
- Hung Lee



A word cloud where the word "TRUST" is the largest and most prominent element in the center. Surrounding it are various related terms in smaller fonts, including "honesty", "respect", "belief", "loyalty", "relationships", "accept", "people", "honest", "d", "na", "p", "e", "s", "g", "o", "k", "a", "t", "t", "e", "r", "e", "c", "t", "i", "o", "n", "s", "a", "n", "d", "c", "o", "n", "f", "i", "d", "e", "n", "c", "e".



“Why are you better than
Generative AI?”

Vanessa Raath

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It really is up to **you!**
You are in control of how
your future will play out...

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Thanks for Listening

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