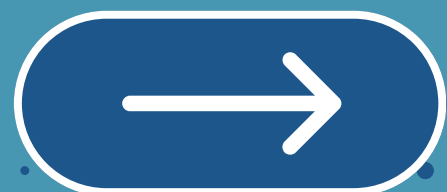




# 10 AI Prompts to Supercharge Your Recruiting

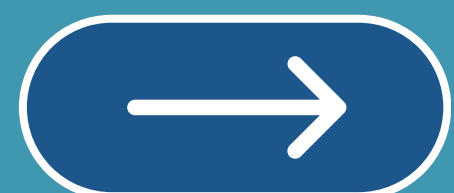
by Vanessa Raath  
Recruitment Trainer Extradonnaire



by Vanessa Raath

The best Recruiters use AI as their competitive edge. Here are 10 high-impact AI prompts that will:

- ✓ Find hidden Talent
- ✓ Improve outreach Response Rates
- ✓ Help you to Hire Globally
- ✓ Increase Efficiency & save Time



# #1 | Visual Data Insights from Spreadsheet Uploads



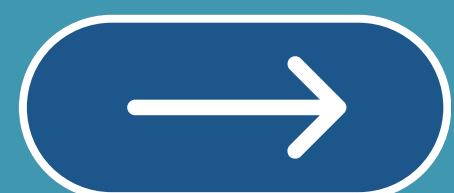
Analyze Recruitment Data from an Excel File

*"I have uploaded an Excel file with recruitment data, including candidate sources, response rates, interview-to-hire ratios, and time-to-fill for different roles. Analyze the data and generate key insights on which sourcing channels perform best and where we can improve. Also, create a bar chart showing the response rate by source."*



Predict Hiring Success Based on Past Data

*"Based on the data in the Excel file I uploaded, predict which types of candidates are most likely to pass interviews and accept offers. Identify trends in job titles, industries, and candidate demographics."*



by Vanessa Raath

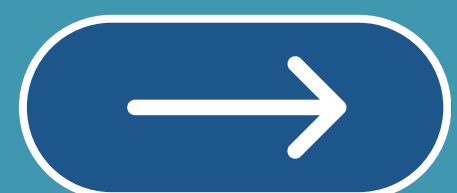
# #2 | Candidate Persona Generator

## Create an Ideal Candidate Persona

*"Based on the job title [Job Title] at [Company Name], in [Location], generate an ideal candidate persona. Include their likely job history, key skills, motivations, challenges, and where they are most likely to be found online."*


## Refining Targeting Strategy

*"For a [Job Title] in [Industry], suggest the best online platforms and sourcing techniques to find and engage potential candidates. Provide Boolean search strings tailored for LinkedIn and GitHub (if relevant)."*



by Vanessa Raath

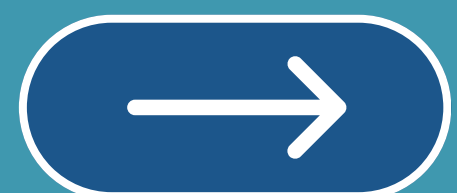
# #3 | AI-Powered Interview Prep & Question Bank

 Generate Interview Questions Based on a Job Description

*"Here is a job description for [Job Title]: [Paste Job Description]. Generate a list of structured interview questions covering technical, behavioral, and cultural fit aspects."*

 Create a Skills Assessment for a Specific Role

*"I am hiring a [Job Title] at [Company Name]. Design a short but effective skills assessment to test the most critical capabilities for this role."*



by Vanessa Raath



# #4 | Job Description Rewriting & Optimization

## Make This Job Ad More Engaging

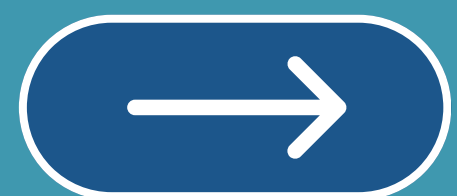
*"Here is a job description for [Job Title] at [Company Name]: [Paste Job Description]. Rewrite it to make it more engaging, candidate-friendly, and optimized for job boards."*

## Adjust the Tone for Different Platforms

*"Rewrite this job ad for [Job Title] in a format suitable for a LinkedIn post, emphasizing storytelling and candidate attraction."*

## Remove Biased Language from a Job Ad

*"Review this job description and rewrite it to be more inclusive, removing gender-coded or exclusionary language."*



by Vanessa Raath

# #5 | AI-Generated Outreach & Follow-ups

## Create a Personalized Outreach Message

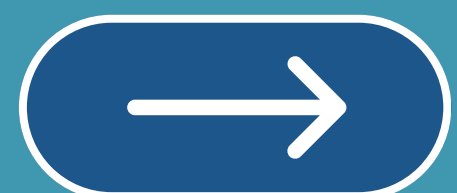
*"I am reaching out to a potential candidate for a [Job Title] role at [Company Name]. The candidate's background includes [Key Skills/Experience]. Craft a friendly and engaging LinkedIn message to introduce the opportunity."*

## Follow-Up Message for a Candidate Who Hasn't Responded

*"I sent an initial outreach message to a [Job Title] but haven't received a response. Draft a second follow-up message that is warm, engaging, and offers value."*

## Re-Engage a Past Candidate

*"I previously interviewed a candidate for [Job Title] at [Company Name], but they weren't the right fit at the time. Craft a message to check in with them and see if they are open to new opportunities."*

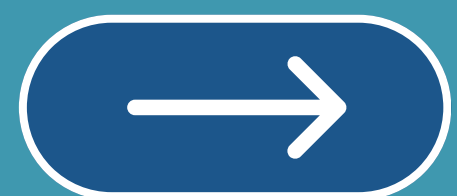


by Vanessa Raath

# #6 | AI Image Creation for Employer Branding

🎨 Generate an AI Image for a Hiring Post  
*"Create an AI-generated image for a LinkedIn post announcing our hiring for [Job Title] at [Company Name]. The image should reflect an innovative, diverse, and friendly work environment."*

🎨 Design an Employer Branding Social Media Post  
*"Generate an AI image that represents 'A Day in the Life at [Company Name]' for use in a recruitment campaign."*




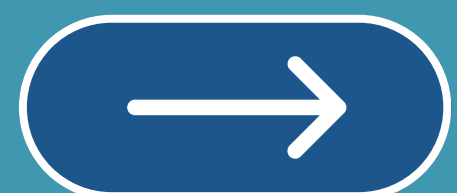
by Vanessa Raath



# #7 | AI-Powered Market & Competitor Research

 Find Hiring Trends for a Specific Role  
*"What are the latest hiring trends for [Job Title] in [Industry]? Include salary benchmarks, in-demand skills, and common job titles."*

 Compare My Company's Hiring Strategy with Competitors  
*"Analyze how companies similar to [Company Name] in [Industry] are hiring for [Job Title]. What sourcing strategies, benefits, and job perks are they offering?"*



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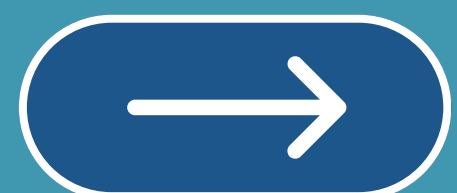
# #8 | AI-Based Diversity & Inclusion Writing

 Rewrite a Job Ad for Inclusion

*"I want this job description to be more inclusive and appealing to a diverse talent pool. Review and suggest changes."*

 Craft an Inclusive Employer Branding Statement

*"Write a strong employer branding statement for [Company Name] that highlights our commitment to diversity, equity, and inclusion."*



by Vanessa Raath

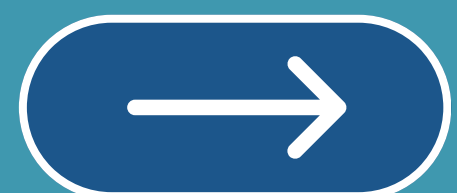
# #9 | AI-Powered Talent Pool Segmentation

## Segment My Talent Pool for Re-Engagement

*"I have a talent pool of candidates who applied for [Job Title] in the past six months. Suggest how to segment them into different engagement categories (e.g., high-potential, passive, future prospects) and recommend messaging for each."*

## Identify Hidden Talent in My ATS

*"I need to find candidates in my ATS who may be a fit for a [Job Title] at [Company Name] but haven't applied recently. Suggest search terms or filters I should use."*



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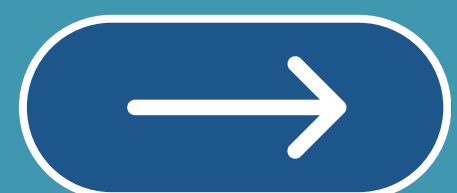
# #10 | Automating Candidate FAQ Responses

 Generate Standardized Responses for Candidate FAQs

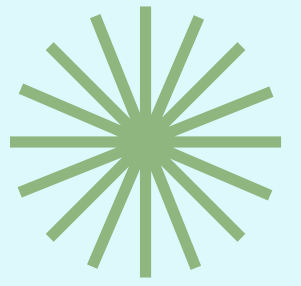
*"Create professional but friendly responses to common candidate questions about salary, benefits, and remote work policies at [Company Name]."*

 Draft a Rejection Email That Maintains a Positive Candidate Experience

*"Write a rejection email for a [Job Title] candidate who was a strong contender but not selected, ensuring it keeps the door open for future opportunities."*



by Vanessa Raath



# Now go try these Prompts & let me know how you get on

 **Email:** [van@vanessaraath.com](mailto:van@vanessaraath.com)

 **Website:** [www.vanessaraath.com](http://www.vanessaraath.com)

 **LinkedIn:** [linkedin.com/in/vanessaraath](https://www.linkedin.com/in/vanessaraath)

 **Facebook Group (The Talent Hunters):**  
[facebook.com/groups/thetalenthunters](https://www.facebook.com/groups/thetalenthunters)

