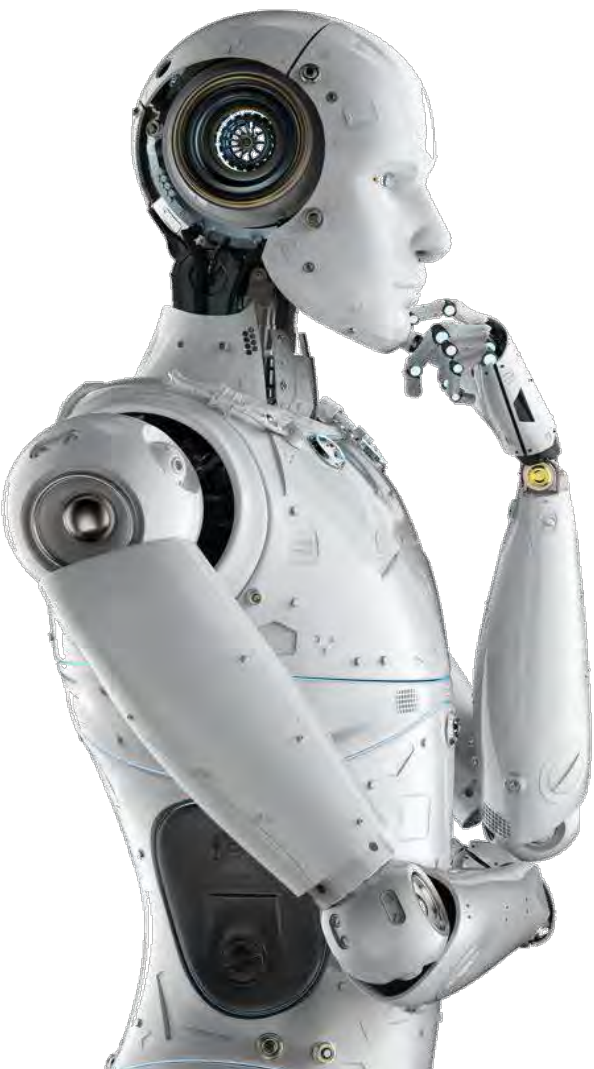




Generative AI Use by Job Candidates

Patrick Dunlop
Associate Professor, Future of Work Institute

Generative AI 101



Generative AI 101

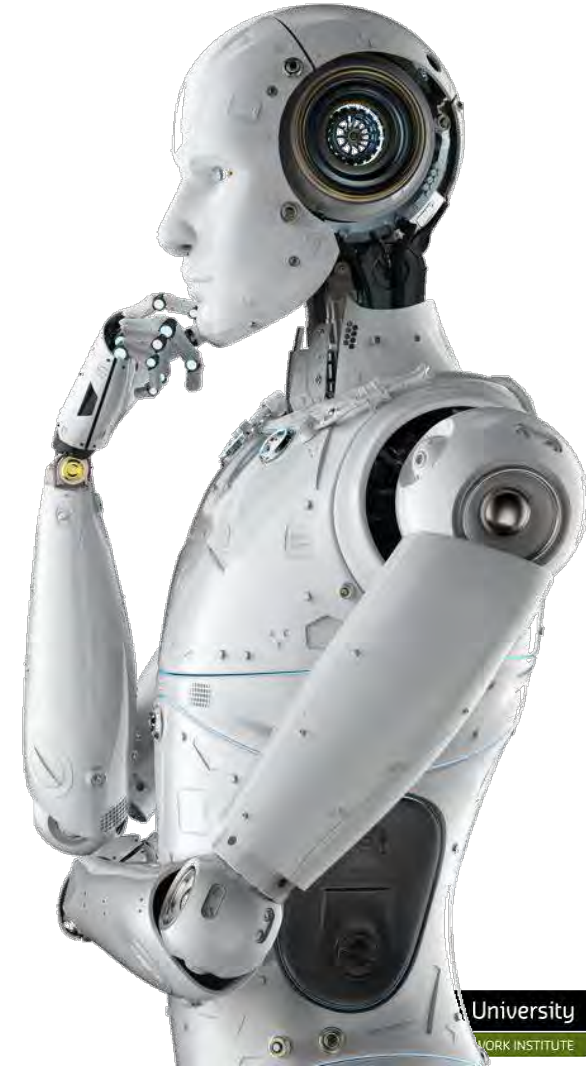
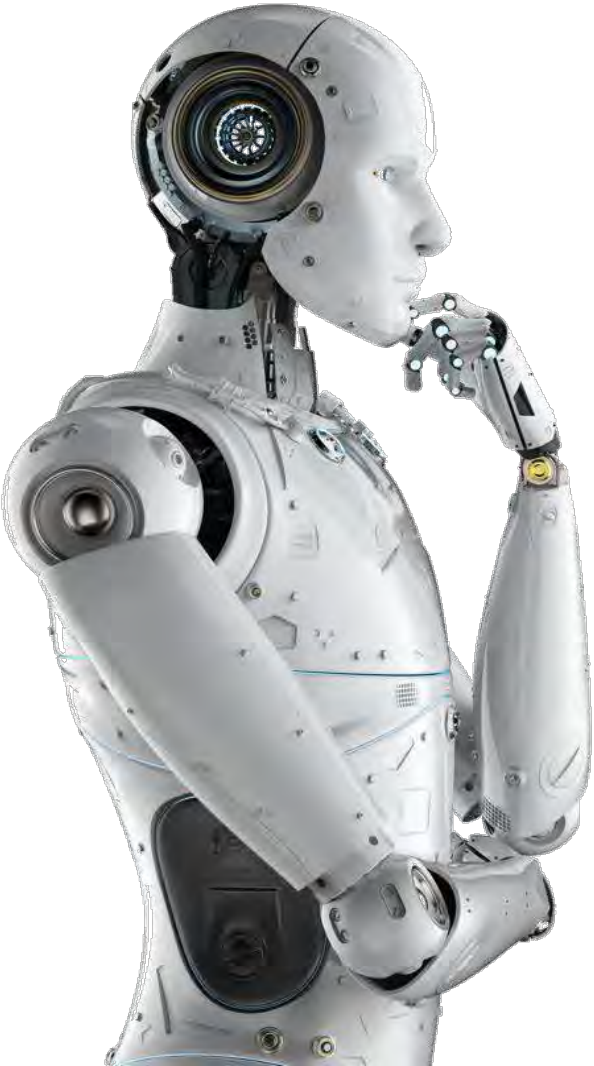
Predictive text, at a huge scale

Trained on a huge corpus of text.

What patterns exist in language?

Uses knowledge of patterns to predict what words need to appear next.

Your prompt is the 'starter'.



Generative AI 101

Limitations

It does not “understand”

Training data quality

Training data timestamp

Limited memory



Why might candidates be motivated to use generative AI?



icims “Class of 2023” Report



- **ChatGPT is so fetch:** The buzz of AI and ChatGPT is seeping into the job application process – for better or worse. Almost half (47%) of college seniors are interested in using ChatGPT or other AI bots to write their resumes or cover letters, and 25% of Gen Z already use an AI bot to help write their resumes or cover letters. But they should proceed with caution, as nearly 40% of HR professionals say using ChatGPT/AI bots during the hiring process is a definite deal breaker.

<https://www.prnewswire.com/news-releases/new-icims-research-on-the-class-of-2023-uncovers-economic-anxieties-reminiscent-of-the-early-aughts-301812504.html>



How can ChatGPT (and other AI) help job candidates?

Some use cases



Resumes and Cover Letters



r/ChatGPT · 4 months ago

Been applying to jobs for weel
construct a **cover letter**, and g

1.4K upvotes · 217 comiments



r/ChatGPT · 4 months ago

Been applying to jobs for weeks and never got any interviews. Used chatgpt to help me
construct a **cover letter**, and got an interview invite same day

1.4K upvotes · 217 comments



r/ChatGPT · 4 months ago

I have an extremely high int

4.5K upvotes · 502 comments



r/ChatGPT · 3 months ago

Got Chat GPT to rewrite my CV for a job application a few weeks ago..I start my new job
next month

16 upvotes · 15 comments



r/ChatGPT · 2 months ago

To the person who posted about having chatGPT write your resume and **cover letter** a few
week ago, thank you.

16 upvotes · 3 comments



r/ChatGPT · 12 days ago

by

GPT4 might have changed my career trajectory

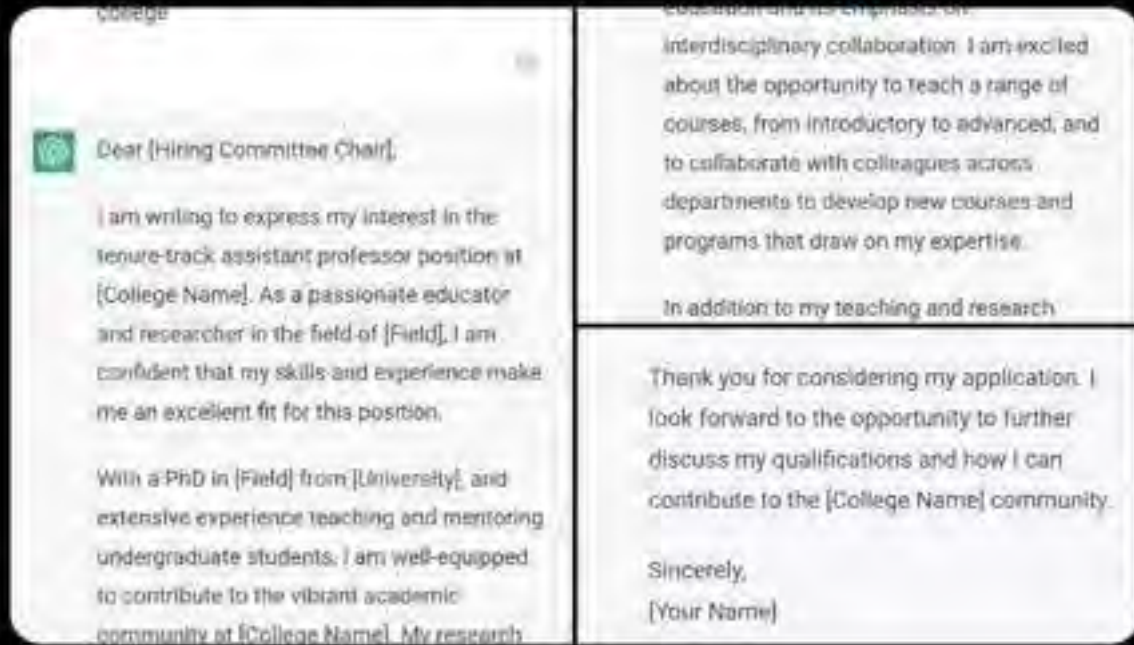
In the past year I applied for 6 jobs and got one interview. Last Tuesday I used GPT4 to tailor CVs & cover letters for 12 postings, and I already have 7 callbacks, 4 with interviews.

I nominate Sam Altman for supreme leader of the galaxy. That's all.

Resumes and Cover Letters

Francesca Chubb-Confer
@fchubbeconfer

Ok I am extremely impressed/horrified (shooketh?) at how well ChatGPT rendered a cover letter template for an academic job (TT prof at SLAC). You'd need to tweak it to include individualized details, ofc, but I've definitely seen far *worse* cover letters by real people 🤖



Write a cover letter for a tenure-track assistant professor position at a liberal arts college

Dear [Hiring Committee Chair],

I am writing to express my interest in the tenure-track assistant professor position at [College Name]. As a passionate educator and researcher in the field of [Field], I am confident that my skills and experience make me an excellent fit for this position.

With a PhD in [Field] from [University], and extensive experience teaching and mentoring undergraduate students, I am well-equipped to contribute to the vibrant academic community at [College Name]. My research focuses on [research area], and I have published several articles in top-tier journal

published several articles in top-tier journals in the field, as well as presented my work at numerous conferences.

I am particularly drawn to [College Name] because of its commitment to a liberal arts education and its emphasis on interdisciplinary collaboration. I am excited about the opportunity to teach a range of courses, from introductory to advanced, and to collaborate with colleagues across departments to develop new courses and programs that draw on my expertise.

In addition to my teaching and research experience, I have a strong commitment to service and community engagement. I have served as an advisor to student organizations, as a mentor to undergraduate researchers, and as a reviewer for several academic journals in my field.

Resumes and Cover Letters

Francesca Chubb-Confer
@fchubbconfer

Ok I am extremely impressed/horrified (shooketh?) at how well ChatGPT rendered a cover letter template for an academic job (TT prof at SLAC). You'd need to fill in the blanks, but it's definitely a good start.



Write a cover letter for a tenure-track assistant professor position at a liberal arts college

I am confident that my skills and experience make me an excellent fit for this position.

With a PhD in [Field] from [University], and extensive experience teaching and mentoring undergraduate students, I am well-equipped to contribute to the vibrant academic community at [College Name]. My research

Thank you for considering my application. I look forward to the opportunity to further discuss my qualifications and how I can contribute to the [College Name] community.

Sincerely,
[Your Name]

published several articles in top-tier journals in the field, as well as presented my work at numerous conferences.

own to [College Name] commitment to a liberal arts emphasis on collaboration. I am excited to teach a range of introductory to advanced, and colleagues across campus. I will develop new courses and on my expertise.

teaching and research

experience, I have a strong commitment to service and community engagement. I have served as an advisor to student organizations, as a mentor to undergraduate researchers, and as a reviewer for several academic journals in my field.

Resumes and Cover Letters



Francesca C.
@fchublecon

Ok I am extremely
rendered a cover l
You'd need to twe
definitely seen far

college



Dear [Hiring Comm

I am writing to exp
tenure-track assist
[College Name]. As
and researcher in t
confident that my s
me an excellent fit

With a PhD in [Field]
extensive experien
undergraduate stud
to contribute to the
community at [Coll



Write a cover letter for a tenure-track
assistant professor position at a liberal arts
college



Dear [Hiring Committee Chair],

I am writing to express my interest in the
tenure-track assistant professor position at
[College Name]. As a passionate educator
and researcher in the field of [Field], I am
confident that my skills and experience make
me an excellent fit for this position.

With a PhD in [Field] from [University], and
extensive experience teaching and mentoring
undergraduate students, I am well-equipped
to contribute to the vibrant academic
community at [College Name]. My research
focuses on [research area], and I have
published several articles in top-tier journal

published several articles in top-tier journals
in the field, as well as presented my work at
numerous conferences.

I am particularly drawn to [College Name]
because of its commitment to a liberal arts
education and its emphasis on
interdisciplinary collaboration. I am excited
about the opportunity to teach a range of
courses, from introductory to advanced, and
to collaborate with colleagues across
departments to develop new courses and
programs that draw on my expertise.

In addition to my teaching and research
experience, I have a strong commitment to
service and community engagement. I have
served as an advisor to student
organizations, as a mentor to undergraduate
researchers, and as a reviewer for several
academic journals in my field.

ChatGPT-Resume Analysis



r/resumes • 5 mo. ago

by [redacted]

Join



[Mod Approved Post] A ChatGPT-driven resume analysis tool

[Mod Approved Post]

Hi all

I built a resume analysis tool (that I'm keeping free) that uses ChatGPT to analyze a resume against a specific job posting (ChatGPT is a very popular AI engine right now in case you didn't hear).

The app is here: <https://jobs-scout.com>

Update: Added the auto-generation of a cover letter for the job posting based off the resume

Future of Work Institute – Curtin Business School
FACULTY OF BUSINESS AND LAW



Curtin University

FUTURE OF WORK INSTITUTE

Interview Preparation



A global university

Western Australia | Dubai | Malaysia | Mauritius | Singapore



r/recruitinghell • 7 mo. ago

by throwawaysurveryacct

Join



ChatGPT is a godsend for annoying pre-recorded interviews

Everyone hates pre-recorded one-way interviews, so do I. They are essentially a lazy and inefficient hiring strategy adopted by companies not creative enough to develop smart and effective hiring processes. I've recently started to use ChatGPT to help me with answer behavioral questions, and most of the answers it came up with were even better than those thought by me. Next time when you get hit up with a HireVue interview, try using ChatGPT. And here's a little tip: If you are a finance student, you can type something like this into the command line: I am a finance student currently interviewing for jobs, and I need you to help me with some behavioral questions, and the questions are xxx. Then it will come up with responses taking into account of your finance background, making sure the answers are not accordant with your resume.

ChatGPT for Interview Preparation



How to Use ChatGPT for Interview Preparation

<https://careertuners.com/blog/chatgpt-interview-prep/>

1. ChatGPT can prepare interview questions for you
2. ChatGPT can do a mock interview with you
3. ChatGPT can write your interview answers for you
4. ChatGPT can do very cursory research for you
5. ChatGPT can also give you common-sense advice about interviewing

Five ways ChatGPT can help you with your interview preparation

Plugin store

Popular Now All Installed



Job Interview

Install

I'll prepare you for a job interview by asking questions and providing feedback.



InfoJobs

Install

Search jobs on InfoJobs.

Of course, I'd be happy to help you prepare for your job interview. To get started, could you please provide me with the job description or the URL of the job posting? This will help me generate relevant interview questions for you.

<https://www.lifeatcanva.com/en/jobs/56e1accc-dbcd-4512-957d-ce367dc49893/senior-data-analyst-sales/>

Used Job Interview

Great, I have all the information I need. Let's start with the first question.

Question 1 of 10: Canva is looking for a Senior Data Analyst who can help them make the most of their data. Can you share an example from your past experience where you used data to drive significant business decisions or changes?

Please remember to be as specific as possible in your response.

As a researcher, I routinely use data to guide decision making. In a recent example, I used a data set from a research project to inform an organisation about the effectiveness of a volunteer recruitment strategy. In this project I had collected data from people who had examined one of two versions of a volunteer advertisement, and I used these data to inform the organisation which ad was most attractive to prospective volunteers

Used Job Interview

Thank you for your response. It's great to hear about your experience using data to inform decision making. For future responses, try to provide more specific details about the project, such as the methods you used to collect and analyze the data, the specific findings, and how those findings led to changes in the organization's strategy.

Now, let's move on to the next question.

Question 2 of 10: Canva is looking for a Senior Data Analyst who can act as a genuine data partner with their team and the broader business. Can you describe a time when you collaborated with a team to use data to solve a complex problem? What was your role, and what was the outcome?



During an Interview



Interview Prompting on-the-fly

The image displays a YouTube video player on the left and a chat window on the right. The video, titled "Job Interview Simulation and Training - Mock Interview" by "EMMOTION by Marat", shows a man in a dark suit and tie sitting at a desk with a laptop. A red "Interesting." label is overlaid on the video. The chat window on the right has a dark background and contains the following text:

Great to hear your question about my strengths. I believe my biggest strength is my focus in market research, which I gained through my background and experience. Additionally, I think I could benefit your company with my proficiency in Adobe Creative Suite and graphic design skills. I'm also interested in learning more about the company and how I can contribute to its success. Thank you for the opportunity to interview with your company. As a research graduate with a focus on green marketing during my studies, I gained experience in market research and social media marketing.

At the bottom of the chat window, there are two blue buttons labeled "New Training" and "Freeze". Below the chat window, a video progress bar shows "0:00 / 0:31" and "Update interval: 2 seconds".

Maintaining Eye Contact

Eye Contact, developed by NVIDIA, uses AI to simulate eye contact with the camera.



youtube.com is now full screen [Exit Full Screen \(f10\)](#)



AI Eye Contact

Welcome.AI

NVIDIA Broadcast



0:52

▶ ⏪ 🔊 0:00 / 0:58

Real





Taking Tests



TECH

OpenAI announces GPT-4, claims it can beat 90% of humans on the SAT

PUBLISHED TUE, MAR 14 2023 1:42 PM EDT | UPDATED TUE, MAR 14 2023 2:32 PM EDT

TECHNOLOGY

New GPT-4 Passes All Sections Of The Uniform Bar Exam. Maybe This Will Finally Kill The Bar Exam.

Can we admit that the bar exam is a bad test now that robots can outperform humans?

By JOE PATRICE on March 14, 2023 at 4:46 PM

The New GPT-4 AI Gets Top Marks in Law, Medical Exams, OpenAI Claims

The successor to GPT-3 could get into top universities without having trained on the exams, according to OpenAI.

Research Paper

Simulated exams	GPT-4
Uniform Bar Exam (MBE+MEE+MPT) ¹	298 / 400
LSAT	163
SAT Evidence-Based Reading & Writing	710 / 800
SAT Math	700 / 800
Graduate Record Examination (GRE) Quantitative	163 / 170
Graduate Record Examination (GRE) Verbal	169 / 170
Graduate Record Examination (GRE) Writing	4 / 6
USABO Semifinal Exam 2020	87 / 150
USNCO Local Section Exam 2022	36 / 60
Medical Knowledge Self-Assessment Program	75%
Codeforces Rating	392
AP Art History	5
AP Biology	5
AP Calculus BC	4

	GPT-4
	Evaluated few-shot
MMLU [49] Multiple-choice questions in 57 subjects (professional & academic)	86.4% 5-shot
HellaSwag [52] Commonsense reasoning around everyday events	95.3% 10-shot
AI2 Reasoning Challenge (ARC) [54] Grade-school multiple choice science questions. Challenge-set.	96.3% 25-shot
WinoGrande [56] Commonsense reasoning around pronoun resolution	87.5% 5-shot
HumanEval [43] Python coding tasks	67.0% 0-shot
DROP [58] (F1 score) Reading comprehension & arithmetic.	80.9 3-shot
GSM-8K [60] Grade-school mathematics questions.	92.0%* 5-shot chain-of-thought

<https://openai.com/research/gpt-4>

<https://arxiv.org/pdf/2303.08774.pdf>

Mental Aptitude Tests – ICAR sample test

Can you please answer these 8 questions?

1. What number is one fifth of one fourth of one ninth of 900?

(1) 2 (2) 3 (3) 4 (4) 5 (5) 6 (6) 7

1. What number is one fifth of one fourth of one ninth of 900?

First, one ninth of 900 is $\frac{900}{9} = 100$.

Then, one fourth of 100 is $\frac{100}{4} = 25$.

Finally, one fifth of 25 is $\frac{25}{5} = 5$.

Answer: (4) 5

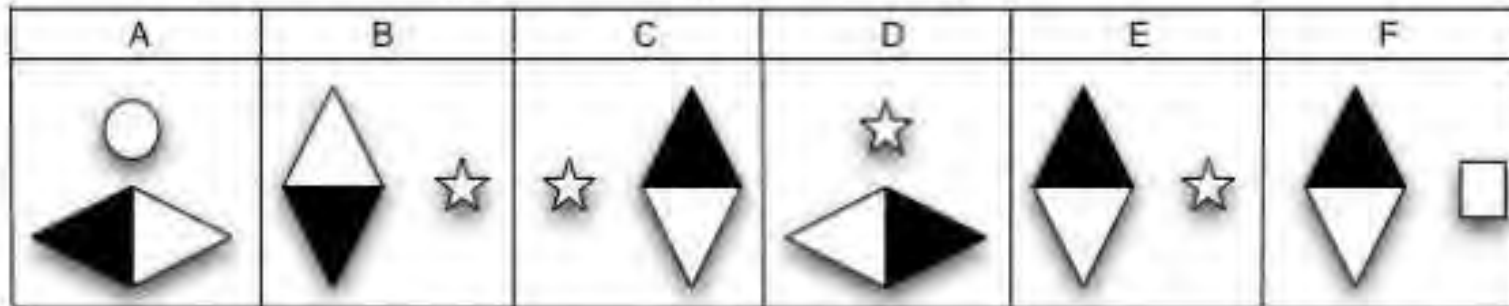
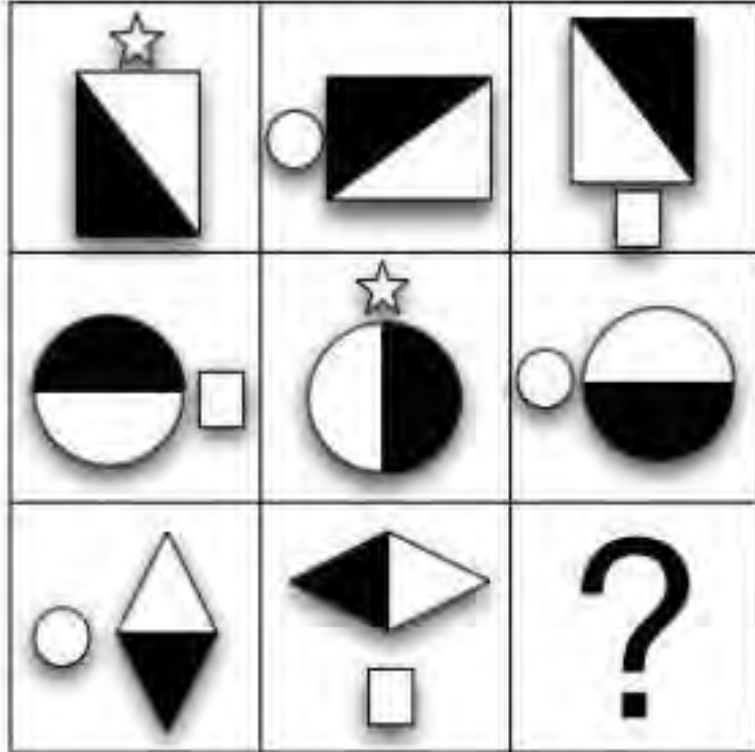
Mental Aptitude Tests - ICAR

4. If the day after tomorrow is two days before Thursday then what day is it today?
(1) Friday (2) Monday (3) Wednesday (4) Saturday (5) Tuesday (6) Sunday

4. If the day after tomorrow is two days before Thursday then what day is it today?
The day after tomorrow is two days before Thursday, which means it is Tuesday.
Therefore, today is one day before "the day after tomorrow," which is Monday.
Answer: (2) Monday

Image based mental aptitude tests - ICAR

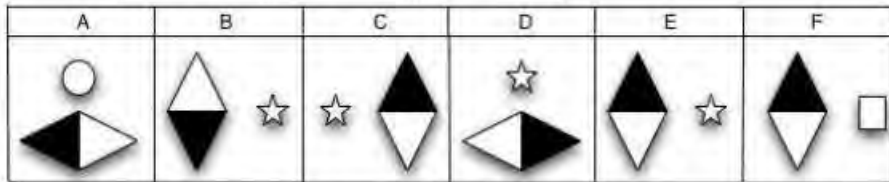
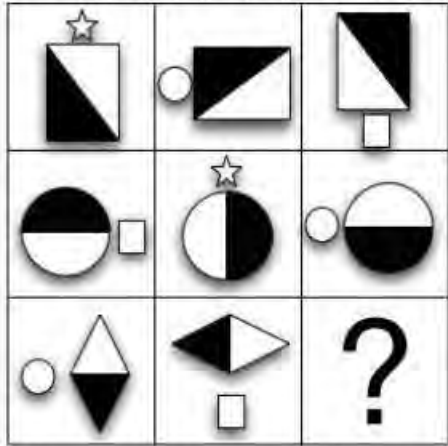
MX.45 Please indicate which is the best answer to complete the figure below.



(1) A (2) B (3) C (4) D (5) E (6) F

Image based mental aptitude tests – ICAR

MX.45 Please indicate which is the best answer to complete the figure below.



(1) A (2) B (3) C (4) D (5) E (6) F

The answer is **A**.

The reasoning is as follows:

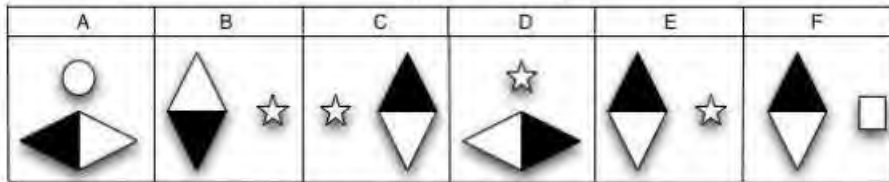
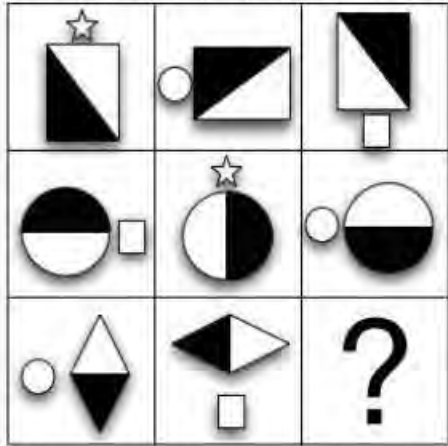
- The first three shapes in the figure are all squares with different patterns.
- The fourth shape is a square with a different pattern, but it is the same as any of the other three squares.
- The best answer to complete the figure is therefore a square with a new pattern, which is option **A**. The other options are not the best answer because they are either the same pattern as one of the other squares, or they are not squares at all.



Image-based mental aptitude tests



MX.45 Please indicate which is the best answer to complete the figure below.



(1) A (2) B (3) C (4) D (5) E (6) F

The answer seems to be: **(6) F.**

Let's examine the puzzle systematically.

1. In the first row, a square is paired with a circle to form a triangle.

2. In the second row, a star is paired with a circle to form a smaller circle.

3. In the third row, a triangle is paired with a square. Based on the patterns in the previous rows, we can deduce that the triangle and square will combine to form a new shape.

Now, let's look at the options:

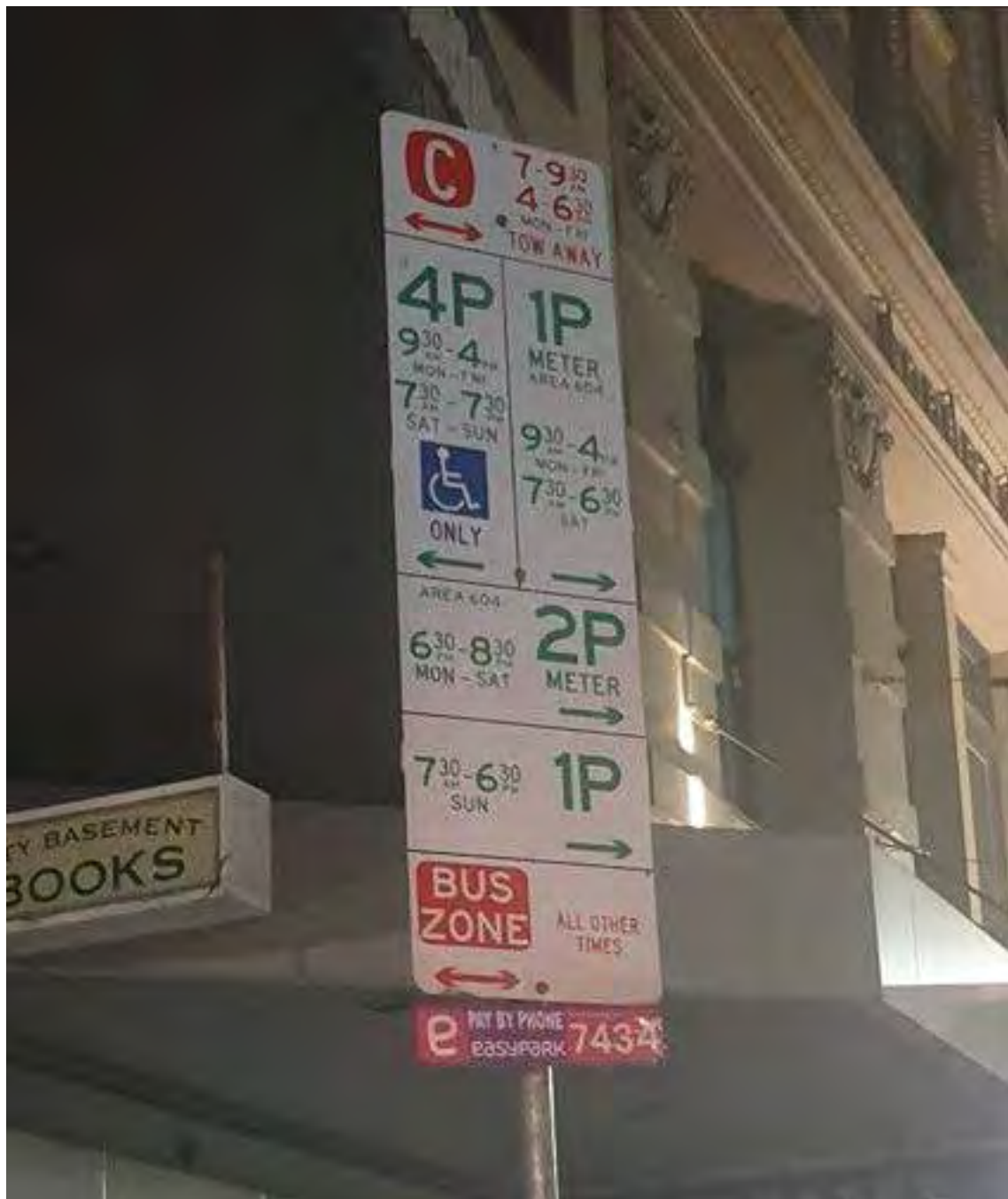
(A) A triangle and a circle. This is not consistent with the patterns observed. (B) A triangle and a star. This doesn't seem to result from the combination of a triangle and a square.

(C) Two triangles. Again, this doesn't seem to result from the combination of a triangle and a square.

(D) A triangle and a star. This doesn't seem to result from the combination of a triangle and a square.

(E) A triangle and a smaller star. This doesn't match our expected pattern.

(F) A triangle and a small square. This seems to fit the pattern in the previous rows where the second shape becomes smaller.



If my sister had (hypothetically) dropped me off in her car immediately to the left of this sign, and it was 10pm on a Monday night, would that have been legal?



The sign you sent me says that parking is prohibited from 7am to 9:45am and 4pm to 6:45pm on Mondays to Saturdays, and from 7am to 9:45am on Sundays. It also says that there is a \$4 tow-away fee and a \$1 per hour metered parking fee.

If your sister dropped you off at 10pm on a Monday night, it would have been legal. The sign prohibits parking during the specified times, so it would have been okay to drop you off outside of those times.

However, if you had stayed in the car for more than an hour, you would have been required to pay the metered parking fee. If you didn't pay the fee, your car could have been towed.





Let's break down the information on the sign:

1. Clearway (indicated by the 'C' sign)

1. No stopping: 7-9:30 am & 4-6:30 pm, Mon-Fri
2. Tow away zone during these times.

2. Parking Restrictions

1. 4 hours parking: 9:30 am - 4 pm, Mon-Fri and 7:30 am - 7:30 pm, Sat-Sun
2. 1 hour parking (Meter Area 604): 9:30 am - 4 pm, Mon-Fri and 7:30 am - 6:30 pm, Sat
3. 2 hours parking (Meter): 6:30 pm - 8:30 pm, Mon-Sat
4. 1 hour parking: 7:30 am - 6:30 pm, Sun

3. Bus Zone

1. All other times specified above.

Now, you mentioned it's 10 pm on a Monday

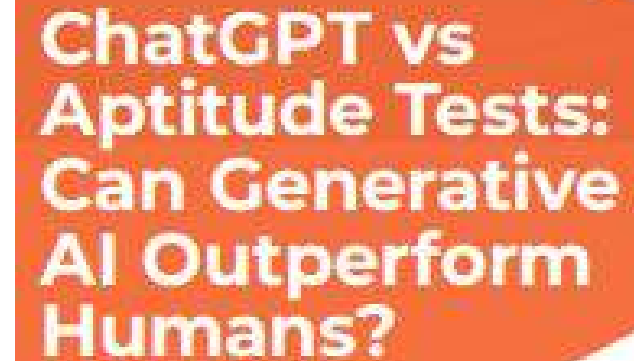
Considering the signs:

- Clearway restrictions are not in effect as they are in the morning and late afternoon.
- Parking restrictions: The latest time mentioned is 2 hours parking until 8:30 pm from Mon-Sat.
- Since 10 pm is after 8:30 pm and falls into the 'All other times' category, this area becomes a Bus Zone.

Based on the sign, your sister **cannot** legally drop you off immediately to the left of this sign at 10 pm on a Monday night since it is a Bus Zone at that time.

More Systematic Research

- Compared Prompting Strategies
 - Base model
 - Chain of thought
 - Vocalise and reflect
 - Generative knowledge
 - Persona / Role
- Compared GPT 3.5 to GPT 4
- Compared Test type
 - Verbal Reasoning
 - Numeracy



ChatGPT vs
Aptitude Tests:
Can Generative
AI Outperform
Humans?



ARCTIC SHORES

Verbal Reasoning

We've tasked you with carrying out research to inform future decisions about the business.

You will be shown passages of text, and statements relating to them.

You must identify whether or not each statement is accurate, according to the passage of text.

The current statement is displayed here.

If, according to the text, the statement is true, tap **True**. If, according to the text, it is false, tap **False**. If the text doesn't provide enough information to determine the statement to be true or false, tap **Cannot Say**.

There will be **[X]** passages of text, each with **[Y]** statements about them.
For each statement, there is **only** one correct answer.

The assessment is positively marked, meaning that you will not have marks deducted for errors.

You have a limited amount of time to answer all the statements. Hence, in order to perform well, you will need to work both accurately and quickly.