

Prompt Engineering Documentation for Candidate Analysis

Introduction

This document outlines the prompt engineering process for analyzing candidate data from introduction videos. The goal is to create effective prompts that, when used with ChatGPT, will generate valuable and actionable insights about each candidate.

Prompts and Rationale

1. Emotion Analysis and Its Implications:

1.1 Prompt:

Analyse the following emotion scores from a candidate's introduction video:

[Insert emotion scores]

Please provide insights on:

1. The dominant emotions displayed by the candidate.
2. Any significant emotional fluctuations or patterns.
3. The overall emotional tone of the presentation.
4. How these emotions might reflect on the candidate's suitability for a professional role.

Format your response as:

- Dominant Emotions: [List top 3 emotions and their implications]
- Emotional Stability: [Assess the consistency of the candidate's emotional state]
- Emotional Patterns: [Describe any notable patterns]
- Potential Red Flags: [Any concerning emotional patterns]
- Positive Emotional Traits: [Beneficial emotional characteristics displayed]
- Professional Implications: [Analyse how these emotions might affect job performance]

1.2 Rationale:

This prompt focuses specifically on the emotional aspect of the candidate's presentation. It aims to uncover patterns in emotional expression that could indicate how the candidate might perform under various work conditions or interact with others in a professional setting.

2. Gaze Analysis and Its Effects

2.1 Prompt:

Analyse the following gaze data from a candidate's introduction video:

[Insert relevant data from gaze.csv]

Please provide insights on:

1. The candidate's gaze patterns throughout the video.
2. Frequency and duration of eye contact (assuming direct gaze indicates eye contact).
3. Blink rate and what it might indicate about the candidate's stress levels or cognitive load.
4. Any unusual gaze behaviors and their potential implications.

Format your response as:

- Overall Gaze Pattern: [Describe the general trend]
- Eye Contact Analysis: [Frequency and quality of presumed eye contact]
- Blink Rate Assessment: [Analysis of blink frequency and potential implications]
- Notable Gaze Behaviors: [Any unusual patterns or moments]
- Potential Effects on Perception: [How gaze behavior might influence the viewer's impression]

2.2 Rationale:

This prompt focuses exclusively on gaze data, which can provide insights into a candidate's confidence, engagement, and potential stress levels. Understanding gaze patterns can offer valuable non-verbal cues about the candidate's composure and attentiveness.

3. Metadata Analysis and Temporal Effects

3.1 Prompt:

Review the following metadata from a candidate's introduction video:

[Insert relevant data from metadata.csv]

Please analyze:

1. The overall duration and pacing of the video.
2. Any significant changes in the candidate's behavior or presentation over time.

3. How external factors (like distance from camera) might have affected the presentation.
4. The candidate's time management skills based on the video structure.

Format your response as:

- Video Duration and Pacing: [Analysis of overall timing]
- Temporal Progression: [How the candidate's performance evolved over time]
- Environmental Factors: [Impact of any external elements noted in metadata]
- Time Management Assessment: [Evaluation of the candidate's use of available time]
- Key Timestamps: [Notable moments or turning points in the video]

3.2 Rationale:

This prompt utilizes the metadata to provide context about the video's structure and the candidate's ability to manage their presentation over time. It can reveal insights about adaptability, consistency, and professionalism.

4. Transcript Content Analysis

4.1 Prompt:

Review the following transcript from a candidate's introduction video:

[Insert transcript text]

Please analyze the content and provide insights on:

1. The main topics or themes discussed by the candidate.
2. Any specific skills, experiences, or achievements mentioned.
3. The overall structure and coherence of the candidate's presentation.
4. Any unique selling points or standout elements in the candidate's introduction.

Format your response as:

- Main Themes: [List key topics]
- Skills and Experiences: [List notable mentions]
- Presentation Structure: [Brief assessment]
- Unique Elements: [Highlight standout points]

4.2 Rationale:

This prompt delves into the actual content of the candidate's speech, aiming to extract key information about their background, skills, and how they present themselves. It helps identify the candidate's strengths and how well they communicate their value proposition.

5. Communication Skills Assessment:

5.1 Prompt:

Based on the following transcript scores and text from a candidate's introduction video:

Transcript Scores: [Insert transcript scores]

Transcript Text: [Insert transcript text]

Please provide an in-depth analysis of the candidate's communication skills:

1. Assess the clarity and coherence of their speech.
2. Evaluate their vocabulary usage and language proficiency.
3. Identify any patterns in sentence structure or speaking style.
4. Comment on the effectiveness of their self-presentation.

Format your response as:

- Clarity and Coherence: [Your assessment]
- Language Proficiency: [Your evaluation]
- Speaking Style: [Notable patterns or characteristics]
- Self-Presentation Effectiveness: [Your analysis]
- Speech content and flow
- Overall Tone
- Areas for Improvement: [Suggest potential enhancements]

5.2 Rationale:

This prompt focuses specifically on communication skills, which are crucial for many roles. By combining the transcript scores with the actual text, it aims to provide a comprehensive view of how well the candidate expresses themselves verbally.

6. Overall Candidate Assessment

6.1 Prompt:

You are an AI recruitment assistant analyzing candidate data from introduction videos. Given the following information about a candidate:

Gaze Data: [Insert relevant data from gaze.csv]

Metadata: [Insert relevant data from metadata.csv]

Emotion Scores: [Insert emotion scores]

Transcript Scores: [Insert transcript scores]

Transcript Text: [Insert transcript text]

Please provide a comprehensive analysis addressing the following points:

1. Should we recruit this candidate? Provide reasons based on the data.
2. How different data sources (gaze, emotion, speech) align or conflict.
3. Assess the candidate's communication skills and identify areas of expertise.
4. Analyse the candidate's gaze patterns and what they might indicate about the candidate's confidence and engagement.
5. Any unique qualities or red flags identified from the integrated data.
6. Highlight any other insights that could help in making a decision about the candidate.

Format your response as follows:

- Overall Recruitment Recommendation: [Your recommendation with confidence level]
- Reasoning: [Your detailed reasoning]
- Communication Skills Assessment: [Your assessment]
- Areas of Expertise: [Identified areas]
- Gaze Analysis: [Insights from gaze data]
- Additional Insights: [Any other relevant observations]
- Final Remarks: [Concluding thoughts on the candidate's fit]

6.2 Rationale:

This prompt is designed to provide a holistic view of the candidate by combining all available data. It directly addresses the main actionable insights requested in the task while allowing for additional observations. The structured format ensures consistent and easily comparable responses across candidates.

7. Comparative Analysis:

7.1 Prompt:

You have been provided data for 10 candidates. For each candidate, you have:

- Emotion Scores
- Transcript Scores
- Transcript Text

Please perform a comparative analysis of these candidates:

1. Rank the candidates based on their overall suitability for recruitment.
2. Identify the top 3 candidates and explain why they stand out.
3. Compare and contrast the communication styles and emotional presentations across the candidate pool.
4. Highlight any unique skills or experiences that set certain candidates apart.

Format your response as:

- Candidate Ranking: [List candidates from most to least suitable]
- Top 3 Candidates: [Names and reasons]
- Communication Styles Comparison: [Brief analysis]
- Standout Skills and Experiences: [List by candidate]

7.2 Rationale:

This prompt is designed to provide a bird's-eye view of the entire candidate pool. It helps in making relative judgments about candidates' suitability and identifying standout individuals. This comparative approach can be crucial for making final recruitment decisions.

8. Conclusion:

These prompts are designed to extract maximum value from the provided candidate data. They cover individual assessments, emotional analysis, content analysis, communication skills evaluation, and comparative analysis across the candidate pool. When used with ChatGPT, these prompts should generate comprehensive, actionable insights to aid in the recruitment decision-making process.