In the war for talent companies are using predictive algorithms and machine learning as tools to identify the best candidates. they’re using AI to assess human qualities, analyzing everything from word choice to tone a voice to eye contact. So, it says - here in this section there are four questions for me to answer, some of the questions will require you to record a response with video. «Hirevue» is one such company and I got to test out the interview of the future. Here I am applying for a job as a customer service representative for a paper company. But I’m not talking to an HR report hiring manager, it’s just me, pre-recorded interview questions and the camera. Tell us of some of the things that you’re passionate about and why you’d be a great fit for this role. So, it’s such a great question - why am I passionate about I love that question. According to «Hirevue» responses to video interviews are full of data the content of the verbal response, intonation and nonverbal communication are just a few of the 25,000 data points the company analyzes. What the computer is really doing is decoding visually what candidates are saying, we can understand things like creative thought. You ask somebody a question they tend to look up like that and think for a few minutes, that’s a really strong sign from a psychological point of view of creative thought. In analyzing these data points «Hirevue» says it does a better job eliminating hiring bias than face-to-face interviews. There’s something like a hundred and fifty document and cognitive biases that we all carry around with us every single day. What the technology can do is really look objectively at candidates irrespective of whether they’re man or a woman, their gender age, ethnicity and so. we’re really looking at the true person as opposed to the superficial things that an interviewer might be looking at. It also widens the net for finding new talent. We can open the funnel, we can open the aperture for talent very widely an interview in places that we never would have thought to go, because good talent, great talent could be almost anywhere in the world. Companies like Goldman Sachs, Vodafone, Nike and Carnival Cruise Line all use «Hirevue», but what’s the experience like for the interviewee. In my case I’ve really enjoyed it. The worst part is hearing yourself, replayed after you answer a question. I can’t listen to myself. But how do others like the experience a quick look at the hashtag «Hirevue» on Twitter shows varying reactions with some seeming to love it and others reacting less positively. Despite makes reviews it doesn’t look like AI is leaving the recruitment landscape anytime soon. When you have all the jobs on the Internet certainly employers have lots of choices and so does jobseekers, but those choices often can be overwhelming for both sides. What we find is the use of the eye technology can enable a job seeker to find the best possible opportunities for them to apply for. But body language expert Patti would see some issues with these programs. I don’t want people to be excluded because they’re not comfortable with this kind of interaction. Who may be very good at human interaction? On the flip side yield behavioural scientist Jason Dana says unstructured face-to-face interviews are overrated. There’s a lot of industrial psychology research showing that interviews aren’t very good at predicting job outcomes at least they’re much less good than people think they are. But even Deana sees some red flags. You might have too much homogeneity organization and not enough healthy diversity of thought right you just keep hiring the same sort of person again and again and that would be a danger.

For me what I missed most from my «Hirevue» experience was the human element I couldn’t crack jokes, make eye contact or gauge, how my responses were resonating. But the software was also really easy to use convenient and less stressful than an in-person interview. One thing’s certain AI will continue to transform the hiring experience. I’m convinced that you’re gonna walk into someone’s office ten years from now and see a pile of resumes on the corner and think - oh my gosh I haven’t seen those in years you still do it? that way good for you for hanging on because there’s a much better way and we think we’re on the verge of making that transition.

predictive algorithms -предсказательные алгоритмы

as tools to identify the best candidates - в качестве инструмента для определения лучших кандидатов

human qualities - человеческие качества

I am applying for a job - Я ищу работу.

customer service representative - представитель клиентской службы

why you’d be a great fit for this role - почему ты отлично подходишь для этой роли.

According to responses - Согласно ответам

verbal response, intonation and nonverbal communication - вербальная реакция, интонация и невербальная коммуникация

data points the company analyzes - данные, которые компания анализирует

we can understand things like creative thought - мы можем понять такие вещи, как творческая мысль

a better job eliminating hiring bias - лучшая работа, устраняющая предвзятость при найме на работу

face-to-face interviews - личные собеседования

cognitive biases - когнитивные отклонения

carry around with us every single day - носить с собой каждый божий день

really look objectively at candidates - объективно смотреть на кандидатов

irrespective of whether - независимо от того

ethnicity - этничность

true person as opposed to the superficial things - истинный человек, в отличие от поверхностных вещей

We can open the funnel - Мы можем открыть воронку

we can open the aperture - мы можем открыть отверстие

what’s the experience like for the interviewee - каково это для интервьюируемого.

shows varying reactions - показывает различную реакцию

others reacting less positively - другие реагируют менее позитивно

Despite makes reviews - Несмотря на отзывы

leaving the recruitment landscape anytime soon - покинуть место вербовки в ближайшее время

certainly employers have lots of choices - у работодателей, безусловно, есть выбор

jobseekers - соискатели

can be overwhelming for both sides - может быть ошеломляющим для обеих сторон.

to apply for - подать заявку на

see some issues - увидеть некоторые проблемы

people to be excluded - людей, которые должны быть исключены

On the flip side yield behavioural - На обратной стороне выходят поведенческие характеристики

unstructured face-to-face interviews are overrated - неструктурированные личные беседы переоцениваются.

predicting job outcomes - прогнозирование результатов работы

they’re much less good - они гораздо менее хороши.

homogeneity organization - организация однородности

not enough healthy diversity of thought - недостаточно здорового разнообразия мыслей

what I missed most from - что я пропустил больше всего из-за того

crack jokes - шутки

make eye contact or gauge - смотреть в глаза или измеритель

easy to use convenient - простой в использовании

less stressful - меньший стресс

I’m convinced - Я убежден

for hanging on - за то, что держался

the verge of making that transition - на пороге осуществления этого перехода