ChatGPT: How Generative AI Could Change Hiring as We Know It

ChatGPT：生成式 AI 如何改变我们所知的招聘方式

Date: Apr. 24, 2023

576 Words

Since November 2022, AI chatbot ChatGPT has enabled anyone with internet **access** to generate anything in the written form: think **intricate** essays and code, **succinct memos** or poetry. Even with basic **prompts**, ChatGPT can complete complex, written tasks in moments, and work as a creative tool to quickly produce efficient content. "In general, the technology allows people who may **not necessarily possess** the best writing skills to suddenly have them," says Vince Miller, **reader** in sociology and cultural studies at the University of Kent, UK.

2022 年 11 月以来，人工智能聊天机器人 ChatGPT 让每个能上网的人都能以书面形式生成任何内容：构思复杂的文章和代码、简洁的备忘录或诗歌。即使给它基础的提示语，ChatGPT 也可以在短时间内完成复杂的书面任务，并作为一种创造性工具快速生成有效的内容。英国肯特大学社会学和文化研究专业高级讲师文斯·米勒说："总的来说，这项技术可以让那些不善于写作的人一下子拥有最佳写作技巧。"

Jobseekers are among those reporting such benefits. **Leveraging** a dataset containing 570 billion individual words, OpenAI's ChatGPT can compose convincing **cover letters** on demand, or **synthesise** a few career details into a **competent**, **bullet-pointed CV**. Want to send an email to a hiring manager? Prompt the chatbot, then copy and paste the AI-generated text straight into the message.

求职者就是其中之一。利用包含 5700 亿个单词的数据集，OpenAI 的 ChatGPT 可以根据需要写出令人信服的求职信，或者将一些职业生涯的细节编写成一份合格的、重点突出的简历。想给招聘经理发邮件？给聊天机器人一些提示语，然后将人工智能生成的文本直接复制粘贴到邮件中就大

access [ˈækses] *n.* 通道；（使用或见到的）机会，权利 *v.* 到达，进入，使用 | Students must have access to good resources. 学生必须有机会使用好的资源。

intricate [ˈɪntrɪkət] *adj.* 错综复杂的 | intricate patterns 复杂的图案

succinct [səkˈsɪŋkt] *adj.* 简明的，言简意赅的 | Keep your answers as succinct as possible. 你们的答案要尽可能简洁明了。

memo [ˈmemoʊ] *n.* 备忘录

prompt [prɑːmpt] *n.* 提词，提示 *v.* 促使，导致；提示，提醒 *adj.* 迅速的，立即的 | The program will prompt you to enter data where required. 这个程序在必要时将提醒你输入数据。

not necessarily 不一定，未必 | The more expensive articles are not necessarily better. 较贵的东西不见得就较好。

possess [pəˈzes] *v.* 具备，具有（特定品质、才能等）；拥有 | Different workers possess different skills. 不同的工人拥有不同技能。

reader [ˈriːdər] *n.*（英国大学中仅次于教授的）高级讲师

leverage [ˈlevərɪdʒ] *v.* 充分利用

功告成了。

But hiring managers aren't **oblivious**: they understand candidates are already **leaning on** generative AI to assist them, and may well do so even more as the technology grows in **sophistication**. This could create a shift in job applications as we know them, moving recruiters away from the traditional modes of **evaluating** candidates.

但招聘经理也意识到了这一切：他们知道求职者已经依靠生成式 AI 来帮助他们，并且随着技术的日益成熟，他们很可能会更加依赖生成式 AI。这可能会改变我们所知的求职方式，使招聘者放弃传统的评估方式。

Adam Nicoll, group marketing director at recruitment and job-consulting firm Randstad, based in Luton, UK, says **time-poor** hiring managers may be unlikely to **distinguish between** a cover letter written by a candidate **and** one generated by AI. "The language generated by ChatGPT reads clean, if **formulaic**. Compared to most cover letter writing, there are no **idiosyncrasies**; there are no **red flags**, but no personality," he says.

总部位于英国卢顿的招聘和工作咨询公司任仕达的集团营销总监亚当·尼科尔表示，时间有限的招聘经理不太可能分辨得出求职者写的求职信和人工智能生成的求职信。他说："ChatGPT 生成的语言虽然公式化，但读起来很简洁。与大多数求职信相比，ChatGPT 生成的求职信没什么个人特色；没有让人冒火的错误，但也没有个性。"

Despite this, he says he wouldn't necessarily consider this cheating the hiring process. "It's helping those who aren't the best at writing and editing in producing a neat summary of career highlights. It's the **digitised** version of asking a friend to review your CV."

尽管如此，尼科尔说他并不认为这是在招聘过程中作弊。"它可以帮助那些不擅长写作和编辑的人简洁地总结出职业生涯的亮点。这不过是让一个数字化'朋友'帮你改简历。"

Nicoll says that recruiters have already been relying less on

| The company needs to leverage its resources. 该公司需要充分利用其资源。

cover letter 求职信，附函

synthesise [ˈsɪnθəsaɪz] *v.* 合成

competent [ˈkɑːmpɪtənt] *adj.* 合格的，不错的；有能力的，称职的 | a competent piece of work 合格的作品

bullet point 着重号，项目符号

CV (=curriculum vitae) *n.* 履历，简历

oblivious [əˈblɪviəs] *adj.* 不知道，未注意，未察觉 | She seemed completely oblivious to the noise around her. 她似乎对周围的吵闹声毫无察觉。

lean on 依赖，依靠 | The couple lean on each other for support. 夫妻俩互相扶持。

sophistication [səˌfɪstɪˈkeɪʃn] *n.* （技术、产品等的）复杂，精密；精明老练

evaluate [ɪˈvæljueɪt] *v.* 评价，评估 | We need to evaluate how well the policy is working. 我们需要对这一政策产生的效果作出评价。

time-poor *adj.* 缺乏空闲时间的

distinguish between A and B 区分，辨别 | At what age are children able to distinguish between right and wrong? 儿童到什么年龄才能明辨是非？

formulaic [ˌfɔːrmjuˈleɪɪk] *adj.* 由固定套话堆砌的，公式化的，俗套

traditional modes of evaluating candidates, anyway. "The cover letter has been on its way out for years: hiring managers **skim through** a resume for less than 10 seconds, let alone read a 200-word personal statement."

尼科尔说，不管怎样，招聘者已经不再那么依赖传统的评估方式了。"求职信已经过时多年了：招聘经理浏览简历的时间不到 10 秒，更不用说看一份 200 字的个人陈述了。"

Instead, Nicoll says recruiters increasingly prefer viewing a candidate's social media and LinkedIn **profile** to understand their personality. And as more candidates use generative AI to compose their written materials, he adds the importance of these application elements is becoming even more **irrelevant**. "If anyone can **artificially** enhance their **pitching email** to a hiring manager, then it becomes **redundant**," says University of Kent's Miller.

相反，尼科尔表示，招聘者越来越倾向于通过查看求职者的社交媒体和领英简介来了解他们的个性。他补充说，随着越来越多的求职者使用生成式 AI 撰写书面材料，这些求职申请书变得越来越无关紧要。肯特大学的米勒说："如果有人可以人为地改进他们发给招聘经理的求职信，那么求职信就没有存在的必要了。"

Experts say standard hiring processes may change as a result. There could be a greater emphasis on **scrutinising** candidates in face-to-face settings, says Brooke Weddle, partner at consulting firm McKinsey & Company, based in Washington, DC. "As opposed to cover letters, which typically convey little information critical to the actual hiring decision, employers look hard at cultural fit and **soft skills** during the interview process."

专家表示，标准的招聘流程可能会因此发生改变。总部位于华盛顿特区的咨询公司麦肯锡的合伙人布鲁克•韦德尔表示，公司可能会更加重视面对面地审查求职者。"求职信通常无法传达对真正的招聘决定至关重要的信息，而雇主在面试过程中更看重求职者的文化契合度和软技能。"

Furthermore, some recruiters are already embracing new

的 | Traditional stories make use of formulaic expressions like 'Once upon a time…'. 传统故事采用"从前……"一类的套话。

idiosyncrasy [ˌɪdɪəˈsɪŋkrəsi] *n.* （个人特有的）习性，特征，癖好 | Many talented people have idiosyncrasies. 许多有才能的人有其独特的癖性。

red flag 危险信号，预警；激怒因素，引人冒火的事

digitise [ˈdɪdʒɪtaɪz] *v.* 数字化

skim through 浏览，略读 | He skimmed through the article trying to find his name. 他浏览文章找自己的名字。

profile [ˈprəʊfaɪl] *n.* 概述，简介；外形，轮廓 | a short profile of the actor 那位演员的简介

irrelevant [ɪˈreləvənt] *adj.* 无关紧要的，不相关的 | We're focussing too much on irrelevant details. 我们过于关注不相干的细节。

artificially [ˌɑːrtɪˈfɪʃəli] *adv.* 人为地 | Food prices are being kept artificially low. 食品价格正被人为地控制在低水平。

pitching email 求职信，推销信

redundant [rɪˈdʌndənt] *adj.* 多余的，不需要的；被解雇的 | Computers have made our paper records redundant. 计算机使我们的纸质文档已显得多余。

scrutinise [ˈskruːtənaɪz] *v.* 仔细查看，认真检查 | The statement was

AI tools on their side of the job hiring process. For instance, some large corporations are leveraging AI in the recruitment process to test job seekers' qualities through skill- and personality **assessments**, which use data-driven behavioural insights to **match** candidates **against** vacancies and reveal their soft skills.

此外，一些招聘者已经在招聘过程中采用了新的人工智能工具。例如，一些大公司在招聘过程中利用人工智能，通过技能和性格评估来测试求职者的素质，这些评估基于大量数据分析求职者的行为，将其与空缺职位进行匹配，并展现出他们的软技能。

These kinds of **emerging** platforms that give recruiters more data on candidates **stand to** change the job-application process, too, especially as "we move from degree **certifications** to skills-based hiring", says Weddle. And this may be just the beginning of big changes to come.

韦德尔表示，这类新兴平台为招聘者提供了更多有关求职者的数据，也将改变求职流程，尤其是在"招聘的关注点从学位证书转向技能"之际。而这可能只是即将到来的巨大转变的开始。

---

carefully scrutinized before publication. 声明在发表前经过仔细审阅。

soft skills 软性技巧（指人际交往的技巧，如团队工作时的沟通能力）

assessment [əˈsesmənt] *n.* 评定，判定；看法，评价 | written exams and other forms of assessment 笔试及其他形式的考核

match ... against ... 拿……与……比较，对照；较量，竞赛 | New information is matched against existing data in the computer. 新的资料和电脑中已有的数据作了比较。

emerging [ɪˈmɜːdʒɪŋ] *adj.* 刚出现的，新兴的 | emerging markets 新兴市场

stand to 很可能做某事 | You stand to make a lot from this deal. 你很可能会从这笔生意中大赚一笔。
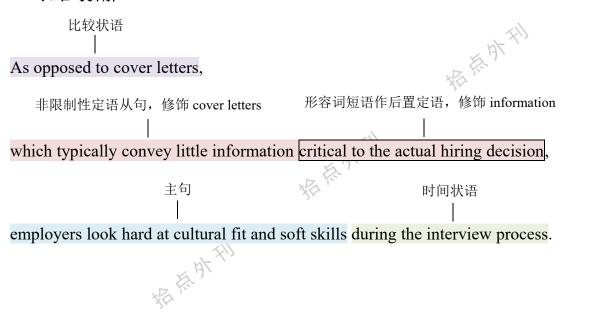
certification [ˌsɜːrtɪfɪˈkeɪʃn] *n.* 证书；证明

➤ 脉络梳理

Para. 1-3　　引出话题：ChatGPT 能够帮助求职者撰写简历和求职信，但也会促使招聘者改变招聘和评估方式

Para. 4-7　　指出 ChatGPT 生成的求职信较为公式化，使用 ChatGPT 不算作弊，但求职信已经过时了

Para. 8-10　　指出招聘者也将利用人工智能工具评估求职者，招聘流程将发生巨大转变

➤ 长难句拆解

比较状语

As opposed to cover letters,

非限制性定语从句，修饰 cover letters　　　　形容词短语作后置定语，修饰 information

which typically convey little information critical to the actual hiring decision,

主句　　　　　　　　　　时间状语

employers look hard at cultural fit and soft skills during the interview process.