

# GET THE JOB

## AI Reshaping Hiring

### Job Seekers Must Adapt As Artificial Intelligence Transforms Recruitment

In today's competitive job market, your first interview might not be with a person at all.

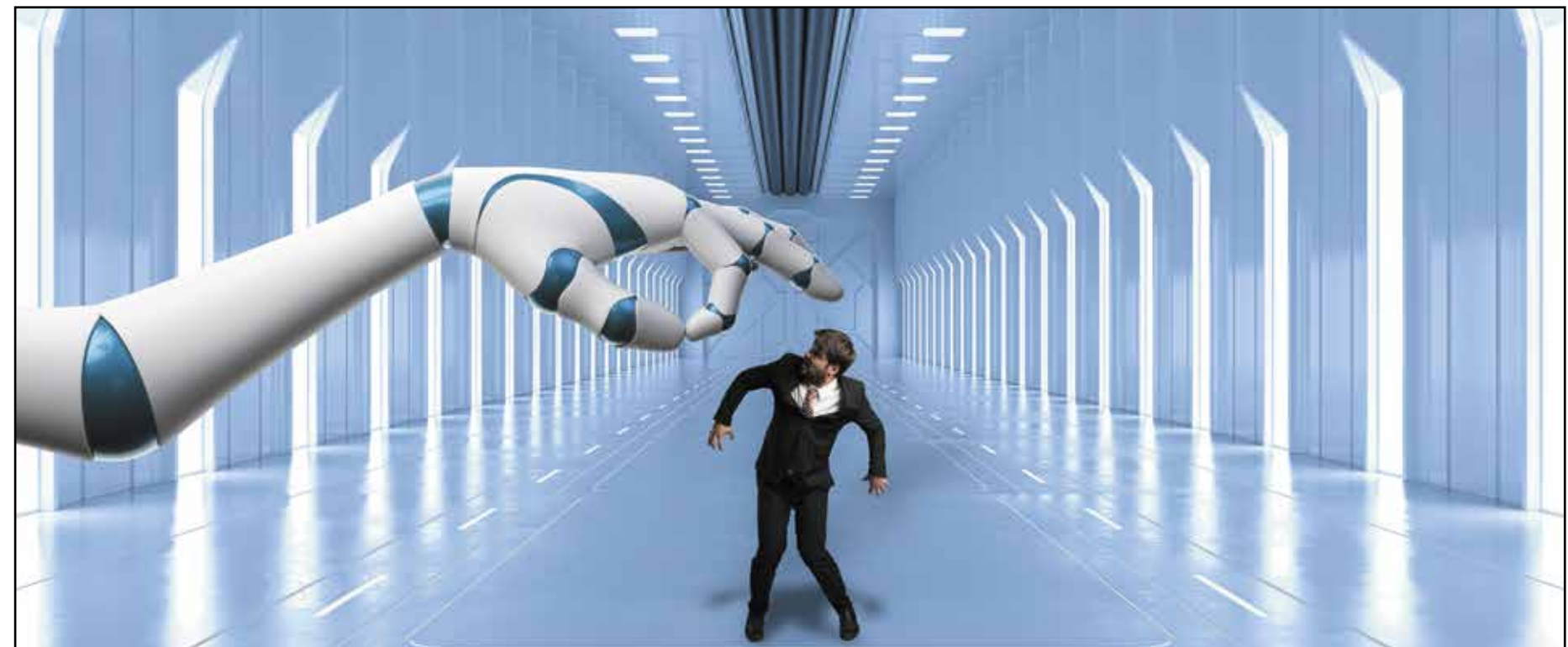
As artificial intelligence (AI) increasingly influences the hiring process, job seekers must adapt their strategies to successfully navigate this new landscape. AI tools are now used to screen resumes, analyze video interviews and even assess personality traits. These systems aim to streamline the hiring process, but they also present new challenges for candidates.

#### OPTIMIZING YOUR RESUME FOR AI

To pass AI screenings, job seekers should focus on using industry-standard job titles and incorporating relevant keywords from the job description. It's crucial to avoid fancy formatting or graphics that AI might misinterpret.

Quantifying achievements with specific metrics can also help your resume stand out to both AI systems and humans.

AI-powered video interviews analyze facial expressions, tone of voice and word choice. Success in these interviews requires maintaining eye contact with the camera, speaking clearly at a moderate pace, and



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using positive body language. Practicing common interview questions can help candidates appear more confident and natural during these AI-led assessments.

#### SHOWCASING SKILLS IN THE AGE OF AI

AI often assesses soft skills through language analysis and personality assessments. Candidates can demonstrate these skills by using action verbs that reflect leadership and teamwork, providing specific examples of problem-solv-

ing and adaptability, and highlighting communication skills in their responses.

While it's important to optimize for AI, candidates should avoid unethical practices such as keyword stuffing, using hidden text in resumes, or employing AI-generated responses in interviews. Instead, the focus should be on honestly presenting one's best self throughout the application process.

#### THE HUMAN ELEMENT

It's crucial to remember that

AI is a tool to assist human recruiters, not replace them entirely. Job seekers should prepare for both AI screenings and human interactions in their job search, maintaining a balance between technological adaptation and genuine self-presentation.

As AI technology evolves, staying informed about new developments in hiring practices is essential.

Regularly updating skills and adapting job search strategies accordingly will help candidates remain competitive in

this rapidly changing landscape.

While AI in hiring presents new challenges, it also offers opportunities for job seekers to showcase their skills more effectively. By understanding and adapting to these systems, candidates can stand out in a crowded job market. As artificial intelligence continues to transform the recruitment landscape, those who master these new tools and techniques will have a significant advantage in landing their dream jobs.