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Implications of AI on Selection & Assessment

Your presenters today

Director

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Our Services

Attraction **Selection** **Research** **Development** **Technology**

Agenda

01. Impact on the selection process

02. Reviewing your process

03. Tips for redesigning selection tools

Poll

Have you had a go playing with a generative AI tool like ChatGPT?

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Poll

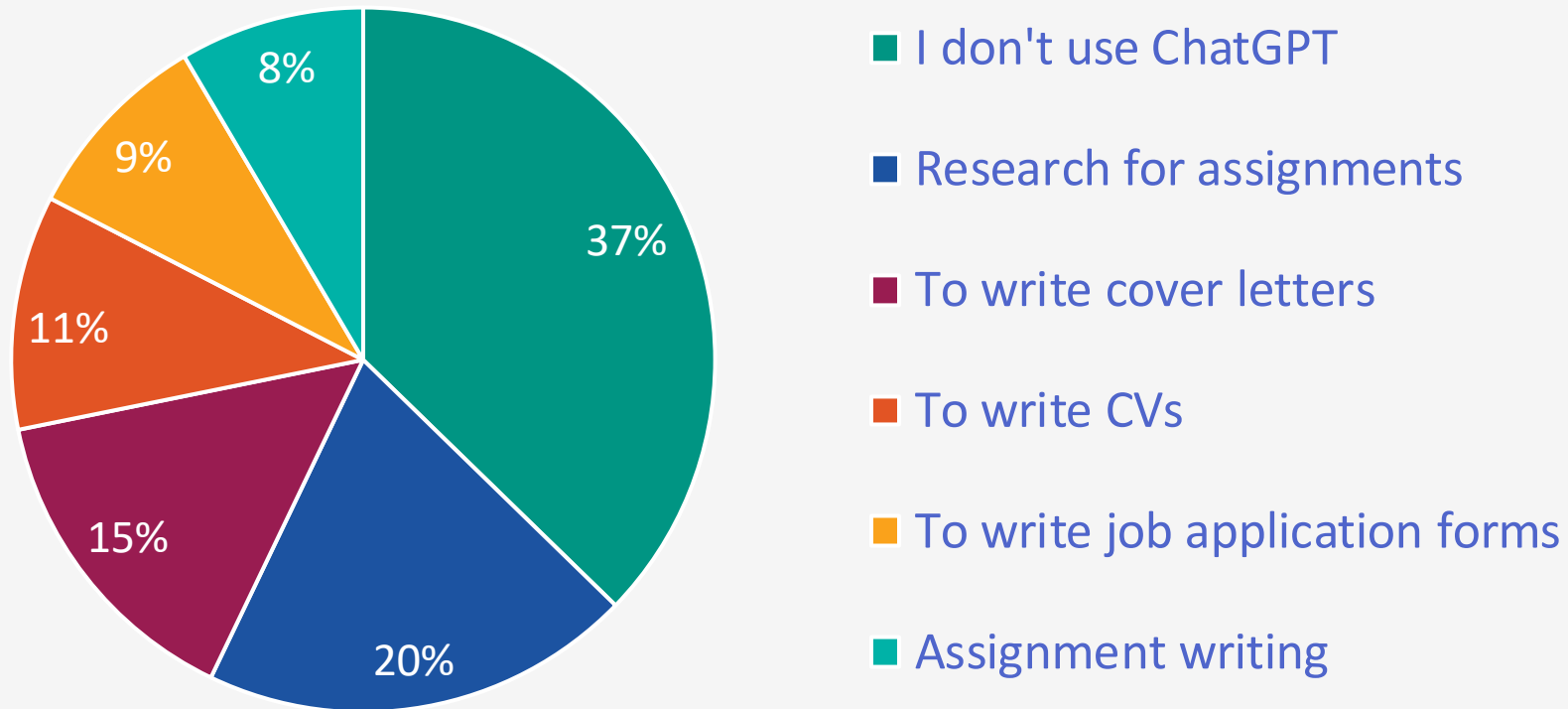If you have used it for work purposes – What have you used it for? (use the chat)

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Impact on the selection process

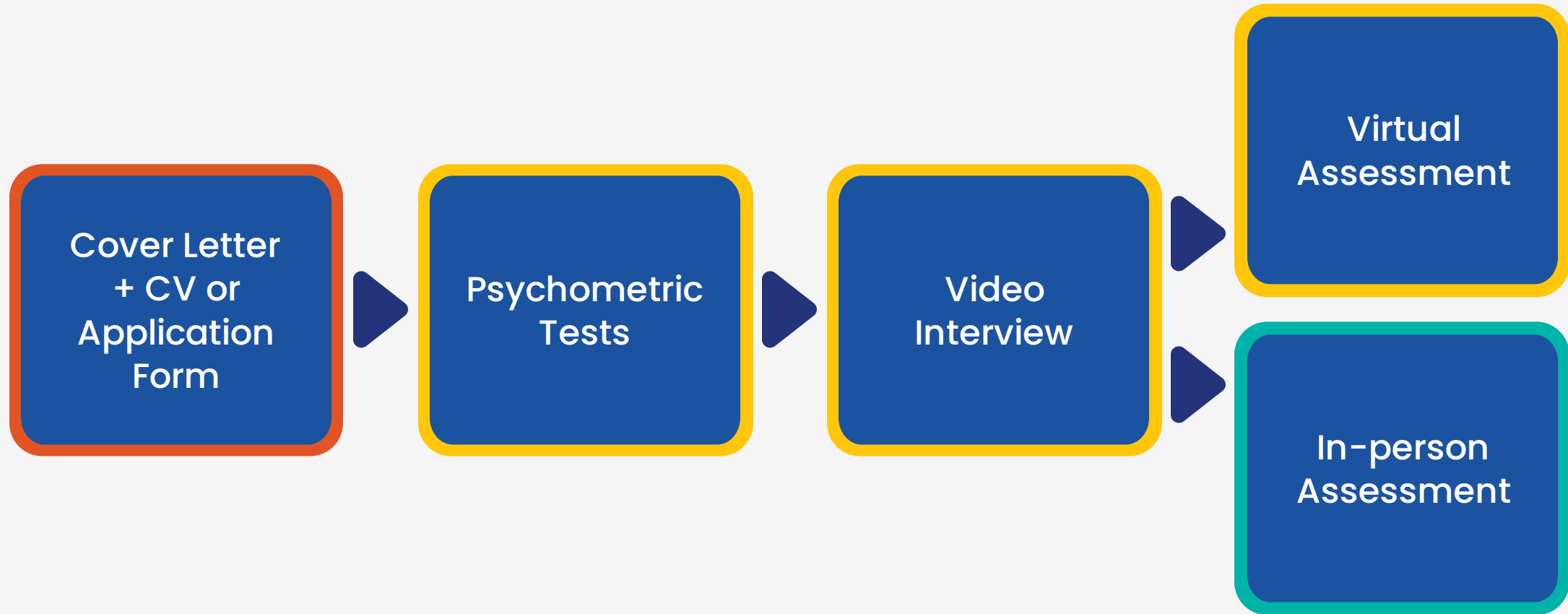# Current NZ Tertiary Student Feedback: ChatGPT Use

Legend:
- I don't use ChatGPT
- Research for assignments
- To write cover letters
- To write CVs
- To write job application forms
- Assignment writing

Pie chart values: 37%, 20%, 15%, 11%, 9%, 8%

Current selection process
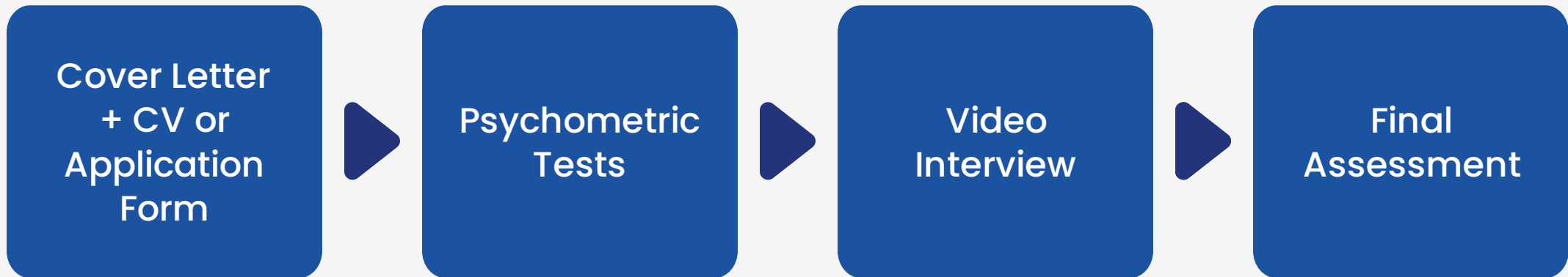
Cover Letter + CV or Application Form → Psychometric Tests → Video Interview → Final Assessment

9

Impact of generative AI on selection process

Cover Letter + CV or Application Form

Psychometric Tests

Video Interview

Final Assessment

10

Impact of generative AI on selection process

Cover Letter + CV or Application Form

Psychometric Tests

Video Interview

Virtual Assessment

In-person Assessment

11

At risk

Cover letters

CVs

Written responses

Sharing questions or topics in advance

Pre-work for final assessments

12

Reviewing your selection process

Our options

IGNORE

BAN

INVIGILATE

DESIGN AROUND

Review of your end-to-end process

Number of assessment stages	Consider the cost of each stage	Clarify what each stage is measuring	Apply a Diversity and Inclusion lens	Consider the candidate journey

15
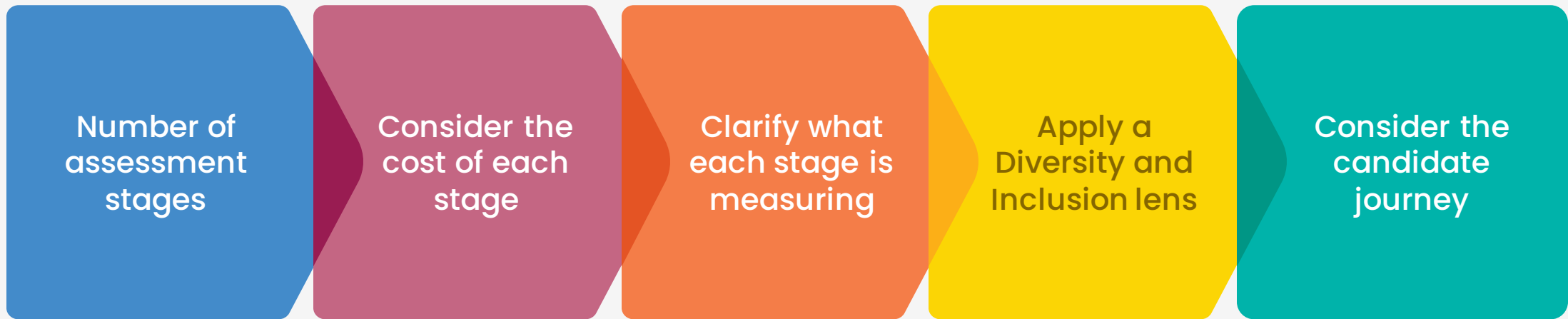
Tips for redesigning selection tools

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Cover Letter + CV or Application Form	→	Psychometric Tests	→	Video Interview	→	Final Assessment

- Reduce weighting on written responses
- Avoid generic motivation questions
- Require reflection relating to their personal experiences
- Consider psychometric assessments to fill in the evidence points you have lost
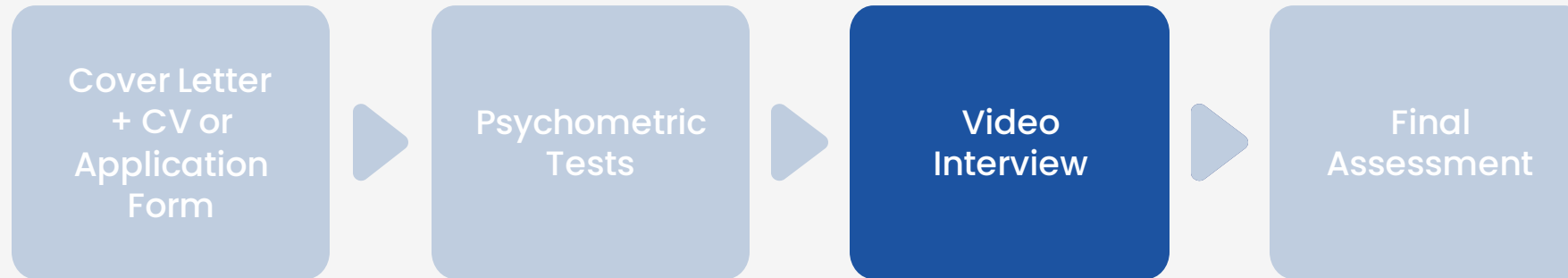
| Cover Letter + CV or Application Form | → | Psychometric Tests | → | Video Interview | → | Final Assessment |

18
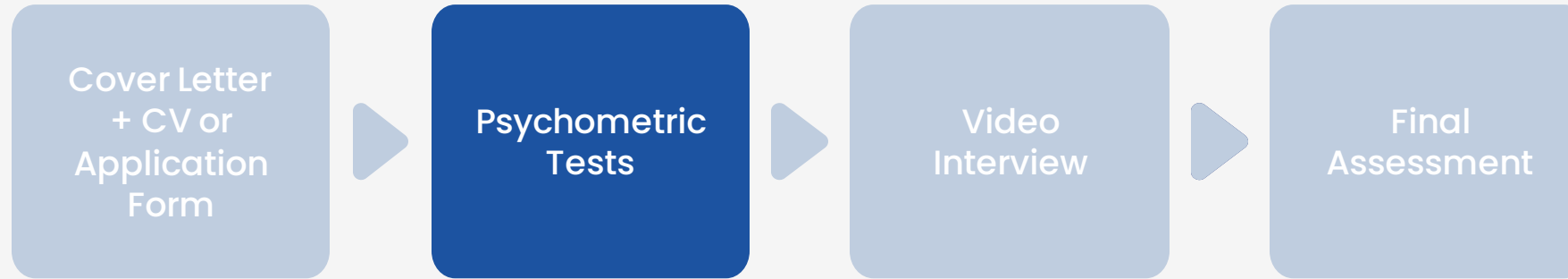
- Check the copy / paste functionality
- Have a go at cheating
- Try out different psychometric assessments
- Uses tests as a screen out only
- Threaten re-tests

| Cover Letter + CV or Application Form | → | Psychometric Tests | → | Video Interview | → | Final Assessment |

19

- Remember why we have video as a selection stage
- Reduce the time to review
- Clarify what you are assessing for
- Require references to specific personal experiences

| Cover Letter + CV or Application Form | ▶ | Psychometric Tests | ▶ | Video Interview | ▶ | Final Assessment |

- Design for your mode of delivery
- Be thorough / give the time needed
- Explore ideas further in 1:1s
- Build complexity into your assessment tool design

- Use self-reflection
- Update your static assessment tools regularly
- Refresh or 're-skin' exercises
- Assessor training

Key advice

Clearly detail what each stage in the process is measuring

Explore the assessment tools available to you

Build complexity into your assessment tools

Assess understanding of content and critical thinking

Make it personal

21

How we can support you

- Process reviews

- Success profiling

- Design selection processes

- Recommend online assessment tools

- Design custom assessment tools

- Assessor training

- Virtual assessment centre platform

- Proctoring tools

Get in touch

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Thank You

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