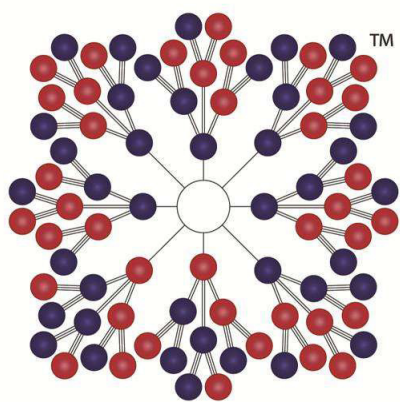


A 12 - 2 - 60 Scouting Journey Report #25-01

What are the possible implications of an individual using ChatGPT as part of their job search, including resume and interview preparation?

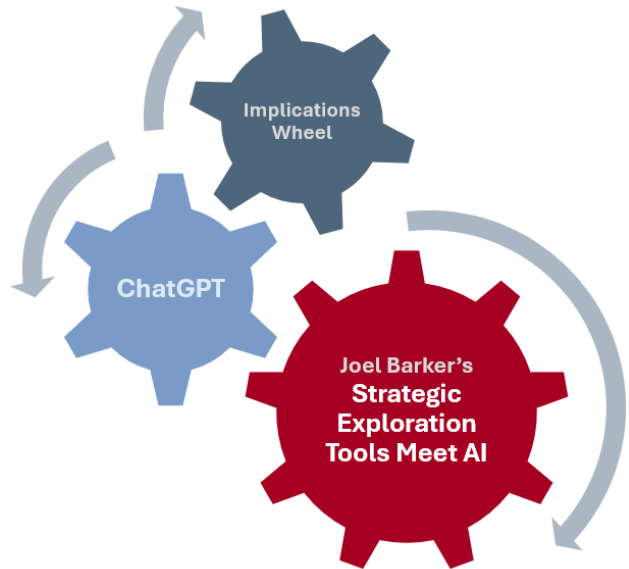
Joel Barker's



IMPLICATIONS
W H E E L[®]

The Implications Wheel[®] will give you a substantial advantage in finding, recognizing, and securing your future.

Joel Barker



Introduction

When ChatGPT exploded into the world – reaching over 100 million users in January 2024, it became a focus of multiple experiments for Joel Barker’s Strategic Exploration Tools. Because Joel’s concepts and tools, specifically paradigms, T.I.P.S. Tracking, and the Implications Wheel, are based on diversity of input and a “Wisdom of Crowds” approach, the challenge of testing ChatGPT’s “Wisdom of the World” was evident.

The first experiments included completing a strategic exploration using ChatGPT on the same “center” as one conducted by I-Wheel-trained facilitators. Joel’s comment, “That’s amazing!” summarizes the results best. Further experiments tested all of the Strategic Exploration Tools. More information on these experiments is detailed at the end of this report.

An Implications Wheel exploration frequently contains 12 or more “first-orders” and completed “arcs,” resulting in over 300 specific implications. Examples on the website implicationswheel.com include five completed “arcs” with **Desirability** and **Likelihood** scoring. For these “2 – 12 – 60” Scouting Journeys, Chat GPTs, developed for the Strategic Exploration Tools, are prompted to:

- Create a “center” using structured questions from a T.I.P.S. Tracking “Interrogation.”
- Generate 12 “first-order” implications.
- Based on the selection of one “positive” and one “negative” first-order implication, generate a complete “arc” containing five “second-order” implications and five “third-order” implications for each “second-order” (*An “arc” with 31 implications*).
- Suggest several possible “points-of-view” for scoring.

The end of this report includes more information on the Chat GPTs, including references to the experiments. **Responses from the Chat GPTs included here are presented unedited.**

I. Create a “Center”

Evaluate the trend of using AI, specifically ChatGPT, as part of an individual's job search, including resume and interview preparation.



The use of AI, particularly tools like ChatGPT, in job searches represents a paradigm shift in professional self-presentation and recruitment practices. Here’s a structured evaluation:

Trend Overview

Adoption Stage: The integration of AI for resume crafting, cover letter personalization, and interview preparation is transitioning from **Early Adopters** (13.5%) to the **Early Majority** (34%) on the technology adoption curve. This suggests accelerating popularity due to its utility in personalizing and optimizing job applications.

Stakeholders:

- **Winners:**
 - **Job Seekers:** Gain tools to enhance their application quality and confidence in interviews.
 - **Recruiters:** Benefit indirectly from clearer, more structured applications.
 - **AI Developers:** Experience demand growth for job-search-specific AI tools.
- **Losers:**
 - **Traditional Career Coaches** Could face reduced demand unless they integrate AI tools into their offerings.
 - **Hiring Bias Checkers:** AI-produced applications may make it harder to discern authentic applicant attributes.

Paradigm Shift Context

Old Paradigm: Manual crafting of resumes and reliance on generic advice for interviews.

New Paradigm: Leveraging AI for personalized, adaptive tools that address specific job descriptions and skill gaps.

Problem Solved: ChatGPT addresses the inefficiency and generic nature of traditional methods by rapidly tailoring resumes and prepping candidates based on job-specific needs. This saves time, improves accuracy, and may reduce entry barriers for those unfamiliar with professional norms.

Challenges and Risks:

1. **Authenticity:** Over-reliance on AI could lead to homogenized applications that lack personal touch.
2. **Bias Amplification:** If AI training data has biases, it may reinforce them in resumes or prep suggestions.
3. **Skill Misrepresentation:** AI might inadvertently oversell capabilities, leading to mismatches during hiring.

Opportunities

- **Accelerating the Trend:** Broad awareness campaigns by career platforms or partnerships between LinkedIn and AI providers could scale adoption.
- **New Paradigm Benefits:** Democratization of access to high-quality application tools, empowering underserved demographics to compete more effectively in the job market.

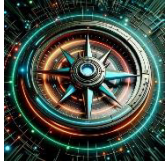
Recommendations for Stakeholders

1. **For Job Seekers:** Use AI as a complementary tool rather than a replacement, injecting personal details and insights.
2. **For Recruiters:** Adapt assessment strategies to identify genuine attributes beyond polished AI-generated content.
3. **For AI Developers:** Focus on improving customization and ethical data use while providing transparency about AI's contributions to job applications.

This trend is accelerating and likely to become a standard component of job searches in the near future, catalyzing a broader shift in recruitment dynamics.

II. Generate “First-Order” Implications

What are the possible implications of an individual using ChatGPT as part of their job search, including resume and interview preparation?



Here are 12 possible implications of an individual using ChatGPT for job search activities, including resume and interview preparation:

1. Increased Personalization of Resumes

One possibility is that the individual creates more tailored resumes for specific job postings, leveraging ChatGPT's ability to highlight relevant skills and experiences.

2. Over-reliance on AI Language

One possibility is that the individual relies too heavily on ChatGPT's suggestions, resulting in resumes or cover letters that lack a personal voice or unique tone.

3. Enhanced Interview Confidence

One possibility is that the individual feels more confident in interviews due to ChatGPT's ability to simulate interview questions and suggest detailed responses.

4. Inaccurate Information on Resumes

One possibility is that the individual unintentionally includes exaggerated or inaccurate achievements suggested by ChatGPT.

5. Improved Networking Outreach

One possibility is that the individual sends more effective networking emails or LinkedIn messages, informed by ChatGPT's ability to craft professional correspondence.

6. Unintended Uniformity in Applications

One possibility is that recruiters notice similarities across applications if multiple candidates use AI tools like ChatGPT.

7. Reduced Stress in Job Search

One possibility is that the individual experiences reduced stress, as ChatGPT provides assistance in organizing tasks and preparing materials.

8. **Missed Opportunities for Creativity**

One possibility is that the individual misses opportunities to demonstrate creative thinking, defaulting to ChatGPT-generated content.

9. **Expanded Access to Resources**

One possibility is that the individual gains insights into industries or roles they may not have otherwise considered based on ChatGPT's ability to process large datasets of job descriptions.

10. **Potential for Ethical Concerns**

One possibility is that employers question the authenticity of application materials or interview answers crafted with AI assistance.

11. **Faster Job Application Process**

One possibility is that the individual applies to more positions in less time, using ChatGPT to automate repetitive tasks like drafting responses to job descriptions.

12. **Difficulty in Articulating Answers Without AI**

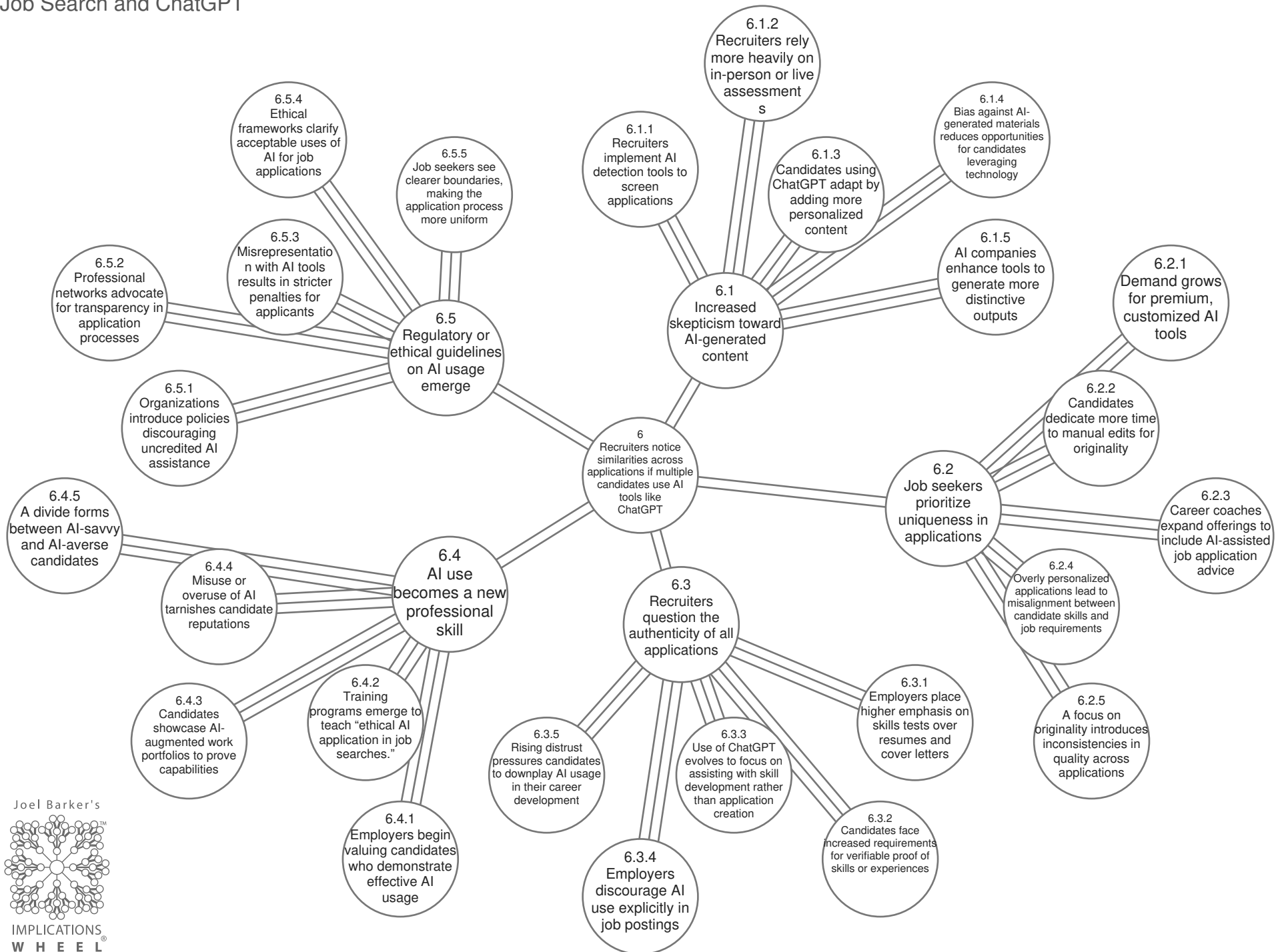
One possibility is that the individual struggles to articulate their experience or answers authentically in real-time interviews, especially if they are accustomed to AI-generated phrasing.

III. Generate “Second- and Third-order” Implications (for one “positive” and one “negative” “first-order.”)

The “arcs” presented here are generated by the **Implications Wheel “Arc” Explorer** GPT. They were then entered into the Implications Wheel software to generate the “arc” graphic presentation. Minor editing for these implications was done to increase clarity and compliance with Implications Wheel rules for specificity. For example, words like “will,” “may,” and “might” have been deleted because all implications are presumed to be preceded by: **“One possibility is...”**



Job Search and ChatGPT



IV. Identify Scoring Possibilities

The Implications Wheel features scoring for desirability and likelihood from a specified "point of view." What are some possible "points of view" for scoring this exploration?

ChatGPT said:



When using the Implications Wheel to evaluate the desirability and likelihood of outcomes, identifying appropriate "points of view" is critical for contextualizing the scoring. These points of view depend on the stakeholders or entities most affected by or interested in the exploration. Here are some possible perspectives:

1. Job Seeker's Point of View

- **Desirability:** How advantageous or appealing is the outcome for individuals seeking employment?
- **Likelihood:** How realistic or feasible is it that job seekers will experience these outcomes?

2. Recruiter's Point of View

- **Desirability:** Does the outcome improve or complicate the hiring process for recruiters?
- **Likelihood:** How probable is it that recruiters will see such changes based on current hiring trends?

3. AI Developer's Point of View

- **Desirability:** Does the outcome support growth, innovation, or profitability in AI development?
- **Likelihood:** What are the chances that AI technologies will evolve in this way, considering market demand and technical feasibility?

4. Human Resources (HR) Industry Point of View

- **Desirability:** Does the outcome streamline HR practices or create new challenges in assessing candidates?
- **Likelihood:** How likely is it that HR policies and technologies will adapt to accommodate these outcomes?

5. Social Equality Advocate's Point of View

- **Desirability:** Does the outcome promote inclusivity and reduce biases in job searches?
- **Likelihood:** How feasible is it that AI-driven job search tools will advance equity given current technological and societal constraints?

6. Economic Perspective

- **Desirability:** Does the outcome benefit the economy through improved employment rates or skill alignment?
- **Likelihood:** How likely is the outcome to occur given the current economic and labor market trends?

7. Ethics Expert's Point of View

- **Desirability:** Does the outcome align with ethical considerations, such as fairness and transparency in hiring?
- **Likelihood:** What are the odds that ethical frameworks will guide the implementation of AI in job searches?

8. Educational Institution's Point of View

- **Desirability:** Does the outcome align with the goals of preparing students for competitive job markets?
- **Likelihood:** How likely are educational institutions to adapt curricula to prepare graduates for an AI-driven hiring landscape?

9. Government Policy Maker's Point of View

1. **Desirability:** Does the outcome align with public policy goals, such as reducing unemployment or fostering innovation?
2. **Likelihood:** What is the probability of such outcomes being supported or hindered by policy changes?

10. Technology Skeptic's Point of View

- **Desirability:** Does the outcome reduce concerns about over-reliance on AI or loss of human judgment?
- **Likelihood:** How likely is it that skepticism will shape or resist the integration of AI in job searches?

Application in the Implications Wheel

Choosing multiple points of view ensures a holistic exploration of the desirability and likelihood of various outcomes, highlighting potential trade-offs and conflicts among different stakeholders. Each perspective will prioritize certain outcomes differently, enabling nuanced and actionable insights.

Note: *An Implications Wheel Scoring experiment (on new AI Legislation) was conducted with “arcs” from an exploration scored by the Chat GPT, trained I-Wheel Facilitators, and an AI Expert. The results, summarized in a report noted at the end of this report, demonstrated that the Chat GPT could score implications from a specified point-of-view.*

V. Scoring

The **Implications Scorer** GPT was asked to score implications for the two arcs created. For this **12 - 2 – 60 Scouting Journey**, an example of the scoring for the two “first-orders” from a Human Resources point-of-view is included.

First-Order Implication #1:

Recruiters notice similarities across applications if multiple candidates use AI tools like ChatGPT.

Suggested Scores:

- **Desirability: -2 (Somewhat Undesirable)**
From a Human Resources perspective, the realization that many applications are AI-generated may undermine trust in the recruitment process. This adds a layer of complexity to identifying genuine candidates, making it a minor but noticeable issue.
- **Likelihood: 8 (Very Likely)**
Given the widespread use of AI tools like ChatGPT, it's highly probable that recruiters will begin noticing patterns or similarities in applications, especially if AI-generated content is not customized.

First-Order Implication #2:

The individual feels more confident in interviews due to ChatGPT's ability to simulate interview questions and suggest detailed responses.

Suggested Scores:

- **Desirability: +4 (Very Desirable)**
Confidence improves candidates' performance, reducing stress and creating better hiring experiences.
- **Likelihood: 8 (Very Likely)**
As AI tools like ChatGPT gain popularity, this outcome is almost certain.

There are two important observations here. First, consistent with the Implications Wheel core concept of “decision-enhancing information for leaders,” the Implication Scorer GPT offers “Suggested Scores.” Secondly, the GPT includes brief explanations for each score. This could be a valuable addition to an exploration and a possible part of the “When the Scouts Return” campfire discussion with leadership.


VI. Scoring Exercise

In **12 – 2 – 60 Scouting Journey** reports, an opportunity to interact with the exploration will be included.

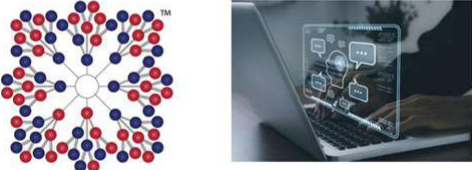


This is an exercise frequently conducted with audiences during an introduction to the Implications Wheel. It also introduces participants to evaluating the implications of an exploration.

1. Review the two “arcs” included earlier in this report.
2. Select a scoring “point-of-view” from the list of suggestions generated by ChatGPT or...
3. Point-of-View:
4. Identify, based on the “point-of-view” and your assessment, the three most important **negative** implications and the three most important **positive** implications.



Meets the Implications Wheel™



"Amazing!" (Joel Barker)

An Implications Wheel™ – ChatGPT Experiment

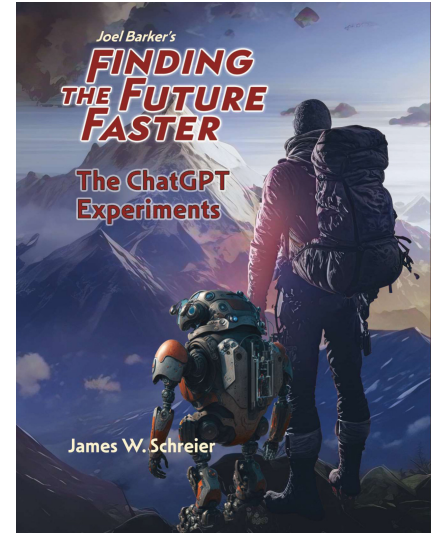


This report compares an exploration developed by I-Wheel facilitators to the same topic explored by ChatGPT.

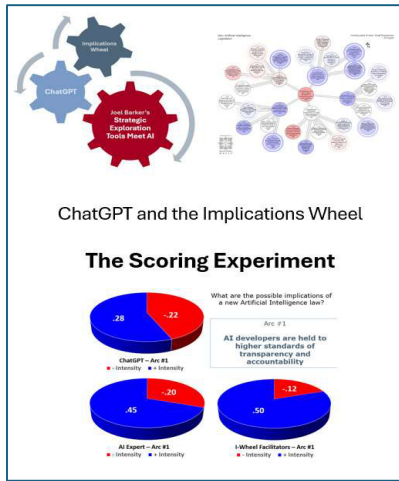
Key observations include the identification of identical and similar implications plus the need to actively “facilitate” the work of ChatGPT.



This special publication contains experiments and examples of how ChatGPT works with Joel’s Strategic Exploration tools.



This special report presents the results of the ChatGPT and Implications Wheel Scoring Experiment.



SCAN TO REQUEST MORE INFORMATION!



There are six Chat “GPTs” developed and trained based on Joel Barker’s Strategic Exploration Tools.

Strategic Exploration

GPT Guides



Future Insight
A strategic exploration GPT for interrogating trends, innovations, and paradigm shifts. It uses a formal set of questions based on the T.I.P.S Tracking Interrogation process.



Implications Explorer
Expert-level GPT for direct, specific, first-order implications.

Implications Wheel “Arc” Explorer
Generates a 5 x 5 Implications Wheel Arc.



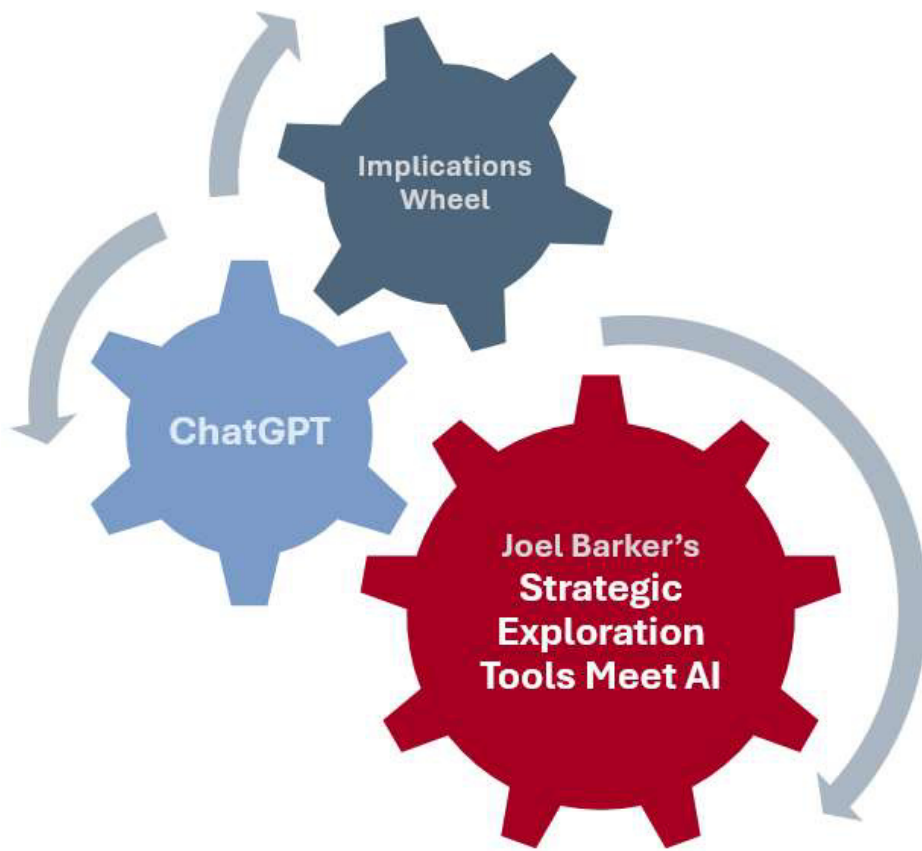
Implications Scorer
Scores implications for an “Arc” of an Implications Wheel. A specific point-of-view is specified to begin the scoring.



Campfire Inquiry
A structured inquiry of Implications Wheel results, based on “When the Scouts Return.”



Barriers, Bridges, Information Needs
Generates possible decision strategies for specific I-Wheel Implications



Coming Next

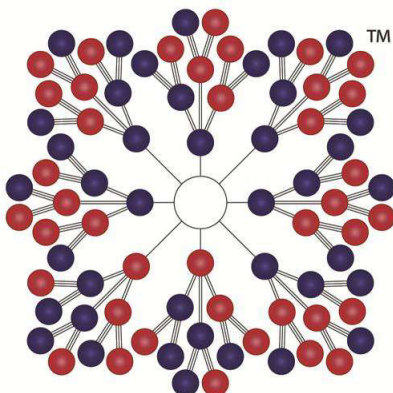
A 12 - 2 - 60

Scouting Journey

Report #25-02

What are the possible implications of the emerging trend of “conscious unbossing?”

Joel Barker's



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