
APPENDIX

ENABLING JOB SEEKERS' SELF-REPRESENTATION IN JOB APPLICATION

*Online CV platform for job seekers' seamless
job search journey and self-representation*

by Yoo Sun (Ahni) Ahn



APPENDIX

- A Project brief
- B Key platform analysis
- C Job seeker interview guide
- D Interview coding result
- E Feedback session guide

A Project brief

DESIGN FOR OUR futureTU Delft

IDE Master Graduation

Project team, Procedural checks and personal Project brief

This document contains the agreements made between student and supervisory team about the student's IDE Master Graduation Project. This document can also include the involvement of an external organisation, however, it does not cover any legal employment relationship that the student and the client (might) agree upon. Next to that, this document facilitates the required procedural checks. In this document:

- The student defines the team, what he/she is going to do/deliver and how that will come about.
- SSC E&SA (Shared Service Center, Education & Student Affairs) reports on the student's registration and study progress.
- IDE's Board of Examiners confirms if the student is allowed to start the Graduation Project.

! USE ADOBE ACROBAT READER TO OPEN, EDIT AND SAVE THIS DOCUMENT
Download again and reopen in case you tried other software, such as Preview (Mac) or a webbrowser.

STUDENT DATA & MASTER PROGRAMME
Save this form according the format "IDE Master Graduation Project Brief_familyname_firstname_studentnumber_dd-mm-yyyy". Complete all blue parts of the form and include the approved Project Brief in your Graduation Report as Appendix 1 !


family name: <u>AHN</u> 4977 initials: <u>YS</u> given name: <u>Yoo Sun</u> student number: <u> </u> street & no.: <u> </u> zipcode & city: <u> </u> country: <u> </u> phone: <u> </u> email: <u> </u>	Your master programme (only select the options that apply to you): IDE master(s): <input type="radio"/> IPD <input type="radio"/> Dfl <input checked="" type="radio"/> SPD 2 nd non-IDE master: <u> </u> individual programme: <u> - -</u> (give date of approval) honours programme: <input type="radio"/> Honours Programme Master specialisation / annotation: <input type="radio"/> Medisign <input type="radio"/> Tech. in Sustainable Design <input type="radio"/> Entrepreneurship
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SUPERVISORY TEAM **
Fill in the required data for the supervisory team members. Please check the instructions on the right !

** chair: <u>Lianne Simonse</u> dept. / section: <u>IO</u> ** mentor: <u>Evgeni Alzenberg</u> dept. / section: <u>EWI</u> 2 nd mentor: <u>Quincy Dalh</u> organisation: <u>Hello Mentor</u> city: <u>Amsterdam</u> country: <u>Netherlands</u> comments (optional): : : :	<p>! Chair should request the IDE Board of Examiners for approval of a non-IDE mentor, including a motivation letter and c.v..</p> <p>! Second mentor only applies in case the assignment is hosted by an external organisation.</p> <p>! Ensure a heterogeneous team. In case you wish to include two team members from the same section, please explain why.</p>
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A Project brief



Procedural Checks - IDE Master Graduation

APPROVAL PROJECT BRIEF
To be filled in by the chair of the supervisory team.

chair Lianne Simonse date - - signature



Digitally signed by
l.w.l.simonse@tudelft.nl
DN:
cn=l.w.l.simonse@tudelft.nl
Date:
2021.05.12
13:29:45 +02'00'

CHECK STUDY PROGRESS
To be filled in by the SSC E&SA (Shared Service Center, Education & Student Affairs), after approval of the project brief by the Chair. The study progress will be checked for a 2nd time just before the green light meeting.

Master electives no. of EC accumulated in total: 27 EC
Of which, taking the conditional requirements into account, can be part of the exam programme 27 EC


List of electives obtained before the third semester without approval of the BoE

YES all 1st year master courses passed

NO missing 1st year master courses are:

ID4355-18 SPD Research (13,0)

name C. van der Bunt date 17 - 05 - 2021 signature



Digitally signed by C. van der Bunt
Date:
2021.05.17
15:34:14
+02'00'

FORMAL APPROVAL GRADUATION PROJECT
To be filled in by the Board of Examiners of IDE TU Delft. Please check the supervisory team and study the parts of the brief marked **. Next, please assess, (dis)approve and sign this Project Brief, by using the criteria below.

- Does the project fit within the (MSc)-programme of the student (taking into account, if described, the activities done next to the obligatory MSc specific courses)?
- Is the level of the project challenging enough for a MSc IDE graduating student?
- Is the project expected to be doable within 100 working days/20 weeks ?
- Does the composition of the supervisory team comply with the regulations and fit the assignment ?

Content: APPROVED NOT APPROVED

Procedure: APPROVED NOT APPROVED

- the missing course SPD Research should be finished before the green light meeting
- the request for approval for a non- IDE mentor has been approved

comments

name Monique von Morgen date 25 - 05 - 2021 signature

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Initials & Name YS AHN 4977 Student number

Title of Project Opening up the space for active self-representation in the job application

A Project brief



Personal Project Brief - IDE Master Graduation

Opening up the space for active self-representation in the job application project title

Please state the title of your graduation project (above) and the start date and end date (below). Keep the title compact and simple. Do not use abbreviations. The remainder of this document allows you to define and clarify your graduation project.

start date 22 - 04 - 2021 20 - 09 - 2021 end date

INTRODUCTION **
Please describe, the context of your project, and address the main stakeholders (interests) within this context in a concise yet complete manner. Who are involved, what do they value and how do they currently operate within the given context? What are the main opportunities and limitations you are currently aware of (cultural- and social norms, resources (time, money,...), technology, ...).

<Recruiters get to decide what a job seeker can tell.> Selecting and securing the right talent that a company needs is at the core of its competitiveness. A company strategically determines the hiring process, and it has a long-term impact on the level of the company's human capital capabilities. (Jackson, et al. 2014) Therefore, companies constantly look for effective recruitment strategies and selection tools to secure a sustainable competitive advantage in the changing environment. (Ryan & Tippins, 2004) The hiring process consists of multiple steps. In each step, the recruiters get more information about the job seekers and make a selection to reduce the number of final candidates. (Anne, 2012) Looking at the process from the job seeker's point of view, he/she has to submit different information about him/herself on each step in the form that the company asks for. In other words, in the earlier stages, before they get the opportunity to have an unstructured interview with the recruiter, job seekers get limited chances to express themselves about the things that the recruiters did not ask for. (Figure 1) For example, when a company asks applicants only to fill out the determined application form, it is hard for them to tell them more about their passion or vision. (Figure 2) In extreme cases with a larger number of applicants than a company can handle, the company screens one based on the numbers in the application, such as GPA. The applicants with insufficient grades do not get the chance to explain what they have achieved instead of studying for the exams. There are two main reasons why this way of the hiring process is problematic. Firstly, the competencies that were not checked or could not be detected in the early stages could be overlooked. This results in taking opportunities from job seekers to show different aspects of themselves. Thus, companies could miss potential talents. Secondly, it induces job seekers to invest their time and energy in elaborating themselves, focusing on the required means. (Kim, 2012) For instance, job seekers these days take time to make a better-looking social media profile or practice to get the desired outcome in the AI-based tests. This could lead the selection tools to lack in the assessment function.

<Changes in the hiring process: developing new recruitment tools> Regardless of the downsides, most companies have a fixed structure for the application and screen the initial applications based on limited standards for efficiency and objectivity matters. Nevertheless, the advances in data technology started to bring significant changes to the process. For instance, online communication tools have streamlined the interviewing process and allowed more opportunities for more candidates. The implementation of AI in recruitment enabled recruiters to verify more competencies in the earlier stages. The trend of AI in HR is growing rapidly, with 40% of companies using it for screening and assessing during recruitment. (SHRM, 2020) However, together with the increase in usage, the risk of several ethical problems such as cases of discriminating against a particular applicant or a group were often identified. Thus, further research is needed to understand the limitations of AI and to clarify the role of AI, which is separated from traditional examiners. Based on the research, by placing the new tools and human factors in the right place, it will be possible to develop a new recruitment service that allows more space for job seekers to represent themselves from the earlier stages without incurring intensive cost difference to companies. Thus, this project would aim to design such service for the client, Quincy Dalh. Quincy and his coworkers working in a job matching and consulting organization found the needs for a recruitment process that is more open, fair, and effective. They want to clearly ensure the needs from stakeholders and come up with a recruitment service, and this project would focus on both.

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Initials & Name YS AHN 4977 Student number

Title of Project Opening up the space for active self-representation in the job application

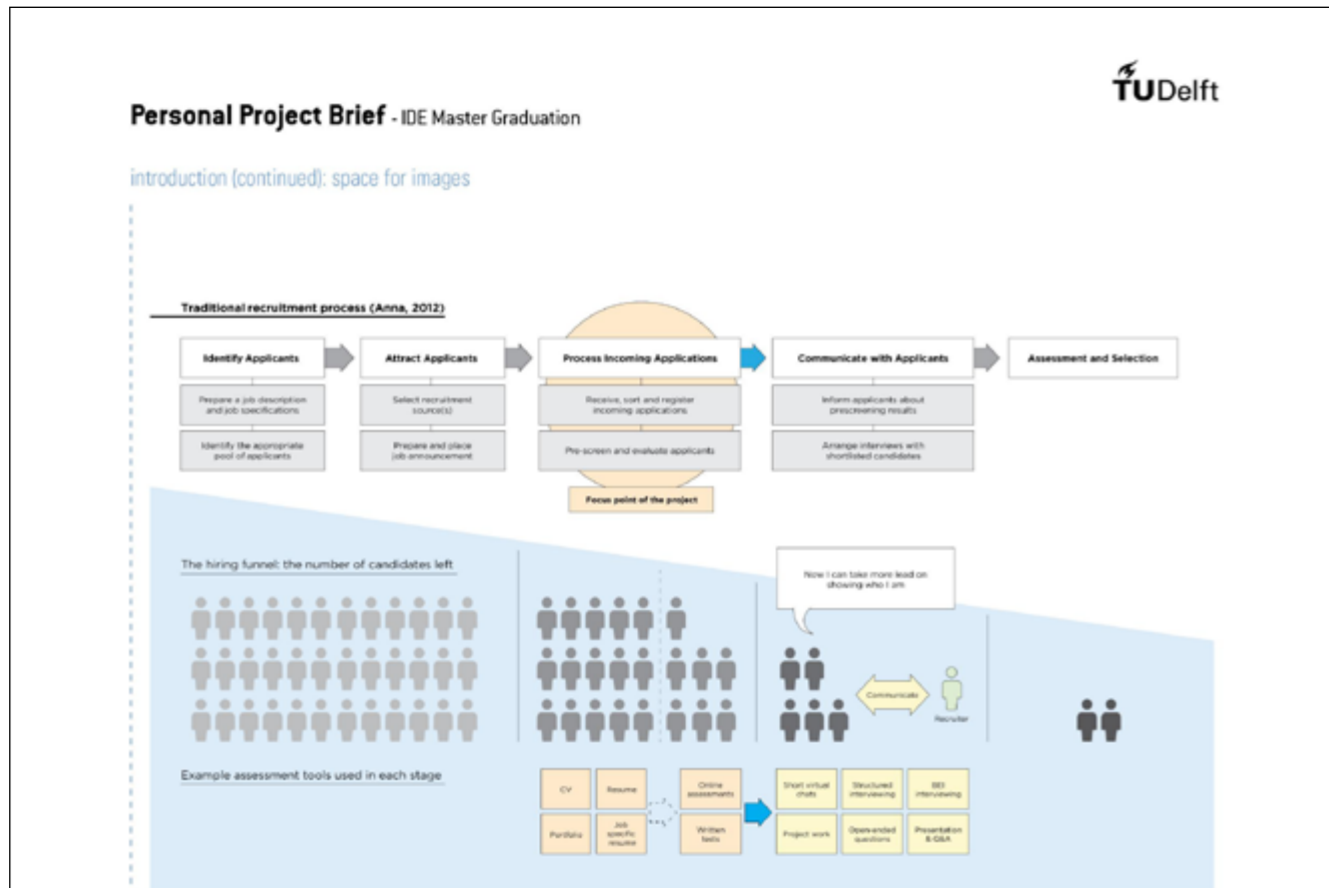


image / figure 1: General hiring process(Anna, 2012) and examples of recruitment tools being used in each stage

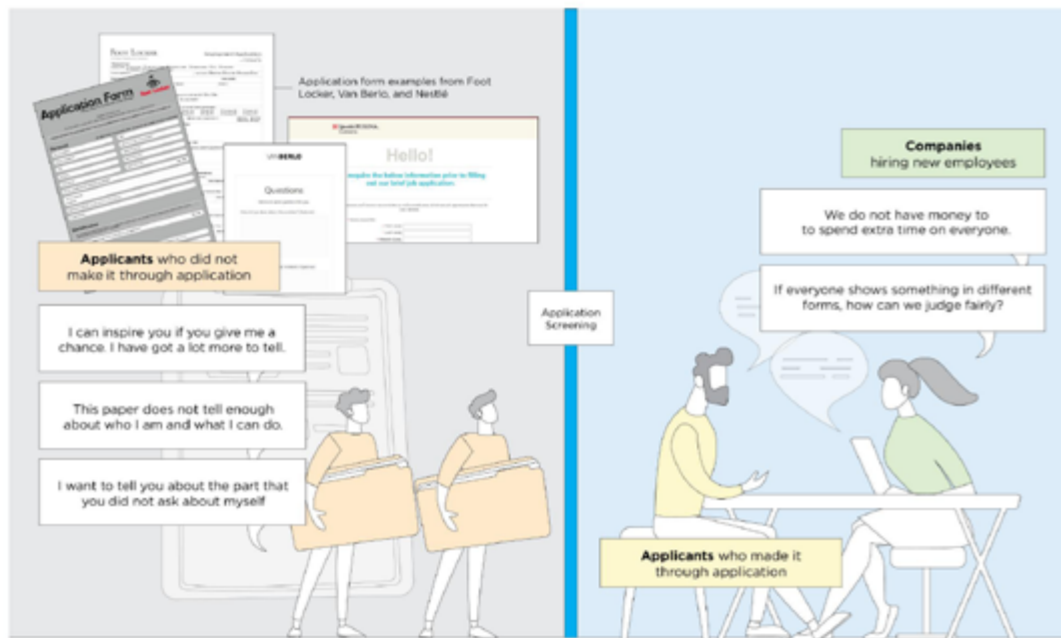


image / figure 2: Examples of the structured application and opinions on them from the main stakeholders

Personal Project Brief - IDE Master Graduation

PROBLEM DEFINITION **
Limit and define the scope and solution space of your project to one that is manageable within one Master Graduation Project of 30 EC (= 20 full time weeks or 100 working days) and clearly indicate what issue(s) should be addressed in this project.

The recruitment tools and methods used by each company vary, but the entire recruitment process can be divided into five major stages. (Anne, 2012)(See Figure 1) Job seekers who got the opportunity to move on to the fourth stage, which consists of conversational and interactive tools, can speak up about themselves and show what they are capable of in diverse forms such as giving a presentation, conducting a small project, or having a communication or discussion. On the other hand, the information that the applicants can deliver at the initial application phase is limited though it is a significant step that is open for everyone, and it is when the biggest number of applicants get eliminated.

Accordingly, the client envisions the hiring process that enables job seekers to have control over self-representation and wants to create a new job-matching platform to realize this vision called Hello Career. On this platform, job seekers will actively express who they are and what they can do without being discriminated against, and companies will find the best match considering various aspects.

Thus, to open up the space of what job seekers can show in this earlier and fair stage, this project would address the question of 'how to bridge recruiters and job seekers to give job seekers a chance to actively represent themselves in the application phase.' The main challenge would be designing what role the client, Hello Career, would take and how.


ASSIGNMENT **
State in 2 or 3 sentences what you are going to research, design, create and / or generate, that will solve (part of) the issue(s) pointed out in "problem definition". Then illustrate this assignment by indicating what kind of solution you expect and / or aim to deliver, for instance: a product, a product-service combination, a strategy illustrated through product or product-service combination ideas, In case of a Specialisation and/or Annotation, make sure the assignment reflects this/these.

What are the elements that job seekers want to represent about themselves that help find the right match with companies but are hard to identify through current application screening? Design a recruitment service that allows job seekers to self-represent in the application stage and how the recruiters would assess them. Which role could a job matching company take in the process?

- The final deliverables consist of three parts:
- 1) Analysis of the application stage in the current hiring process and stakeholders' experience with it
 - 2) Service model canvas and the basic service structure with user scenario for the client
 - 3) Implementation plan for the client to develop the service

The research would be conducted using design research methods to better understand the needs of the stakeholders who are potential users of the service and will be presented in the form of a report to the client, Hello Career. Based on the insights from the analysis and through co-creation sessions, the service will be designed and explained with a filled service model canvas and a use case. Lastly, the implementation plan explaining what steps the client should take in each year would be delivered.

A Project brief



Personal Project Brief - IDE Master Graduation

PLANNING AND APPROACH **
 Include a Gantt Chart (replace the example below - more examples can be found in Manual 2) that shows the different phases of your project, deliverables you have in mind, meetings, and how you plan to spend your time. Please note that all activities should fit within the given net time of 30 EC = 20 full time weeks or 100 working days, and your planning should include a kick-off meeting, mid-term meeting, green light meeting and graduation ceremony. Illustrate your Gantt Chart by, for instance, explaining your approach, and please indicate periods of part-time activities and/or periods of not spending time on your graduation project, if any, for instance because of holidays or parallel activities.

start date 22 - 4 - 2021 20 - 9 - 2021 end date

Calendar Week	Apr 26	May 3	10	17	24	31	Jun 7	14	21	28	Jul 5	12	19	26	Aug 2	9	16	23	30	Sep 6	13	20	
Project Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	20	21	
Research								MT															
1) Desk research on hiring process limitation and methods																							
2) Prepare interview materials																							
3) Interview AI hiring tool expert																							
4) Interview recruiters about what & how																							
5) FGI job seekers																							
6) Finalize the analysis																							
Ideation																							
1) Co-creation with recruiters																							
2) Co-creation with job seekers																							
3) Individual ideation session																							
4) Super vote session with the client																							
Product Development																							
1) Service development																							
2) Design the service model																							
3) Test the model with stake holders																							
4) Finalize the model																							
Implementation plan																							
1) Check the capacity and vision of the company again																							
2) Set the implementation schedule																							
3) Describe the resources needed																							
4) Visualize the plan																							
Finalize the report																							

During the first half, I would conduct desk research, in-depth interviews with experts using sensitizing toolkits, and focus group interviews with job seekers. By analyzing the results, I expect to better understand the given context, the main stakeholders' needs, and a list of insights for the ideation phase. The design requirements would also be clarified in the analysis.

The second half is about generating ideas and coming up with a plan to implement them. Using creative facilitation techniques, co-creation sessions will be organized multiple times with different parties. To check the feasibility of the idea, the client would be invited to the decision-making process. After a couple of rounds of testing and revising, the service will be ready to be presented, and the implementation plan that would guide Hello Career what, when, with whom they should work would come along with it.

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A Project brief



Personal Project Brief - IDE Master Graduation

MOTIVATION AND PERSONAL AMBITIONS
 Explain why you set up this project, what competences you want to prove and learn. For example: acquired competences from your MSc programme, the elective semester, extra-curricular activities (etc.) and point out the competences you have yet developed. Optionally, describe which personal learning ambitions you explicitly want to address in this project, on top of the learning objectives of the Graduation Project, such as: in depth knowledge a on specific subject, broadening your competences or experimenting with a specific tool and/or methodology, Stick to no more than five ambitions.

In Korea, where I came from, there is keen competition for getting a job position, and desirable companies often get tens of thousands of applicants. As a result, companies chose to use efficient quantitative assessment to quickly drop numerous people at a time, such as scoring applications or organizing exams. To fasten the process, companies often provide templates to fill in instead of a CV, and the questionnaires on them have been a societal issue. Until the early 2000's, it was common to ask for the education level and occupation of family members. However, over the years, discussing what is right or wrong to ask continued, and asking for those items became illegal. It was also because companies have figured out that it was no more an essential piece of information to make a selection, but the main reason was that it was infringing the applicants' privacy. This case was a wake-up call for me to think about job seekers' rights and dignity. I realized that I was taking them as subordinates to recruiters because of the law of supply and demand. Thus, this project's approach of seeing the hiring process taking the job seekers' perspective into account seemed interesting to me since I believe that it would pull me out of the well and make me see an issue from different scopes.

The key competence that I learned from SPD courses is to have a holistic perspective aligning different stakeholder needs and assets to develop a new solution. This strategic design approach would be helpful, especially in this context, with new stakeholders joining, such as AI tech companies and new platforms, with figuring out how to provide such opportunities to job seekers.

For the research part, I want to get a deeper understanding of the interviewees' experience and opinions on it. Therefore, I would try designing a sensitizing kit to use before and during the interviews to verbalize their intuitive ideas and gut feelings. Furthermore, I will run co-creation sessions with multiple parties to develop a mutually beneficial solution for the ideation stage. Lastly, though AI is a trending issue, I did not have much experience or knowledge. Taking this chance, I am learning many things starting with the basic concept, and I want to take time to think about how designers can contribute to such data technology development.

FINAL COMMENTS
 In case your project brief needs final comments, please add any information you think is relevant.

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B Key platform analysis

Name	Feature	Key Word	Insight	Source	URL	Relavance
0 (Name of the brand/product)		(Key words)		(year, country) mother company	(Url)	1-3
1 LinkedIn	<ul style="list-style-type: none"> Target: Biggest platform worldwide (80% users in UK, 26% in NL, 17.6% in US) Supports one click application: the profile works as resume and recruiters often look applicants up on LinkedIn Networking: users build connections by sending messages and staying connected Social media: users freely share articles and their opinions and put comments Platform: supports both website and the app Daughter companies: Lynda.com(online classes), Glint Inc (employee management & development) 	social media, networking, profile, big user pool, international	<ul style="list-style-type: none"> Career centers give tips and trainings on how to use LinkedIn. The key is to update your profile regularly. 	(2002, US) Microsoft	https://www.linkedin.com/	1
2 Way Up	<ul style="list-style-type: none"> Target: students & recent graduates in America (entry level jobs & internships) Platform: supports both website and the app Organized and up-to-date career advice Tips for colleges and daily life 	student, entry level job, ux/ui	<ul style="list-style-type: none"> The website in general is well designed: easy to use and read. Friendly manner Quality control nicely done for company profiles https://www.wayup.com/organizations/insight-partners-90Lgq/ 	(2014, US) WayUp	https://www.wayup.com/	3
3 Glassdoor	<ul style="list-style-type: none"> Target: 75% of the users are based in US Job vacancies + anonymous reviews: users review their companies, bosses, salary and everything Recruiters or HR can leave comments on reviews Can check the interview questions / data help them recruit and hire quality candidates at scale who stay longer Platform: supports both website and the app 	review, interactive	<ul style="list-style-type: none"> Not friendly for entry level applicants 	(2008, US)	https://www.glassdoor.com	2
4 Hired	<ul style="list-style-type: none"> Target: focus on tech industries + started off with few cities and now expanding Detailed reviews on how people got their jobs Employers reach out first. the largest AI-driven marketplace that matches ambitious tech and sales talent with the world's most innovative companies https://www.crunchbase.com/organization/hired Behind video: videos about the working environment, team, working culture, the brand and interviews with the employees Companies also work on their profiles which builds stronger and continuous connection with potential applicants. Coaching(paid): resume & LinkedIn review, career Q&A, job search strategy Online magazine "Daily Muse" got feedbacks from subscribers that there should be multiple interviews done do define that a company is not suitable and they built the platform based on that idea. 	tech-industry, regional, personal story, young adult	<ul style="list-style-type: none"> Job seekers don't get to see the vacancies. Algorithm based suggestions Promotes to make profiles with a lot of contents. Calendar space to show open hours for interviews 	(2012, US) Vetterly	https://hired.com/	3
5 The Muse	<ul style="list-style-type: none"> Behind video: videos about the working environment, team, working culture, the brand and interviews with the employees Companies also work on their profiles which builds stronger and continuous connection with potential applicants. Coaching(paid): resume & LinkedIn review, career Q&A, job search strategy Online magazine "Daily Muse" got feedbacks from subscribers that there should be multiple interviews done do define that a company is not suitable and they built the platform based on that idea. 	video, interactive, review, coaching	<ul style="list-style-type: none"> Quality control nicely done for company profiles https://www.themuse.com/profiles/grubhub?ref=the-muse-team-picks-0 	(2011, US) Daily Muse	https://www.themuse.com/	2
6 Indeed	<ul style="list-style-type: none"> Target: widely used worldwide Simple us/ui design Active on hosting event for both parties Well organized career guide Separate platform for students (early career & internship) https://university.indeed.jobs/ Organized salary search with skills and statistics https://www.indeed.com/career/salaries https://www.indeed.com/career/front-desk-agent/career-advice 	regional, diversity	<ul style="list-style-type: none"> Why would they have different websites for different countries? also for different categories? 	(2004, US)	https://nl.indeed.com/?r=us	1
7 Monster	<ul style="list-style-type: none"> Target: worldwide (supports multiple language options) Simple us/ui design Actively shows tips and advice for your circumstance 	ux/ui, guideline	<ul style="list-style-type: none"> Not much information and vacancies considering the amount of years in the market: why? 	(1999, US)	https://www.monster.com	1
8 Magnet.me	<ul style="list-style-type: none"> Target: students and young professionals with up to 7 years of work experience in NL & UK Suggests positions based on your like/ignore/apply hits Uploads own photo- and videoprofiles to capture a company's office, people and culture Organizes webinars and Inhouse days 	inhouse day event, ignore/like, young adult	<ul style="list-style-type: none"> Better way of suggesting? 	(2012, NL)	https://magnet.me/	3
9 Werk.nl	<ul style="list-style-type: none"> Users can make own Workbook with DigID or European recognized login method Werk.nl is a website of UWV (Institute for Employee Benefit Schemes) and municipalities Organizes workshops, webinars and training sessions Supports how to apply for social subsidies Gives legal related information 	resume maker tool, informative, government related, regional	<ul style="list-style-type: none"> Possibility of working with bigger organizations (government/university) 	(NL) UWV	https://www.werk.nl/werkzoekenden/	2
10 Nationale vacaturebank	<ul style="list-style-type: none"> Most Popular Career Site in the Netherlands UX/UI design is not the best: hard to read and information not categorized 	resume maker tool, big user pool, simple		(NL) DPG	https://www.nationalevacaturebank.nl/	1
11 TU Delft Career center	<ul style="list-style-type: none"> Supported by the university Shows job opportunities that have passed university standards Organizes workshops, courses, consultation sessions, check ups Provides career toolkit: "toolkit contains information and resources to support you in determining your career goal and transitioning to your next career step" 	informative, university related, regional, reliable	<ul style="list-style-type: none"> Possibility of working with bigger organizations (government/university) Hiring process is a long step-by-step process 	(NL) TU Delft	https://www.tudelft.nl/en/student/counseling/managing-your-career/	2
12 Seoul Job Portal	<ul style="list-style-type: none"> Run by the municipality and forwards you to even smaller local career centers Show opportunities from government offices Supports how to apply for social subsidies Organizes workshops, webinars and training sessions Provides offline space for preparation 	informative, government related, regional	<ul style="list-style-type: none"> Local career centers? 	(KR) Seoul Metropolitan Government	https://job.seoul.go.kr/www/emp_info_room/emp_network/emp_network_list.jsp	1
13 Designer Job	<ul style="list-style-type: none"> Can upload your own and see other's nice portfolios Guides to information about training in the specific field Mini service: mentoring, teaching jargons, competitions Platform: supports both website and the app 	specialization, community	<ul style="list-style-type: none"> Understands specific needs and caters to that Even shows family relationship: why? 	(1996, KR) DESIGNERJOB	https://www.designerjob.co.kr/	2
14 Job Korea	<ul style="list-style-type: none"> Target: Biggest number of users in South Korea Various job-related information such as job information, part-time job, headhunter, etc. Provides a training platform Runs a part-time job platform in conjunction with Albamon Mini service: 'Ask Senior', calculators, online signature, manage certificates https://www.jobkorea.co.kr/service/user/tool/spellcheck Daughter companies: Albamon(platform for part-time jobs), GameJob(recruitment platform for gaming industry) 	community, specialization, AI interview		(1998, KR) JOBKOREA	https://www.jobkorea.co.kr/	1
15 Saramin	<ul style="list-style-type: none"> Job curation system: tests to figure out who you are and what you are capable of Mini service: calculators, online signature, manage certificates Gives money to people who got into certain companies Daughter companies: Otwojob(one-day classes), Jumpit (recruitment platform for developers) 	AI tools, community, resume maker tool	<ul style="list-style-type: none"> Multiple test to figure more out about yourself Systematic way of writing resume 	(2002, KR) Saramin HR	https://www.saramin.co.kr/zf_user/	3

B Key platform analysis

Name	Feature	Key Word	Insight	Source	URL	Relavance
16 Worknet	<ul style="list-style-type: none"> Run by the Ministry of Employment and Labor and the Korea Employment Information Service: Reliable information Career exploration is possible through psychological tests, occupational tests, etc. Users can directly apply for social subsidies such as unemployment benefits Information related to overseas employment. Providing information on local governments as well as private companies 	reliable, informative, government related, regional	<ul style="list-style-type: none"> You can directly apply for government supports. 	(1998, KR) Ministry of Employment and Labor	https://www.work.go.kr/seekWantedMain.do	2
17 Job Planet	<ul style="list-style-type: none"> Anonymous social media platform sharing reviews, salaries, interview information, etc. of domestic companies. (Benchmarked Glassdoor) A hot place for both job seekers and those who think of moving to another company Paid users only: runs in partnership with universities Information of a particular company: annual salary, working environment, interview atmosphere, etc. 	community, interactive, review, networking	<ul style="list-style-type: none"> Platform that fits the trend of frequent movings? Becoming more like a community for fun and socializing Subjective comments raise questions about credibility. (Ex. The case of Uncle Daedo) 	(2014, KR) Brain Commerce	https://www.jobplanet.co.kr/contents	2
18 벼룩시장	<ul style="list-style-type: none"> Started off from newspapers and started to go both offline and online Popular among middle-aged and senior citizens since the newspaper has been there for long, well-known to housewives and middle-aged people Provides job information for the target group 	senior target, offline	<ul style="list-style-type: none"> If you aim a target, you really go for it. 	(1990, KR) Mediawill	http://www.findjob.co.kr/http://www.findall.co.kr/Main_Local.asp	1
19 Incruit	<ul style="list-style-type: none"> Reflects real-time employment information and recruitment information Motivation letter, annual salary information for each company More information about new recruitments from the top 1000 companies Operates both Korea and overseas Mini service: fortune telling, resume maker tool https://www.incruit.com/tools/salary/ 	detailed, search key word, big user pool, resume maker tool		(1998, KR)	https://www.incruit.com/	1
20 Career	<ul style="list-style-type: none"> Provides keywords that are subdivided by occupation and allows users to easily find customized employment information. Job trend information can be obtained through weekly job analysis Job-related education information is introduced. Operates the biggest recruitment information network in the HR market Human resources recommendation, recruitment agency services, employment support services for universities and public institutions, headhunting services, etc Various information about trainings Runs mock-tests Mini functions: adjusting picture sizes, word count, GPA calculator 	detailed, search key word, mock-test, consulting	<ul style="list-style-type: none"> Information and service about training and check-ups are detailed. 	(2010, KR) CareerNet	http://www.career.co.kr/	2
21 Blind	<ul style="list-style-type: none"> Real-time company reviews and conversations within the same industry Users must register with authentication mail with work/university email address (works together with universities) Started off as a community for working people Put much effort on security to keep the anonymous talks secured Platform: supports both website and the app 	community, interactive, review, networking	<ul style="list-style-type: none"> Didn't start off as job matching platform and still doesn't focus on it but the community is most active 	(2013, US) Teambind	https://www.teambind.com/	2
22 Facebook	<ul style="list-style-type: none"> Job board function launched in early 2017 One click apply & messenger tools Suggests openings based on the user profile, location, and activities With the biggest number of active users as a social medium, the influence and engagement are growing big. 	big user pool, media exposure	<ul style="list-style-type: none"> Anyone can upload and anyone can apply. This led to reliability issues. 		(job tab on Facebook)	2
23 Google	<ul style="list-style-type: none"> Job board function launched in 2017 Collects openings from existing job boards and puts all in one list Easy to check details about the company: position, location, review & rating Support smart filter: company type, location, requirement 	accessibility, big user pool, media exposure, search filter	<ul style="list-style-type: none"> Why is it not being promoted? and also why is it hard to find the tab? 		(Google search job near me)	2

C Job seeker interview guide

Interview guide - Job seeker	
Theme	Question
1. general job search experience	<p>Most recent experience</p> <ol style="list-style-type: none"> 1) Which company did you apply to most recently? As which position? 2) How did you get to know the opening or the company? 3) After making up your mind to apply, how did you start the preparation? 4) What are the application steps you took? 5) Are you satisfied with what you have done and what has happened? <p><i>Follow up) If not, how would you do it differently?</i></p> <p>Overall past experience</p> <ol style="list-style-type: none"> 1) How many times have you applied so far? <p><i>Follow up) Would you explain them briefly? Like when, to which company and position.</i></p> <ol style="list-style-type: none"> 2) Were the recruitment steps similar or different for each application? <p><i>Follow up) What was different?</i></p> <ol style="list-style-type: none"> 3) Is there any remarkable experience that stands out? In either positive or negative way. 4) Based on your job searching experience so far, how would you describe job searching process? Would you feel in the blanks? <p>(Slide 1-1)</p> <p>Job searching process is _____</p> <p>Job searching process is _____</p> <p>Job searching process is _____</p> <p><i>Follow up) Would you elaborate your answers?</i></p>
2. Job application	<p>We have talked about the overall job searching journey you went through. This research focuses more on the early phases in the recruitment process which regard the documents you first hand in when applying. Let's talk about each step in detail.</p> <p>01 Preparation</p> <ol style="list-style-type: none"> 1) How did you decide which position and company to apply to? <p><i>Follow up) What are the things you considered before making the decision?</i></p> <ol style="list-style-type: none"> 2) What are the most important things when it comes to choosing a company? <p><i>Follow up) And when it comes to choosing a position?</i></p> <ol style="list-style-type: none"> 3) What are the things you had to prepare to apply? How did you work on them? 4) What are your thoughts on the experience? Anything more memorable or interesting? <p>02 Application</p> <ol style="list-style-type: none"> 1) For each application what did the company ask for? Were they similar? 2) Did you hand in the same document? If different, how?

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	<p><i>Follow up) Based on what did you make changes in the document? Where did you get the information for it?</i></p> <p>03 Getting the result</p> <ol style="list-style-type: none"> 1) How many times did you and did you not pass the application screening? 2) Did you hand in something similar and got the same result? Or did you hand in something different? 3) What do you think caused different results? 4) If you can revise the application and apply again, do you think the result would differ? <p>04 Self-representation in the application</p> <ol style="list-style-type: none"> 1) (Slide 2-1)(On a scale of 1 to 10) From the application, how much of you do you think the company got to know you? 2) What were the things they could figure out and what were not? 3) Why do you think the application could not tell those? 4) (Slide 2-2)(On a scale of 1 to 10) How important are those things to understand who you are? 5) If the company gets to know those things, would the resulting change? <p>05 Next stages in the recruitment</p> <p>(In the cases you passed the application screening,)</p> <ol style="list-style-type: none"> 1) Could you present other aspects of yourself that you could not deliver in the application? <p><i>Follow up) If yes, what were those and how?</i></p> <ol style="list-style-type: none"> 2) (Slide 2-3)(On a scale of 1 to 10) Going through the entire hiring process, how much of what you wanted to show did you manage to deliver? <p><i>Follow up) What are the parts you could not and why?</i></p> <ol style="list-style-type: none"> 3) If you could deliver those parts, do you think you would have gotten a different result?
3. Dignity and self-representation	<p>We have talked about your experience applying for a job. Now let's talk about you as a job seeker, how you felt like or feel like as an applicant.</p> <p>01 Self-representation</p> <ol style="list-style-type: none"> 1) Who do you think you want the company to see you as? Would you give some explanation? 2) What are the aspects of yourself you want the company to know and what are not? 3) (Slide 3-1)(On a scale of 1 to 10) How much of those did you manage to show? 4) What are the ones you could deliver and what are not?

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	<p>5) How do you think you can deliver the ones you could not?</p> <p>02 Respect and dignity</p> <p>1) (Slide 3-2)(On a scale of 1 to 10) When you were applying, how much respect did you feel like you have gotten from the company?</p> <p>2) In what ways were you respected and where not?</p> <p>3) How should they change to make you feel fully respected?</p> <p>03 Assessment criteria</p> <p>1) Out of all the information you give to the company, what are the ones you want to be more important in the assessment, and what are not? <i>Follow up) Why?</i></p> <p>2) Were there information pieces that you did not want to tell? <i>Follow up) Why?</i></p>
<p>4. AI tool experience</p>	<p>Thank you for sharing your experience and thoughts on the job searching journey. The last part of the interview is going to be about the new hiring tools.</p> <p>0) Have you heard of how AI is being used in recruitment?</p> <p>0) It is being used throughout the entire hiring process, from chatbots answering questions from applicants to suggesting talents from the database. But for now, let's focus on the new assessment tools.</p> <p>01 AI hiring tool experience</p> <p>1) Have you used any AI hiring tool before, either on your own or in an actual application?</p> <p>2Yes)</p> <ul style="list-style-type: none"> - Which tools did you use? What was the task about? - How was the overall experience? - How was the result? Do you think you would get the same result next time if you use the same tool? - (Slide 4-1)(On a scale of 1 to 10) How much do you trust the tool? - (Slide 4-2)(On a scale of 1 to 10) How much do you think it understood you? - (Slide 4-3)(On a scale of 1 to 10) Your preference for the tool over human assessment? - Will you take the same or different approach if you get to use the same tool again? Why? <p>2No)</p> <ul style="list-style-type: none"> - If the company you are applying, announced that they are going to use one, how

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	<p>would you feel about it?</p> <ul style="list-style-type: none"> - How would you prepare for it? - (Slide 4-4)(On a scale of 1 to 10) Your preference for the tool over human assessment? <p>02 Automated application screening</p> <p>1) What are the parts in your application that you are okay with a program screening and scoring, and what are not? Why?</p> <p>2) Do you think recruiters would think the same? <i>Follow up) If different, why?</i></p> <p>3) If you knew that AI was screening your application, would you have taken a different approach to job application?</p> <p>4) (Slide 4-5)(On a scale of 1 to 10) How much would you trust the results given by AI tools? Why?</p> <p>5) (Slide 4-6)(On a scale of 1 to 10) Would you prefer a human recruiter or AI to go through your application? Why?</p> <p>03 Overall thoughts on AI tools</p> <p>1) AI hiring tools are being used in more and more areas and companies. As a job seeker, what are your thoughts on this trend?</p> <p>2) Did or will the introduction of AI tools affect how you would prepare your job searching journey?</p>
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1-1.

Recruitment process is ___chance to think about yourself_____.

Recruitment process is ___think about what you want to do / stressful because it's work / sth has to be done with deadlines_____.

Recruitment process should be _happy with the current process / having multiple steps / competing with other people doesn't feel good / uncertainty / odd_____.

2-1.



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2-2.

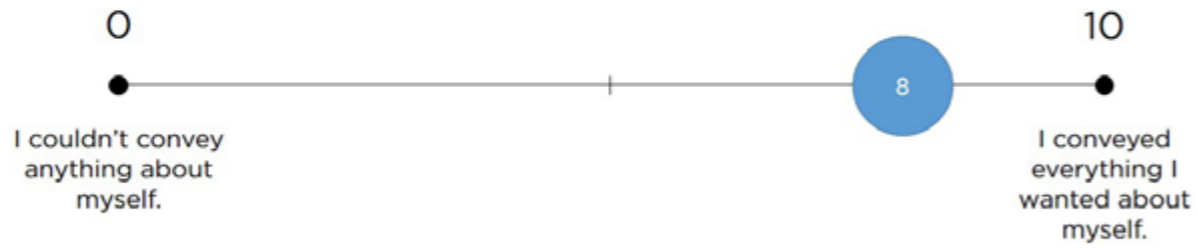


3-1.



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3-2.



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4-2.



4-1.

1) Human beings assess you



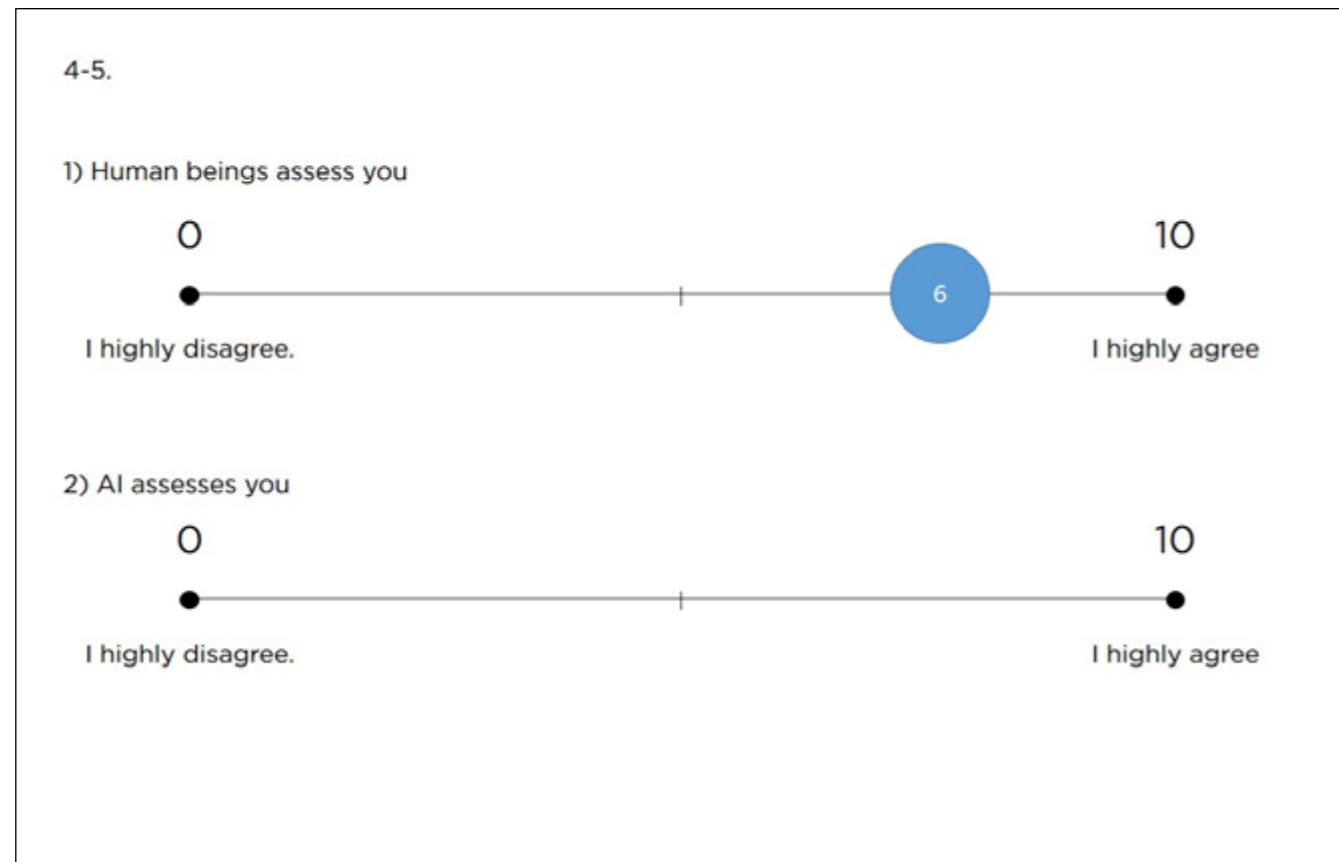
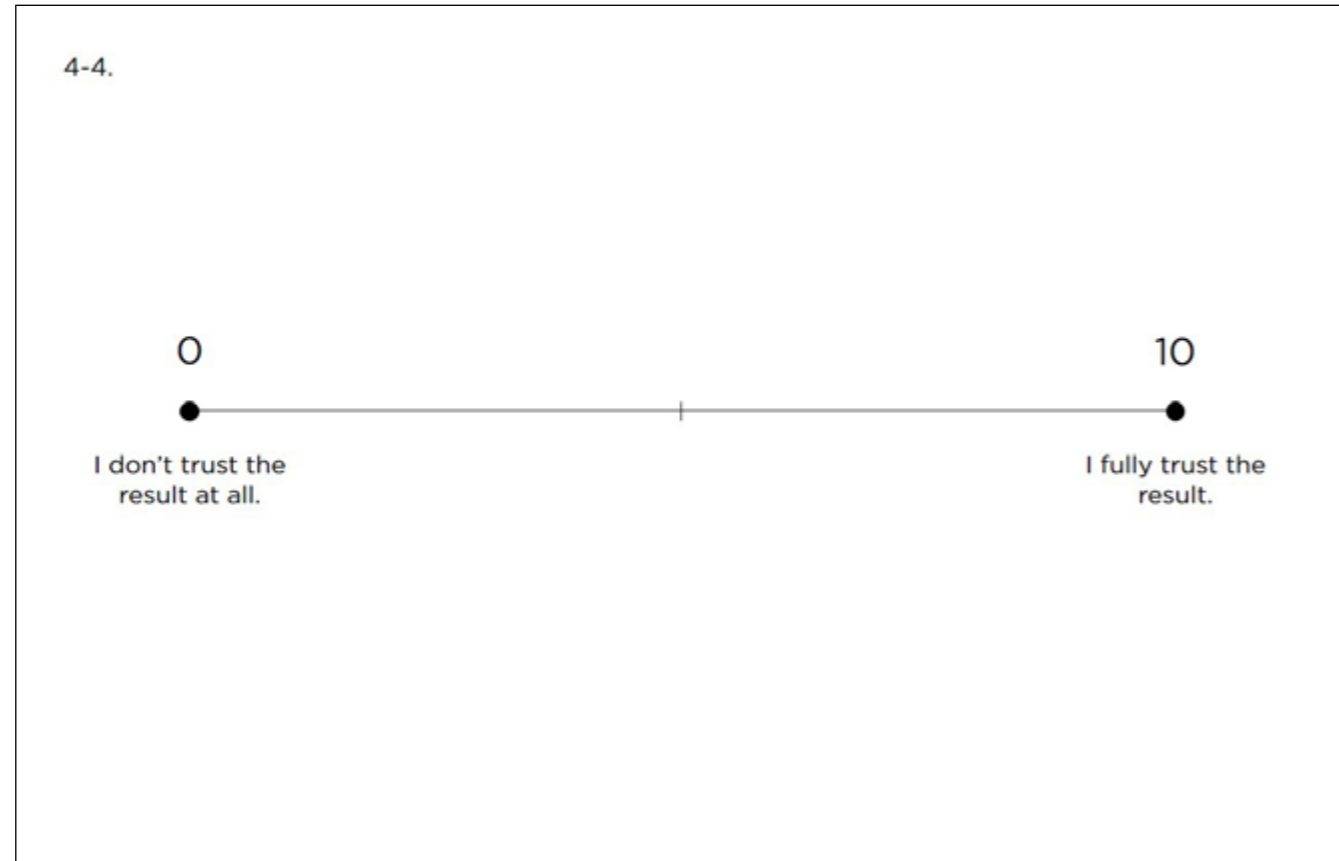
2) AI assesses you



4-3.



C Job seeker interview guide



D Interview coding result

Company Search	<p>01 Active job search online #LinkedIn I scroll through vacancies often during weekdays and save them on my list. On the weekend or in the evening, I take time to sit down and check all the saved ones choosing the ones to apply and to save. (TS) #LinkedIn I found it hard looking for the right positions on LinkedIn. Companies use different terms and names for the same position. (D) #Multipleplatforms I often saw vacancies in the course group chat and social media communities. (YK) #Multipleplatforms I just sat down and went through all the websites that I could find. (H) #Multipleplatforms When you feel desperate, you look for all the options you know: uni website, career platforms, company websites, Facebook groups and everything. (S) #Multipleplatforms Some big companies have their own career platform so I checked the ones from the companies I was interested in from time to time. (H) #Activestep The companies that I really liked, I just sent them emails with my CV. (D) #Activestep #linkedin #network I tried taking to people from the company I liked through LinkedIn. Maybe they tell me about vacancies, otherwise it could be a nice fun talk. (TS)</p>	<p>02 Human connection & influence #Acquaintance I asked the people I know first, if they know anyone looking for people or if they just know a nice lab. (MR) #Acquaintance #Alumni I looked for the alumni from my course on LinkedIn, see where they are, what they are doing and look at what their companies are doing. (S) #Network #LinkedIn Sometimes some random people, recruiters, talk to me on LinkedIn. (D) #Network #LinkedIn #alumni I follow people who post nice articles on LinkedIn. I tend to get interested in the companies they work in. The people you know builds the image you have on the companies. (S)</p>	<p>03 In daily life #Experience #Reputation I listed the companies I have heard of or seen in the Netherlands. (D) #Experience #University #network in my classes, I had chances to work with companies. I also thought of applying to some of them. (S) #Network I know some companies where my family and friends work. I remember them talking about them and that gave me good impressions. (H) #Experience #Work I don't mind working again in the companies I worked in as an intern or part timer. (MR) #University #Offboard Before Corona, I used to check the board in the faculty quite often. (YK) #Experience #University I heard that there are some students who choose a graduation project thinking of working there. (YK) #Experience #Work The company I worked was located in a start-up hub so I had chances to see what neighboring companies were doing. (MR)</p>		
Choosing the company & position	<p>01 Human connection & influence #Network #LinkedIn I tried looking for people who are working there on LinkedIn. Checked if there's any alumni. (TS) #Colleague I want to work with good people. A company with good vibe. The work feels worse with not friendly colleagues. (YK)</p>	<p>02 Work #Work I don't focus on the job title but try to find the actual work that I would do. (TS) #Work #Experience I want to work somewhere where I would find the work fun so I look at company portfolios carefully. (YK) #Work #Learn I like experiencing and learning new things. Start ups could be nice options. (YK)</p>	<p>03 Company's potential #Potential #Learn I am just starting my career so I want to work but learn a lot at the same time. Seeing the company grow together would be really nice. (H) #Stable #Safe I need a company to support my VISA so I am not about start ups. I saw so many people quitting or getting fired in short periods. (S)</p>	<p>04 Practical issues #Standard I had some standards in mind like the location, working hours, salary, size of the company and stuff. (TS) #Standard #Stable #Safe I first looked into big international firms. Cause then I can be sure that they hire expats. (D)</p>	<p>05 Less care #Nomad #Expense I didn't really have a specific company in mind. How do people come up with those thoughts? (YK) #Nomad I couldn't be picky. I applied to almost everything I saw. (D)</p>
Research on the company & position	<p>01 Human connection & influence #Recruiter #LinkedIn I checked the names of recruiters on the company website and tried finding them on LinkedIn. To get to know them to feel at ease and maybe who knows, I might find some important information there right? (TS) #Network #Experience I also looked for the people who worked as the vacant position. Seeing what they did and where they are now gave me better clues about the position (TS) #Network The best is to ask the people working there if you know anyone. (MR)</p>	<p>02 Search online #Info #Research I looked for everything I could find about the company. Their vision, key values, recent changes in the company, even the price for the stock. (TS) #Info #Research You can find anything on Google and maybe NEWS? (D) #Info #Research I think the company websites contain everything you need to know. (S)</p>	<p>03 Position and work #Research #Learn Every field, every company has own argons and expressions. I tried to look them up. (TS) #Research #YouTube #Learn Whenever I applied to positions that I am not confident about, I used to watch videos about them. (D)</p>	<p>05 Less care #Expense #Info #Interest There are companies I applied that I don't even remember the names. I wasn't really in it. I wonder what I would have done if I got in. (YK) #Info #Trust Feel like the company websites only talk about good things. I am still not sure whether if I can trust them. (S)</p>	
Application preparation	<p>01 Self-reflection #Self-reflection #Wants I liked the process of thinking about what I want, personality, strengths and weaknesses. (TS) #Self-reflection #Confidence Felt anxious at first but writing down strengths gave me confidence. (TS) #Self-reflection #Confidence I got to know more about myself and gained some assurance. (YK) #Self-reflection #Advice Asking others how they see me also helped. Especially the ones I worked together with. (MR) #Self-reflection #Personality I took MBTI thing. That helped me explaining my personality. (S)</p>	<p>02 Inspiration #CV #Template I searched for CVs on google and found nice templates. People from my field don't care much about the looks. (MR) #CV #Network I asked if I can see their CVs to friends who got jobs and also asked for feedbacks on mine. (S) #CV #Research I googled 'how to write a nice cover letter', and did exactly as told. (MR)</p>	<p>03 Selecting contents #Buildingblocks #Dedication I listed all the things I did and gathered all the files. Made them into blocks and made different CVs everytime by putting them together. (D) #Pressure #Didnt I have much to tell. CV seemed too empty so I added my hobbies. (MR) #Applicationform This one company had their own list of questions so I captured them and thought for long what to write. (S) #Notsure I got in but still not sure why. I tried talking about what they wanted to hear instead of what I wanted to tell. (S)</p>	<p>04 Effort to fit in #Weakness #Tip You shouldn't be too honest with your weakness. Try saying it in not so negative way maybe together with how you would improve it or how you are working on it. (TS) #Company #Effort #Tip I checked if there is any company value that matches mine then focused on that writing around it. (S) #AI #Tip I heard AI might screen my application. So I looked up and they say it is nice to use the terms or contents from the job requirement description from the company. (TS) #Company #Self-reflection I did reflect on myself but then slowly you keep thinking about what the company wants. (D)</p>	
Writing application	<p>01 Dedication #Noneedforchange I already had a CV. Just updated a bit and revised a bit. (H) #Noneedforchange I have the basics version. To some I just send it as it is and to some I adjust a bit. (D) #Noneedforchange #Self-reflection I don't want to adjust it to different companies. My CV now shows who I really am and what I want. (MR) #Dedication #Effort Of course I made separate ones for different companies. I changed the design as well. (TS)</p>	<p>02 Faced problem #Nodetail The amount I can write is usually limited so I can't give detailed example stories. (TS) #Writing #Skill I lack of writing skills. I hope my writing style doesn't have big impact. (D) #Softskill It is hard to write and convince soft skills, potential or personalities. (YK) #Softskill #Potential I am a fast learner and has big potential but I don't know how to express that. (H) #Question Do they really read the whole thing? (YK)</p>			
Revising application	<p>01 Human connections #Network #Advice I showed my CV to all the people on my lunch table. They gave some nice comments. (MR) #Network #Advice I showed the application to the people I study together. Pretty similar opinions but still helpful. (D) #Advice Think it would have been more helpful if they are related to the company or more expert in the field. (D) #Network #Advice I showed it to my parents when I went home. I am not sure it helped but it was fun. (S)</p>	<p>02 Online & self-check #Online #Self-check I ran it through grammar and plagiarism check. The free ones online. (MR) #Self-check After not looking at it for few days, then you find something. (S) #Self-check I read it over and over again. But didn't really revise though. (H)</p>	<p>03 Don't want to and don't know #Norevision I think it is in the best condition now. More like I don't know what to revise. (MR) #Embarrassed #Network #Personal It is too personal to show someone. Also I don't know anyone who can give nice advice. (YK) #Embarrassed #Network Either to someone super close or someone I don't know. It's a bit embarrassing. (D)</p>		
Getting the result	<p>01 Reason #Reasonably Some do tell you but mostly don't or not specific enough. (D) #Reasonably I heard someone actually asked the company directly. But I guess usually people try to ignore. (H) #Reasonably Whatever they say, I don't know if I would admit. It's HR nice to know though. (D)</p>	<p>03 Respect #Respect #Dedication I felt like I was respected more by the ones I also respected more. Think they could tell that I worked hard. (YK) #Respect #Phonecall One even called me and explained why I did not get in. I actually felt food and thankful. (YK)</p>			
Following steps	<p>Use of application in interviews #HR #Colleague #Application #Interview I had the feeling that the people from HR actually read my application but I am not sure about the team manager I talked to. (TS) #Interview I think the interview was about checking whether if they understood my application correctly or validating it. Checking whether if I lied. (MR)</p>				
AI hiring tool	<p>01 Preparation #AI #Preparation #Info I wished they told me beforehand. Then, I would've practiced or at least look it up before. (H) #AI #Application #Screening I read somewhere that they use the AI screening these days. So I tried to adapt the tips to my application to pass that. (TS) #AI #Learn #YouTube I didn't do much. Just watched videos about AI interview on YouTube. I don't think that made a big difference though. (D) #AI #Learn #Experience I looked it up on Google but it was quite different. (D)</p>	<p>02 Question #AI #Games What are they checking? How? (YK) #AI #Impact How critical is it? The result of AI tool to the final decision? (H) #AI #Result Why don't they show me the result? Can't I find it somewhere? (H) #AI #Interview Would it see more stuff in me than a human being does? (MR)</p>	<p>03-1 Negative experience #AI #Anxiety #Awkwardness I was so much more nervous than talking to an actual person. It feels awkward to talk on my one. (D) #AI #Game I was not sure what these games were testing. (H) #AI #Timeconsuming It took longer than I expected. I don't think it is efficient for me. It's only good for companies. (D) #AI #Space I was worried for the internet connection and unexpected interruptions. (D)</p>	<p>04-1 Distrust #Trust #Mistake #AI I rather prefer human beings making mistakes. (YK) #AI #Nuance Can AI really tell the subtle differences? Nuances? I don't think so. Yet. (MR) #AI #Games It is the same game for everyone. Can it really be meaningful? (H) #AI #Trust Can't explain why but I just trust human beings more. I don't know much about it. (S) #AI #Feeling I don't like that machines get to judge me. It feels bad. (YK) #Human #Network #Communication I think there is something that humans can build together. That instinctive feeling. (TS)</p>	<p>04-2 Trust #AI #Mistake I think AI would make less mistakes than human beings do. Otherwise, why would they use it? (MR) #AI #Interview #Accuracy I got rejection from this company after an interview with AI and another interview with the HR. I thought it was the HR interview for sure but now I am questioning. (D) #AI #Efficiency I think I would understand big companies. They would get a lot and lot to read. Definitely makes sense to choose the efficient option. (MR)</p>

E Feedback session guide

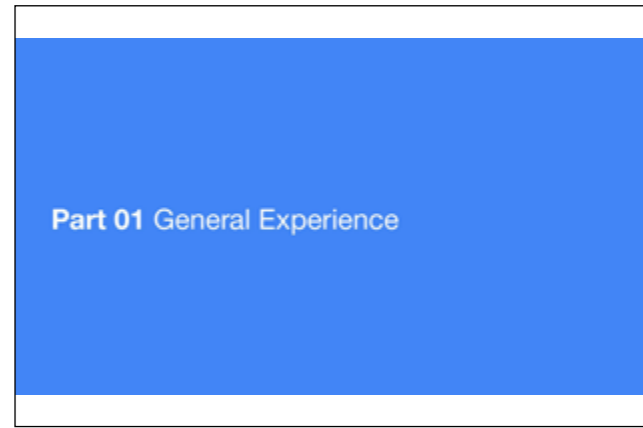
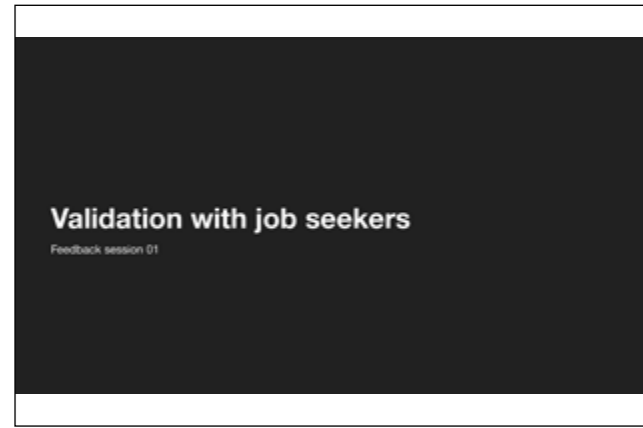
Guide for the feedback session / 60 minutes

<p>Part 1. General experience</p>	<p>1) Do you have experience with job applications? 2) Do you remember what documents you handed in for the application? 3) How did you work on your CV? Would you explain in detail? 4) What was the part that you were uncertain about? 5) Will you follow the same process? If not, how would you try differently?</p>
<p>Part 2. Product ideas & feedback</p>	<p>Idea #1 _ Work journal (Pre-question) 1) Do you keep your work records? How? 2) Are you satisfied with your way now? If not, how would you try differently? 3) What was the biggest struggle you faced while tracking the records back?</p> <p>(Walk the participant through the product)</p> <p>(Focus question) - (1-10) How useful do you think it would be? - (1-10) Would you prefer using this product over your original way of recording? - (1-10) Would this product solve the issue of missing records? - (1-10) Would this product help to solve career concerns?</p> <p>(General question) 1) What did you like about the product? 2) What were you not sure about the product? 3) Would you suggest any add-ons or revisions?</p> <p>Idea #2 _ Online CV (Pre-question) 1) What kind of information did you put on your CV? 2) How did you decide what to put on your CV? 3) Did you put everything you wanted to deliver? If not, why? 4) Where did you get the idea of an ideal amount? 5) How did you come up with the structure? 6) Are you satisfied with your current CV? If not, what kind of changes do you want to make?</p> <p>(Walk the participant through the product)</p> <p>(Focus question) - (1-10) How useful do you think it would be? - (1-10) Freedom in expressing on CV - (1-10) Self-representation on CV - (1-10) Would this product solve the misinterpretation issue? - (1-10) Would you prefer using this product over the current CV?</p>

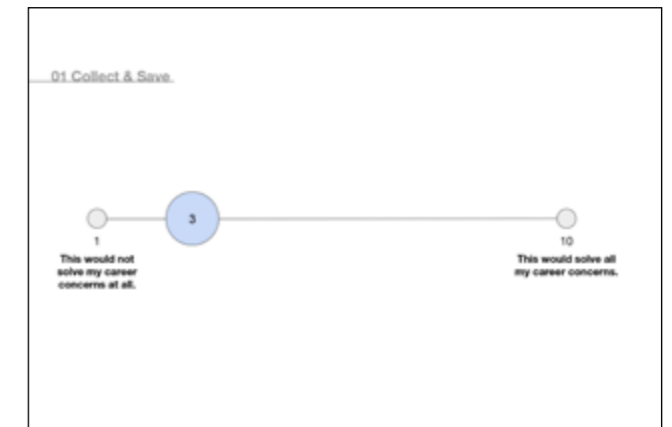
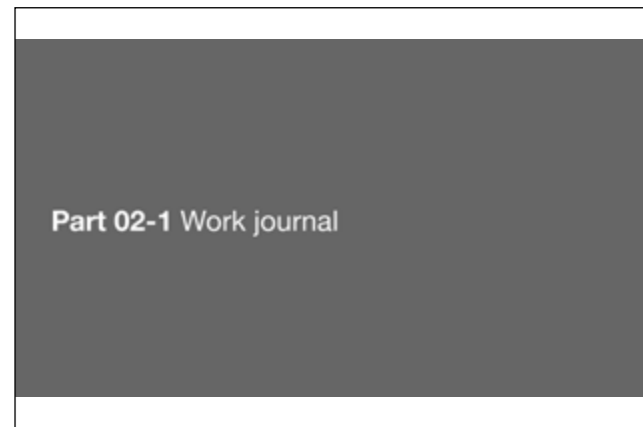
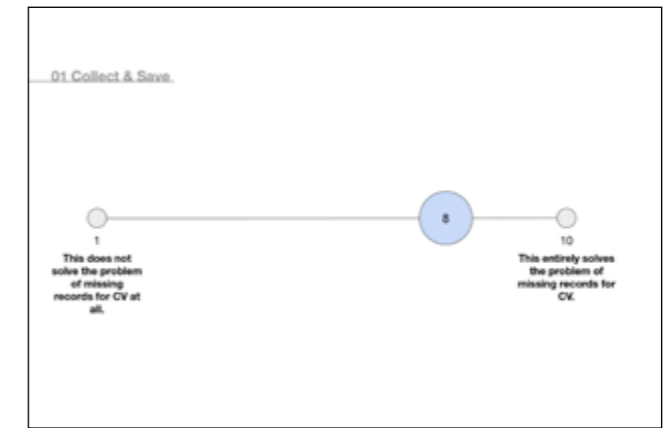
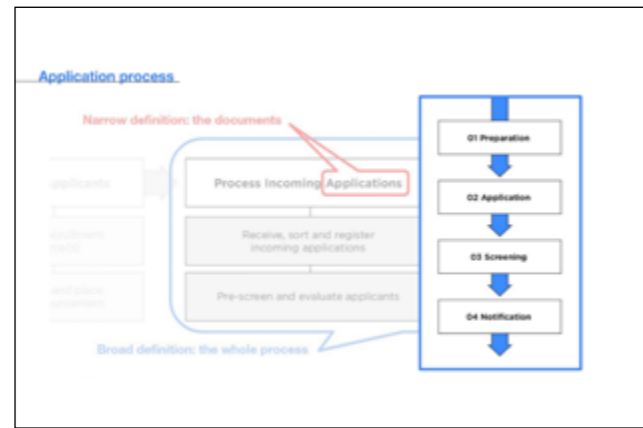
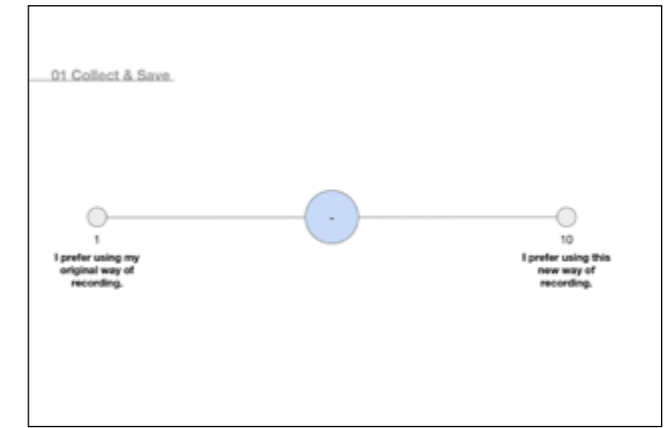
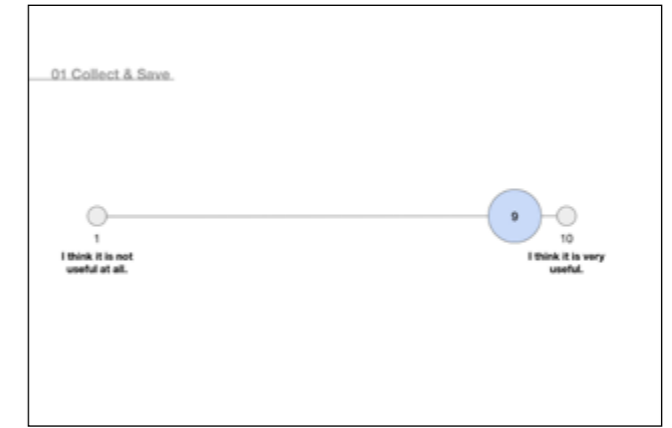
E Feedback session guide

	<p>(General question) 1) What did you like about the product? 2) What were you not sure about the product? 3) Would you suggest any add-ons or revisions?</p> <p>3. Communication (Pre-question) 1) Have you ever had your CV checked by someone? 2) Have you ever had feedback on your CV from the company you applied to? 3) Including the companies you applied to, who do you think has your CV? What do you think about it?</p> <p>(Walk the participant through the product)</p> <p>(Focus question) - (1-10) Do you prefer sharing your CV as a pdf or as a link? - (1-10) In which form would you get better quality feedback? Pdf or link?</p> <p>- (1-10) Do you prefer submitting your CV as a pdf or as a link? - (1-10) Would you prefer getting questions from recruiters or not? - (1-10) Would you be able to better represent yourself by answering questions?</p> <p>- (1-10) Would you prefer to get feedback on your CV or not? - (1-10) Do you think you would find the feedback helpful or not?</p> <p>(General question) 1) What did you like about the product? 2) What were you not sure about the product? 3) Would you suggest any add-ons or revisions?</p>
<p>Part 3. Thoughts on changes in CV</p>	<p>1) Let's not think of recruiters' expectations. Let's say the recruiters are open to anything. Having that in mind, if you can give changes to your CV to better represent and express yourself, how would you change it?</p> <p>2) Like the product I showed you, more and more companies are trying out using alternatives for traditional CVs. Like LinkedIn profiles or video introduction. How do you feel about such changes in job applications?</p>

E Feedback session guide



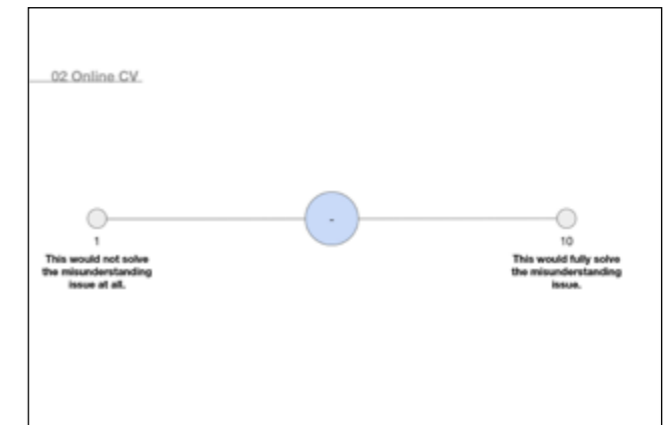
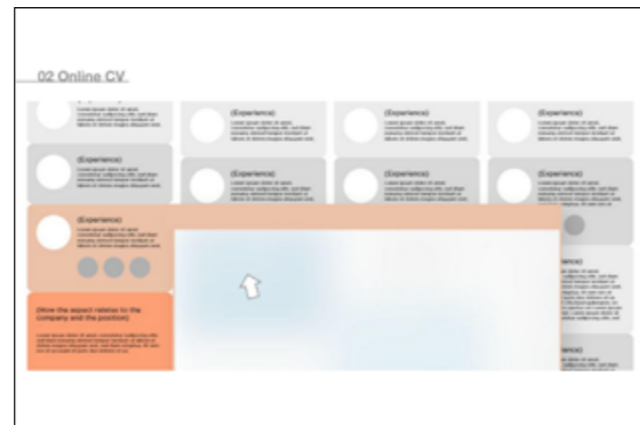
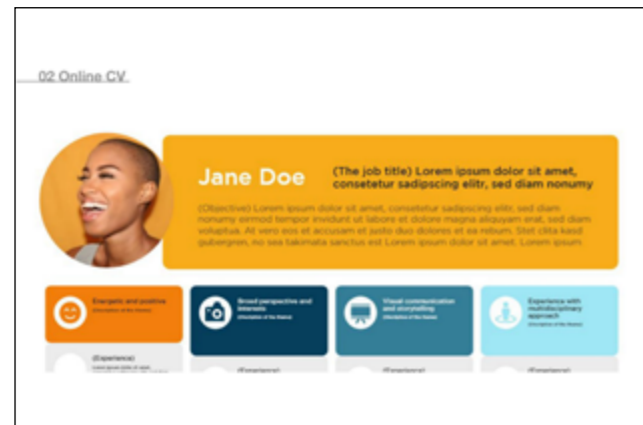
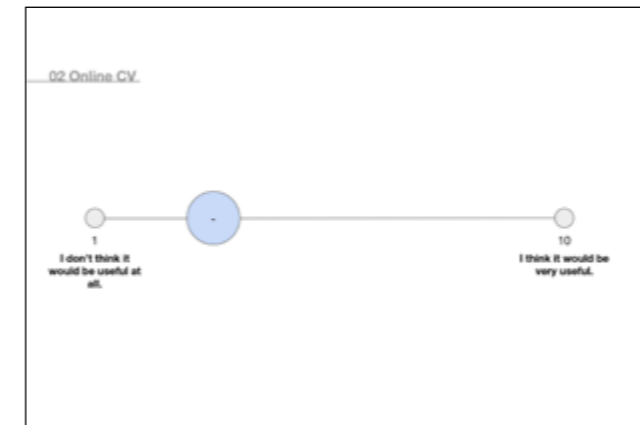
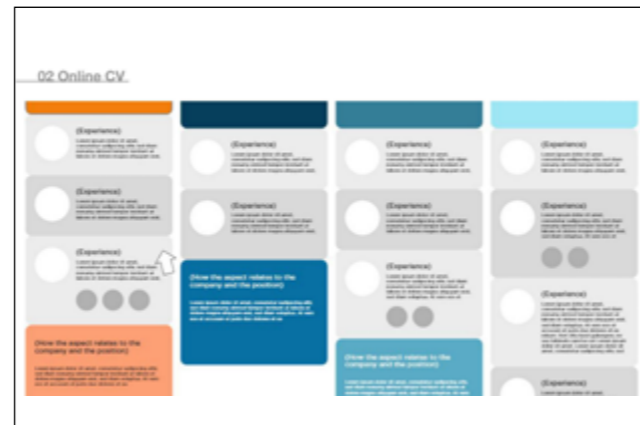
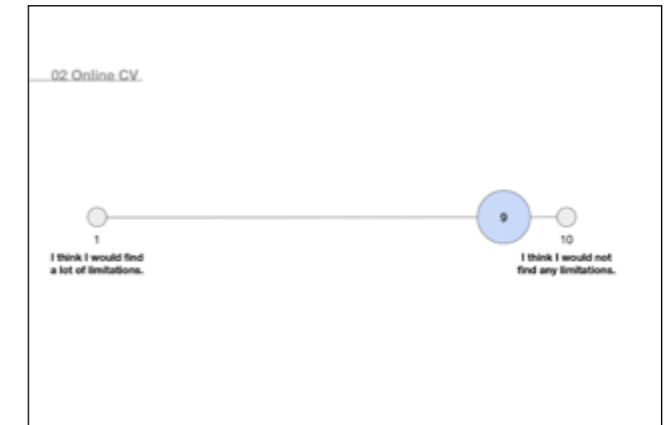
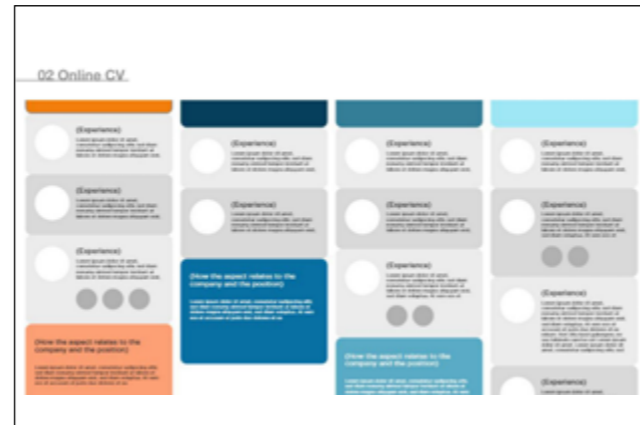
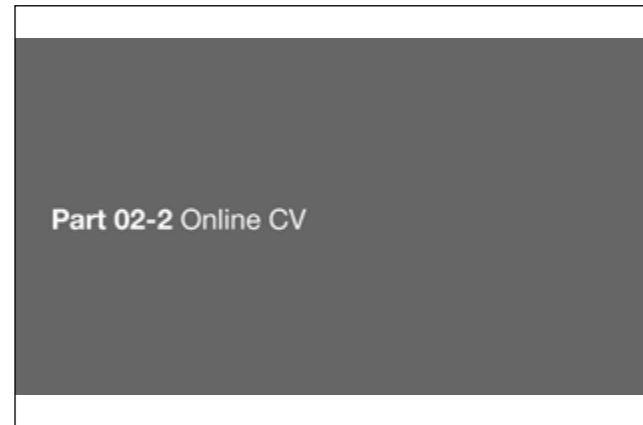
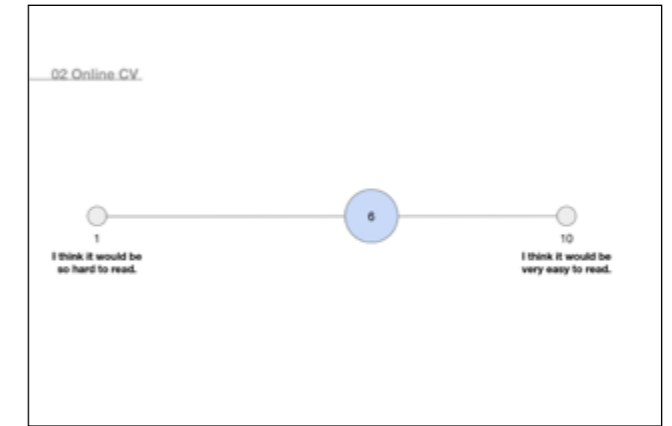
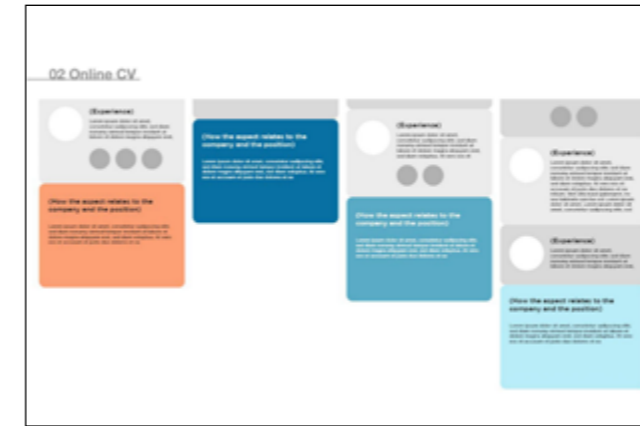
E Feedback session guide



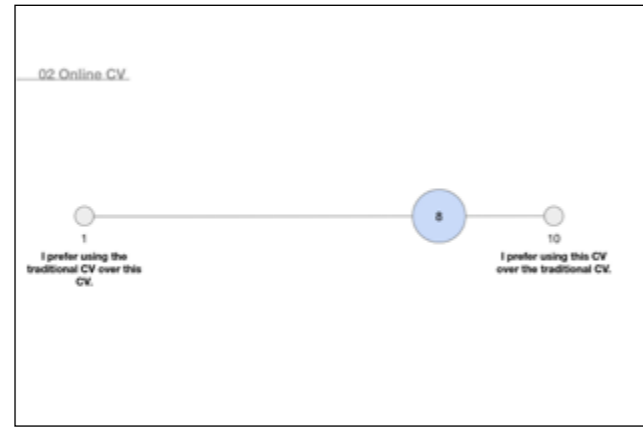
E Feedback session guide



E Feedback session guide



E Feedback session guide



03 Communication

Jane Doe *The job the career coach does is what I consider submitting and not an interview.*

● Comment
● Question

16:23 22-03-2022 Hiring manager from company B has checked your CV.

12:12 21-03-2022 Recruiter A from company B has checked your CV.

10:02 21-03-2022 Recruiter C from company B has checked your CV.

E Feedback session guide



03 Communication

Jane Doe *The job the career coach does is what I consider submitting and not an interview.*

● Comment
● Question

16:23 22-03-2022 Hiring manager from company B has checked your CV.

12:12 21-03-2022 Recruiter A from company B has checked your CV.

10:02 21-03-2022 Recruiter C from company B has checked your CV.

02 Online CV.

Jane Doe *The job the career coach does is what I consider submitting and not an interview.*

● Comment
● Question

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03 Communication

Jane Doe *The job the career coach does is what I consider submitting and not an interview.*

● Comment
● Question

16:23 22-03-2022 Hiring manager from company B has checked your CV.

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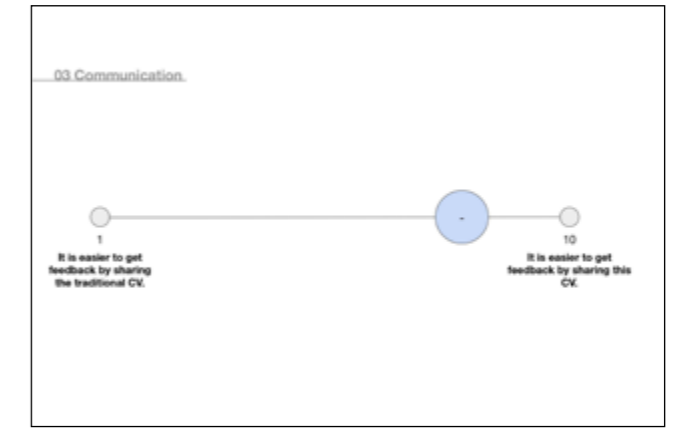
10:02 21-03-2022 Recruiter C from company B has checked your CV.

03 Communication

Jane Doe *The job the career coach does is what I consider submitting and not an interview.*

● Comment
● Question

16:23 22-03-2022 Recruiter B from company B has sent you questions.



Part 02-3 Communication

03 Communication

Jane Doe *The job the career coach does is what I consider submitting and not an interview.*

● Comment
● Question

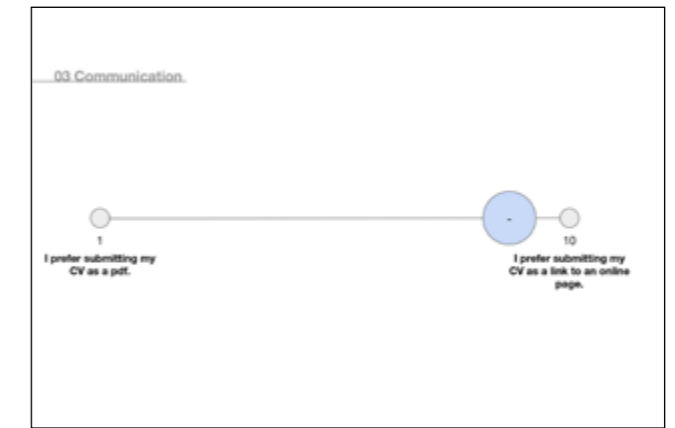
16:23 22-03-2022 Recruiter B from company B has sent you questions.

03 Communication

Jane Doe *The job the career coach does is what I consider submitting and not an interview.*

● Comment
● Question

16:23 22-03-2022 Recruiter B from company B has sent you questions.



03 Communication

Jane Doe *The job the career coach does is what I consider submitting and not an interview.*

● Comment
● Question

16:23 22-03-2022 Recruiter B from company B has sent you questions.

03 Communication

Jane Doe *The job the career coach does is what I consider submitting and not an interview.*

● Comment
● Question

16:23 22-03-2022 Recruiter B from company B has sent you questions.

03 Communication

Jane Doe *The job the career coach does is what I consider submitting and not an interview.*

● Comment
● Question

16:23 22-03-2022 Recruiter B from company B has sent you questions.

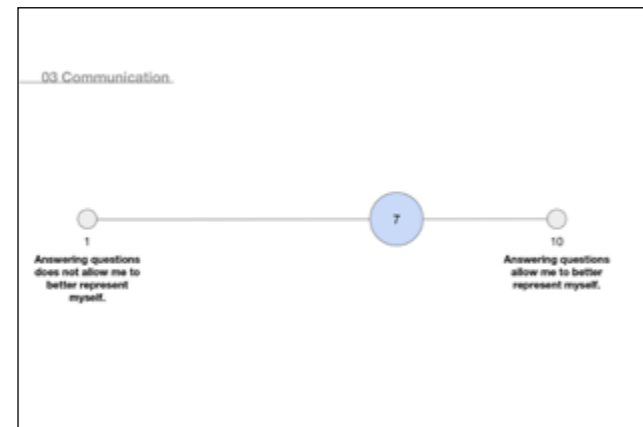
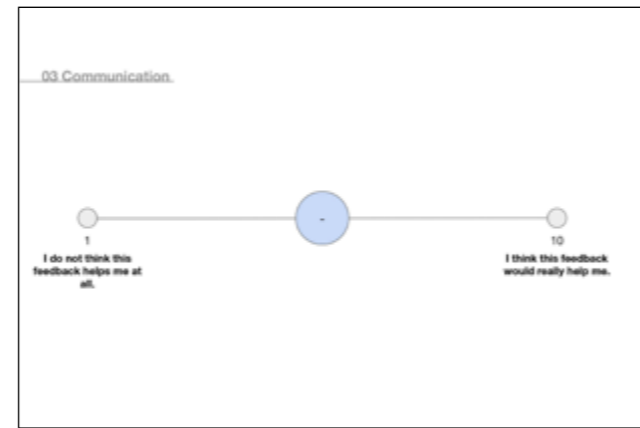
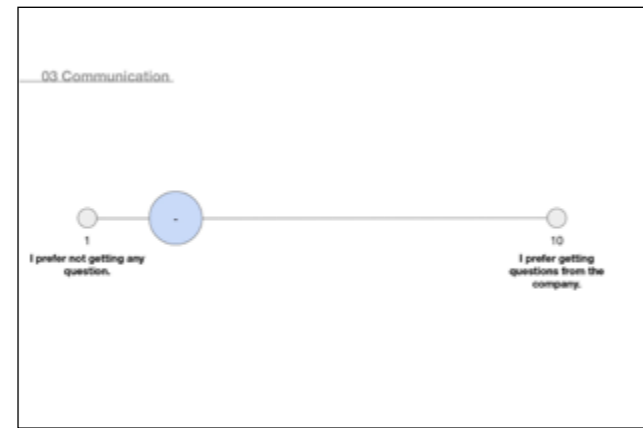
03 Communication

Jane Doe *The job the career coach does is what I consider submitting and not an interview.*

● Comment
● Question

16:23 22-03-2022 Recruiter B from company B has sent you questions.

E Feedback session guide



03 Communication

Jane Doe *Check the current state of what you're working on and get an idea of what you need to do next.*

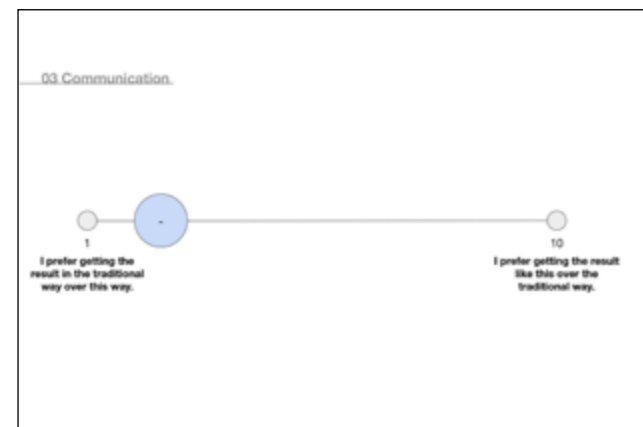
- Comment
- Question

03 Communication

Jane Doe *Check the current state of what you're working on and get an idea of what you need to do next.*

- Comment
- Question

Part 3



Future of CV.

E Feedback session guide

Future of CV.

Thank you!