

How to Make Applying for Jobs Less Painful



Warm up:

- What was your first job?
 - How old were you?
 - How long did you do it for?
 - Did you like it?
- How many different jobs have you had so far?
- At what age do people typically retire in your country?
- How stressful do you find writing a Résumé/CV (Curriculum Vitae)?
- How stressful do you find interviews?
- What are some typical questions that are asked in interviews?
- What do you consider inappropriate to be asked in an interview?
- Were you ever asked any strange or inappropriate questions during an interview?
- Do you think discrimination, such as racism, classism, sexism, and ageism, frequently take place in the hiring process?
- Do you think there are other problems with the general hiring process? If so, what?
- Do you have any ideas on how we could we improve the hiring process?



1. Read the explanation of “multi-measure” tests and fill in the gaps using one of the four words provided below the article:

Multi-measure tests are a way for employers to(1) what inherent traits, abilities, and skills an employee or job applicant has. The process tests a wide(2) of abilities, such as memory, attentiveness, and problem-solving abilities. Employers often use these tests to find what area a person has a lot of(3) in. For example, a person who scores particularly high in(4) skills may be better suited to customer service, whereas people who score high in attentiveness and restraint often (5) to be great at project management and accounting.

- | | | | |
|----------------------|-------------------------|------------------|-----------------|
| 1. a) effect | b) justify | c) assess | d) imbibe |
| 2. a) variety | b) class | c) arrangement | d) core |
| 3. a) effort | b) potential | c) motivation | d) positivity |
| 4. a) logistical | b) interpersonal | c) aviation | d) mathematical |
| 5. a) pretend | b) lean | c) aim | d) tend |

Have you ever had to take a Multimeasure test? If so,

- What did you have to do?
- Did you learn something new about yourself?



2. Watch a part of the video [How to Make Applying for Jobs Less Painful](#)

You are going to watch a 5-minute video. However, before watching the full video you are going to take a short test that will say something about what kind of traits you have.

Instructions:

- Start the video at 01:30 and stop it at 02:20.
- You are going to see a flashing circle.
- Clap when the circle is red and do *nothing* when the circle is *green*.



3. Discuss the following questions with your partner:

1. How did you do on the test? Did you:
 - a. *Clap straight after the red circle appears*
 - b. *Take a little bit longer to be 100% sure*
 - c. *Clap on green sometimes*
2. What do you think your result says about you? (find out more in the second part of the video)
3. Did you enjoy doing the test or did it stress you out?



4. Before watching the full video read the phrases below. Can you explain the meaning of the words or phrases in bold?

1. I watched a documentary about the Universe last night and it was mind blowing.
Something extremely impressive.
2. The crux of the problem is that rich people don't pay their taxes.
The main point of a problem that needs to be addressed.
3. Learning a language as a child is an inherent trait, which all humans have.
Essential qualities that we are born with.
4. When he's angry he shows a lack of restraint.
Restraint is holding back from doing something. In this example the person is incapable of holding back their emotions when they are angry.

5. Mr. Jones was accused of perpetuating negative stereotypes about men and women.
When someone pushes an idea, particularly a bad one, and therefore it continues.
6. I think he's amazing! But I'm biased of course because he's my son.
To have a strong prejudice towards something which effects your opinion
7. Social media poses a threat to young people's mental health.
To contribute, in this case, to a threatening situation.
8. The competition was equitable since both teams were the same age and skill level
Fair and impartial



5. Now watch the full video and answer the following questions: ¹

1. What is the percentage of people who applied for jobs and never heard back from the employer in the past year?
00:11
Hiring as we know it is broken on many fronts. It's a terrible experience for people. About 75 percent of people who applied to jobs using various methods in the past year said they never heard anything back from the employer
2. What is the percentage of people who quit a new job within the first year of starting?
00:11
Hiring as we know it is broken on many fronts. It's a terrible experience for people. About 75 percent of people who applied to jobs using various methods in the past year said they never heard anything back from the employer. And at the company level it's not much better. 46 percent of people get fired or quit within the first year of starting their jobs
3. What is the problem with the résumé according to Jain?
00:39
I believe that at the crux of all of this is a single piece of paper: the résumé. A résumé definitely has some useful pieces in it: what roles people have had, computer skills, what languages they speak, but what it misses is what they have the potential to do that they might not have had the opportunity to do in the past.
4. What does it say about you if you clap late on red and never clap on green?
02:51
We found that if you clap late on red and you never clap on the green, you might be high in attentiveness and high in restraint. People in that quadrant tend to be great students, great test-takers, great at project management or accounting.

5. What does it say about you if you clap immediately on red and sometimes on green?

02:38

But if you clap immediately on red and sometimes clap on green, that might mean that you're more impulsive and creative, and we've found that top-performing salespeople often embody these traits.

6. How can we use algorithms to improve the hiring process?

03:07

The way we actually use this in hiring is we have top performers in a role go through neuroscience exercises like this one. Then we develop an algorithm that understands what makes those top performers unique. And then when people apply to the job, we're able to surface the candidates who might be best suited for that job.



6. Discuss the following with your class or partner:

What did you think of the video?

Did you learn anything new or interesting?

Do you have any reservations regarding this approach?

Do you think the future of the hiring process is going to change? How?

Do you think that job interviews should be less formal?

What are the positives and negatives of group interviews?



7. Read some YouTube comments on the video and discuss them with your partner:

- "Though interesting, this did not address easing the pain of applying for a new job. It was too theoretical and not practical."

- "I hope this happens, and then shy and introverted people get good jobs in the western world where social butterflies get the best jobs because it's all based on connections."

- "Not what I expected from the title but... It was very interesting and I'm sure this is the future, they say in 30 yrs most jobs that people will do don't even exist today!"

- "She had me until she said that they would adjust the algorithm if they weren't getting enough candidates from a particular population. All in all it sounds good until the people in HR begin "gaming" the system. Computer algorithms are great but let us not forget the possible biases of the people that create them."

- "sounds good, doesn't work."



8. Extra task: Take a free 9-minute Multiple Intelligence Test and discuss the results with your class: <https://personalitymax.com/multiple-intelligences-test/>

a) How accurate do you think the results were?

b) Was there anything in the results that surprised you?

https://www.youtube.com/watch?v=UJz69v_7258