15 TRENDS IN RECRUITING

TOM HAAK

ZUKUNFT PERSONAL EUROPE

HR TREND INSTITUTE

PHILIPS

ARCADIS

HR TREND INSTITUTE

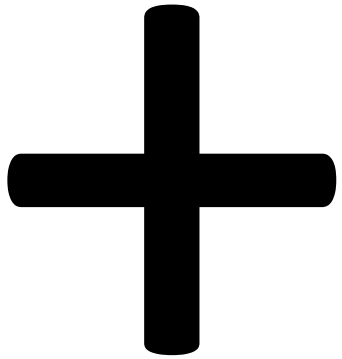
KPMG

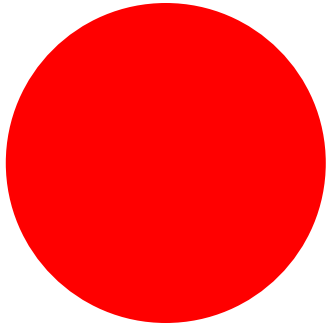
FUGRO

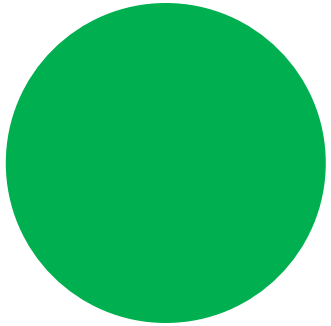
HR TECH COMMUNITY

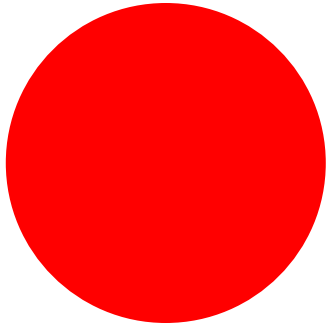
AON

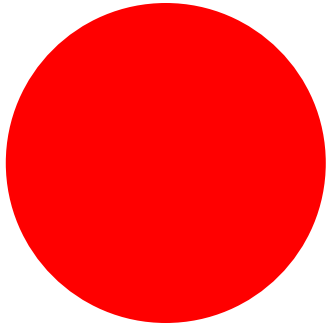
crunchr

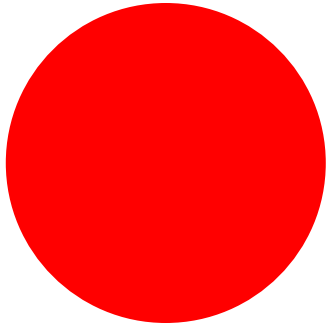


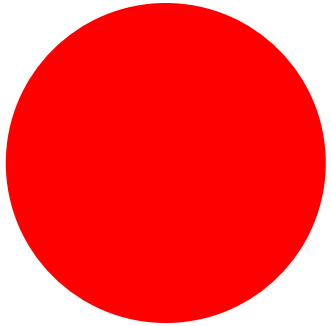


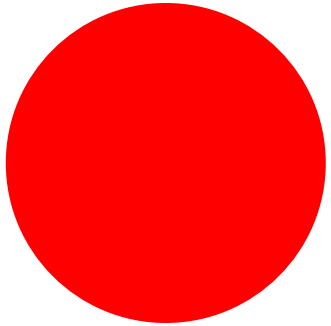


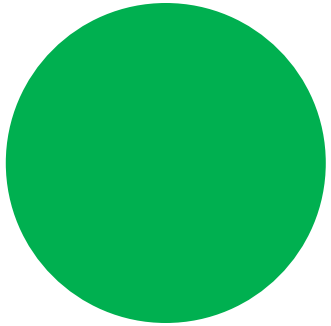


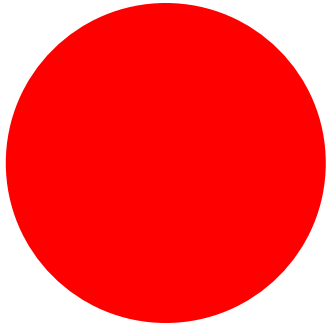


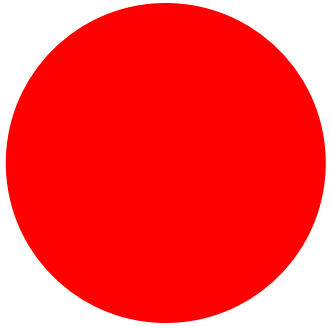


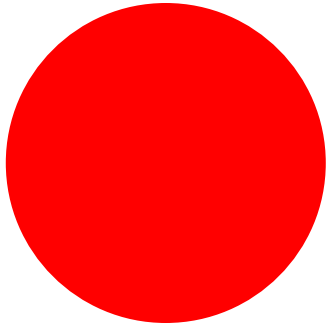


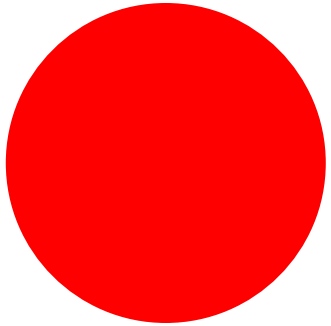


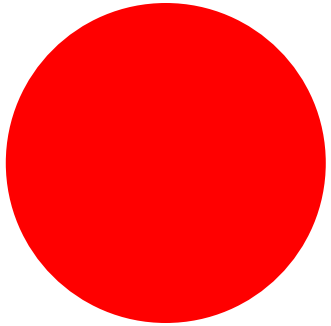


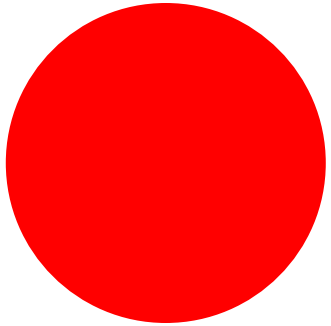


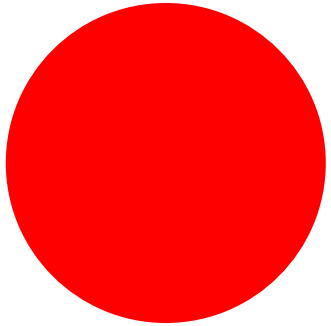


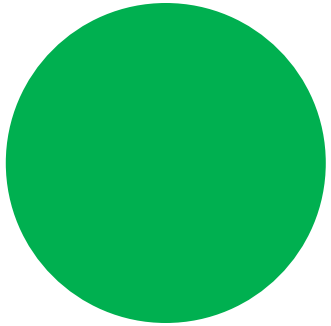


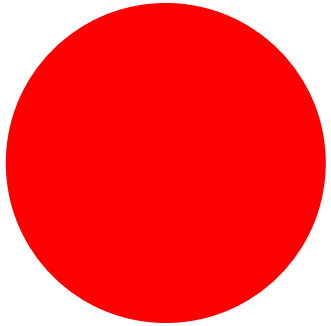


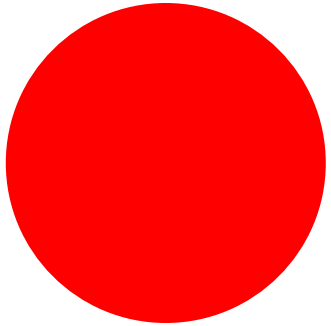


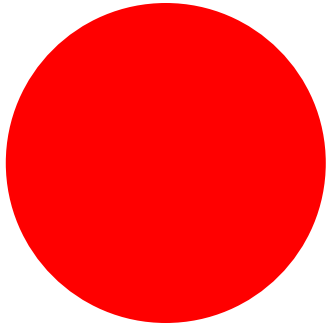


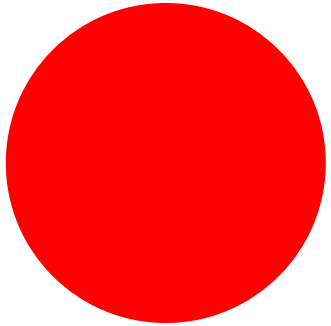


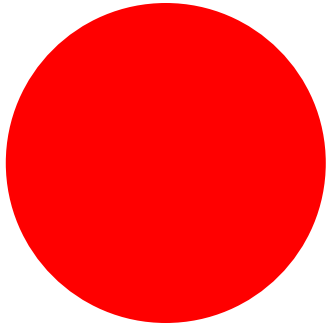


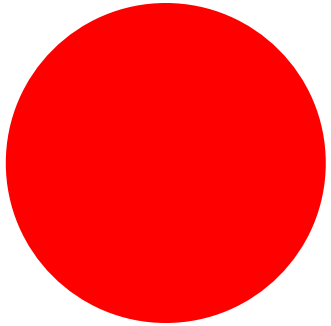


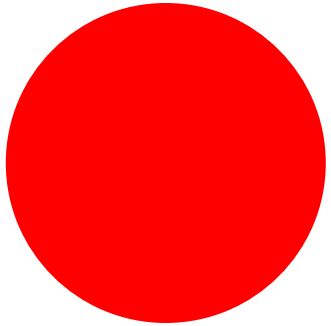


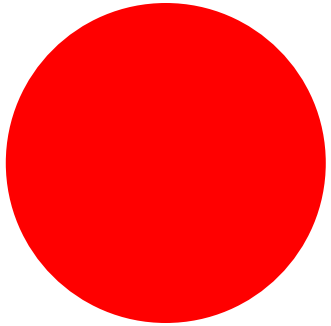


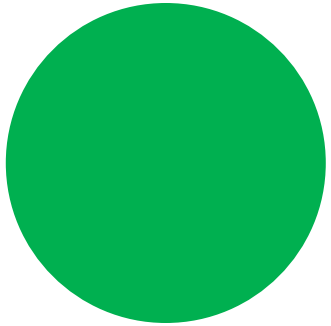


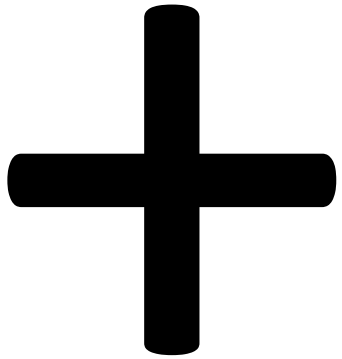












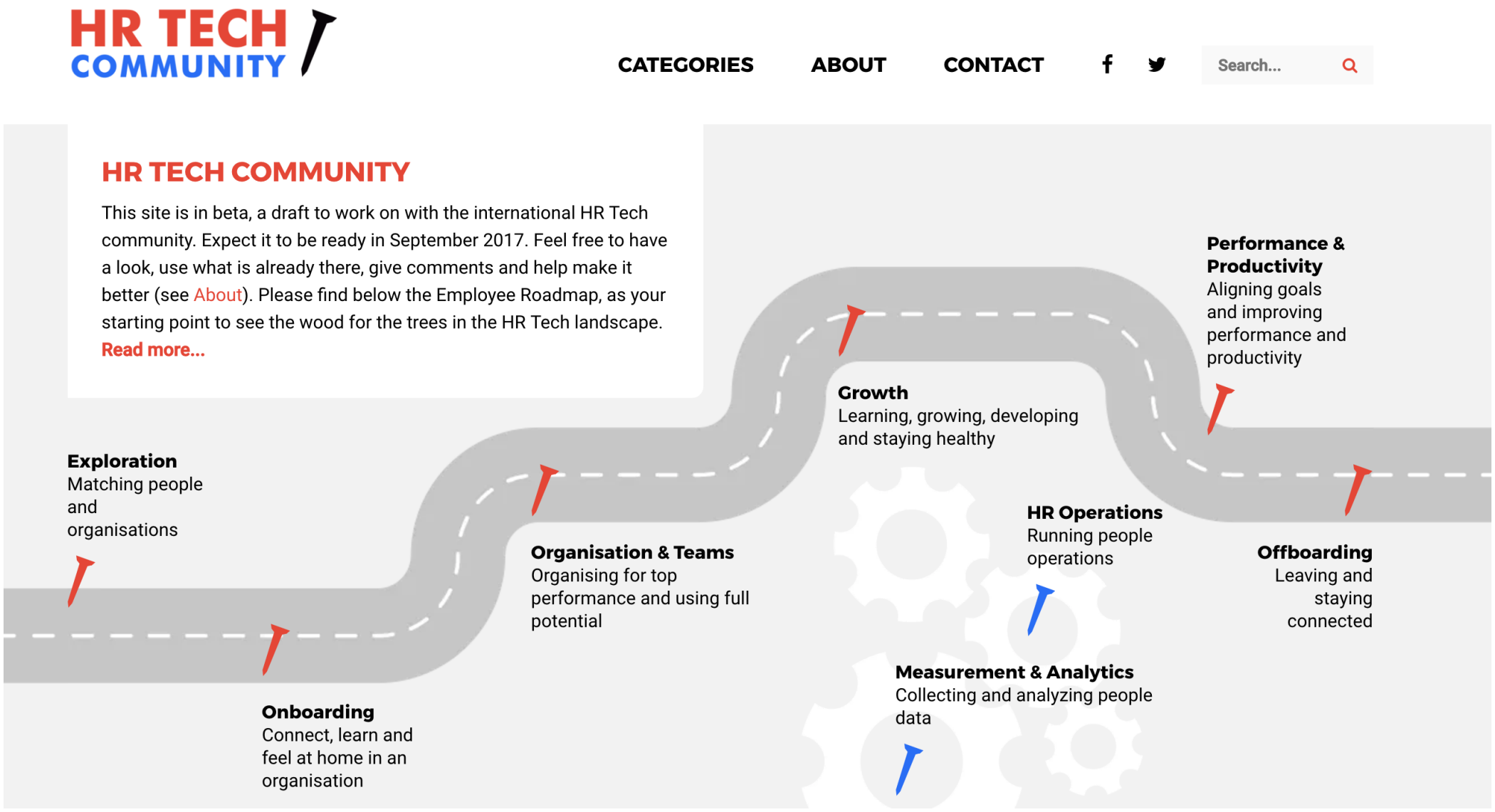
IMPULSIVITY

ATTENTION SPAN

LEARNING FROM MISTAKES

1. CX

The Employee Experience (or Journey)/ EX



2. SPEED

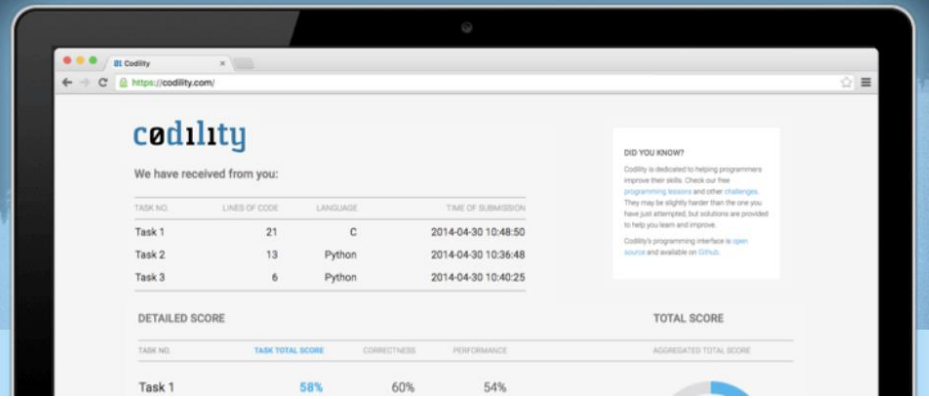
codility

Features Pricing Login Start Free Trial

Hire stronger Developers , faster.

Start Recruiting

Prepare for the test, try Lessons and Challenges

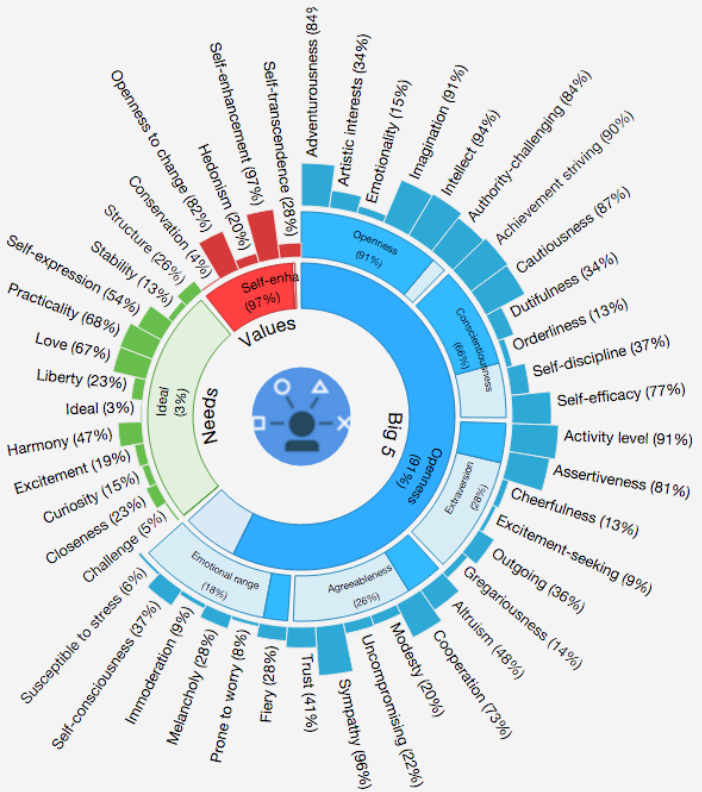


Personality Insights

The IBM Watson Personality Insights service uses linguistic analytics to extract a spectrum of cognitive and social characteristics from the text data that a person generates through blogs, tweets, forum posts, and more.

Resources:

API Overview Documentation Fork on Github Fork



Input Text

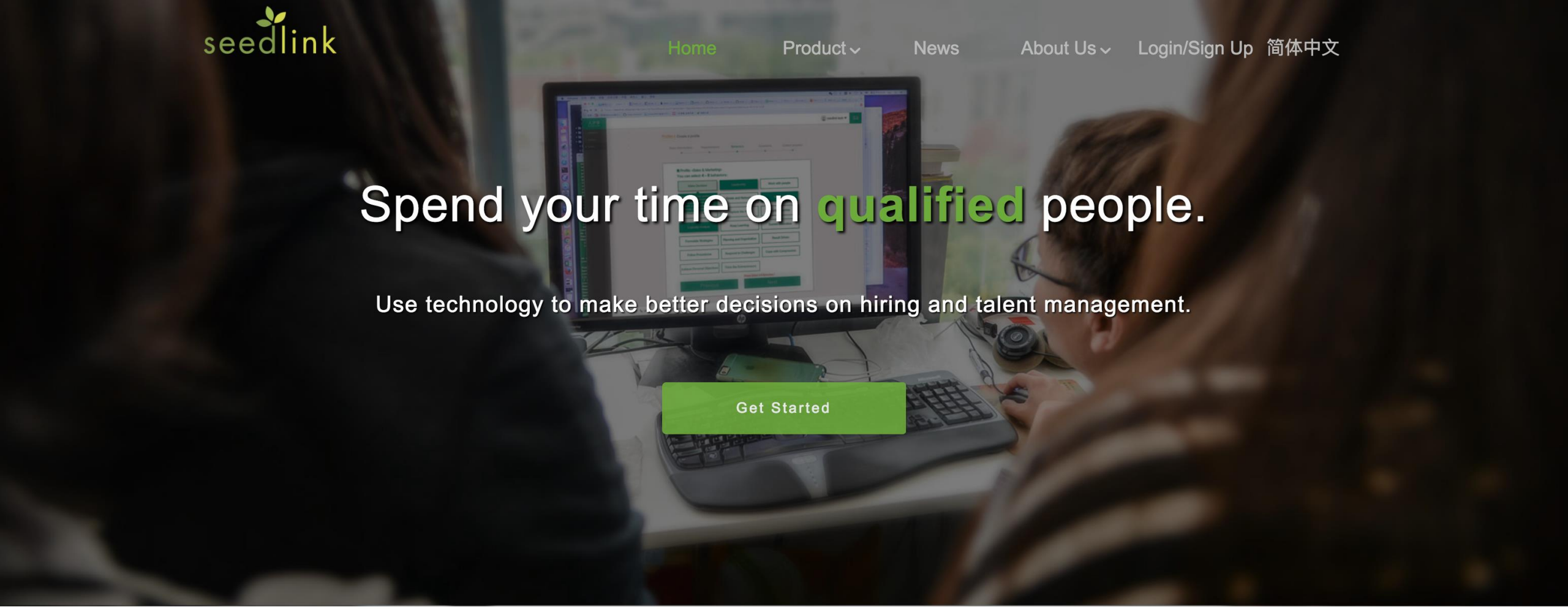
We need a minimum of 3500 words and ideally 6000 words or more to significant results. See the science behind the service.

Ideally, the text should contain words we use in every day life relating t thoughts and responses. See usage guidence for details.

Choose Language: English

and orange the 35 Top Potentials (in red: tested and calibrated, in

3. ADVANCED PROFILING

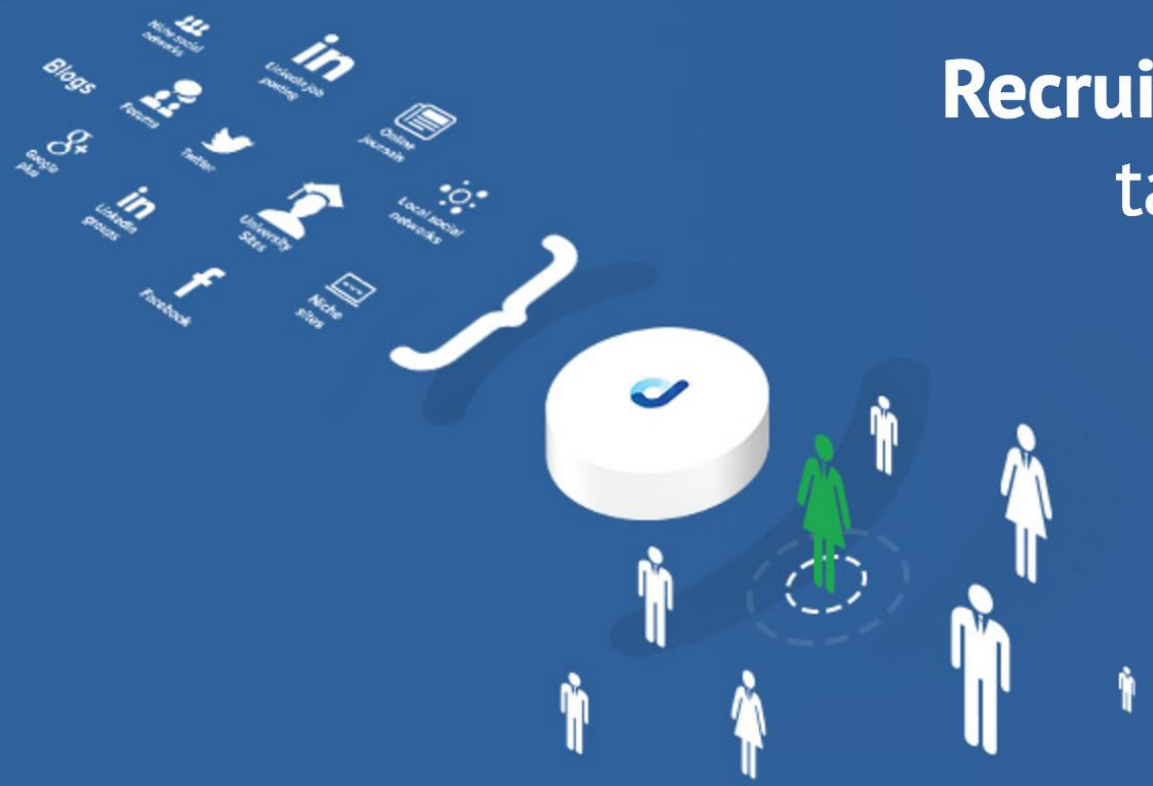


Research-based language A.I. can boost your recruitment.

Research shows that the language people use to express themselves has a direct correlation with their styles of thinking, emotions, and behavior; in short, their personalities. Predictive language models can significantly add efficiency to the recruitment process by matching ideal personality profiles with companies and job positions.

Joberate | People Insights, Reimagined™

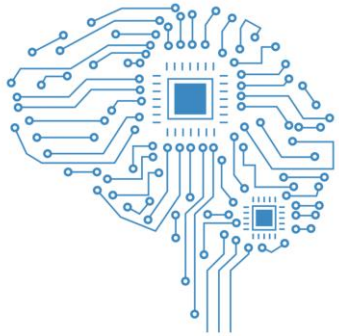
Request demo



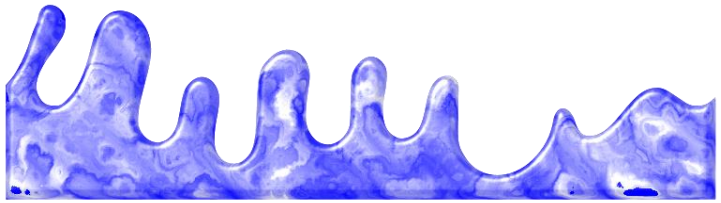
Recruit better and more diverse talent faster using J-Score as a Relevancy Rank

Learn more

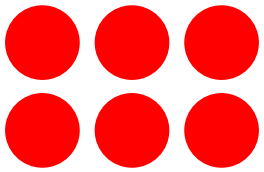
4. ACTIVE TO PASSIVE



5. AI POWERED



6. FIXED JOBS > FLUID ROLES



7. COMMUNITIES

part of the Zappos family | Inside Zappos

Choose Your Team | Life at Zappos | Why Zappos | FAQ | Login | Become an Insider

part of the Zappos family

What? No Job Postings?!?

That's right! Our culture means everything – it's embodied by our core values and it's at the heart of our success. So, we want to get to know who you really are and not let our first meeting just be through a job posting. We invite you to get to know us and we want to get to know you too! It's a pretty big change; we get it. But hey, we're Zappos and we embrace change. It's how we roll.

Learn More

simppler

How it works Pricing Blog Support

Request a demo Log in

The strongest teams are built through employee referrals.

Request a demo

Employee referrals are your company's best source of talent. However, common challenges limit the number of quality hires that are made. Simppler's platform empowers companies to take control of their employee referral program from discovery-to-hire.

A referral program made for everyone

We make referrals simple

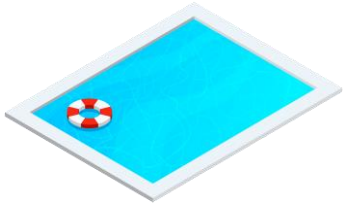
Easy set-up
Set up your new referral program in a minute. Plus with our free version, you can see what all the fuss is about without having to commit.

Expand your network
Watch your networks seamlessly work together as you bring all your colleagues, alumni and friends under one roof.

Maximise the reach of your jobs
Once your job is published, we will automatically spread the word to your networks so they can get busy sharing and referring candidates.

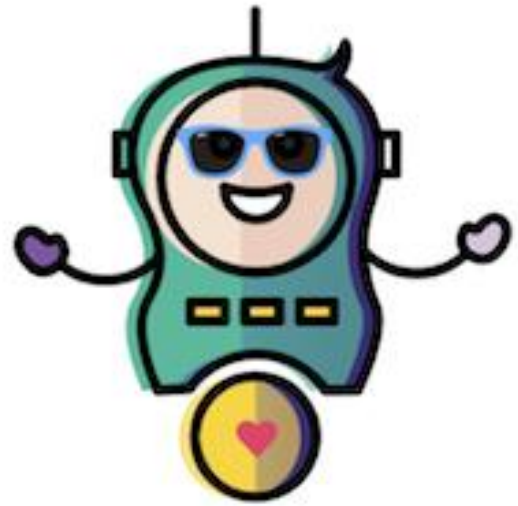
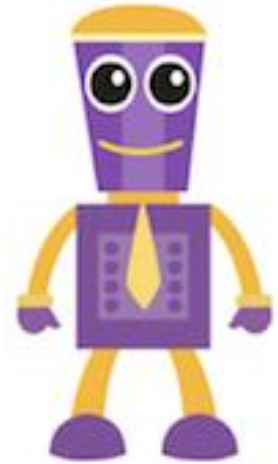
Get it now

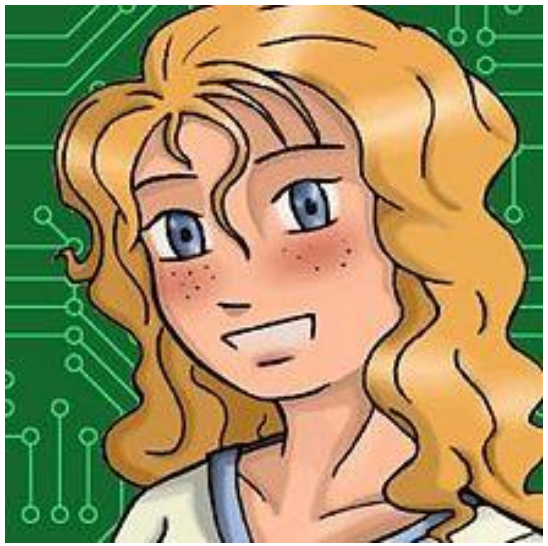
firstbird



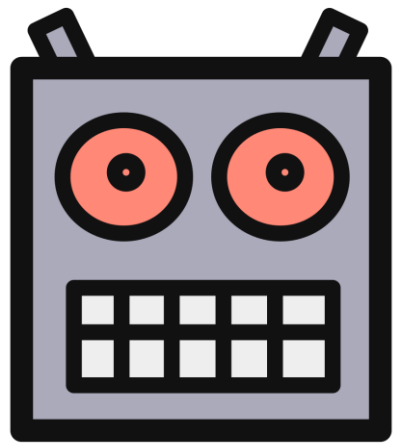
8. POOL MGT

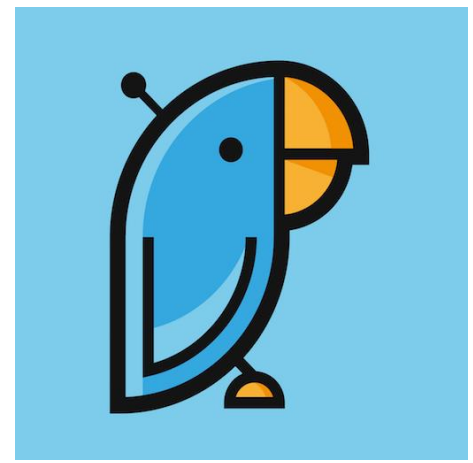
9. CHATBOTS

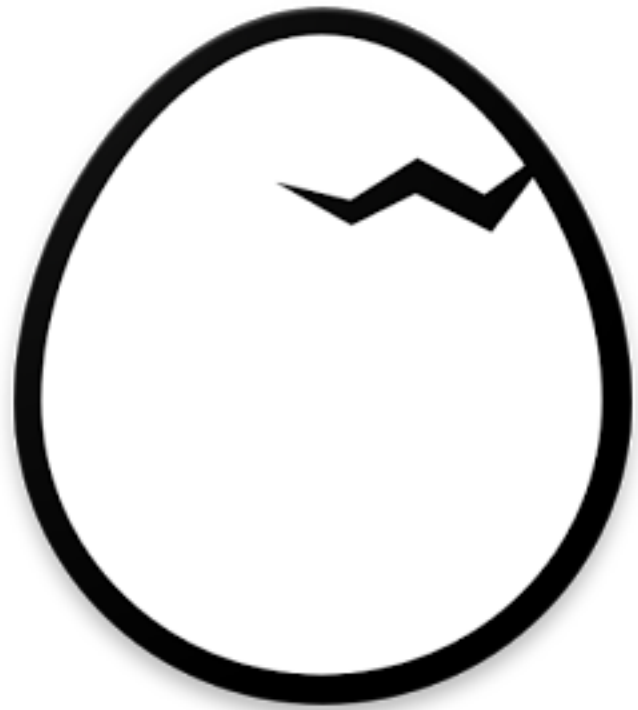





BGP







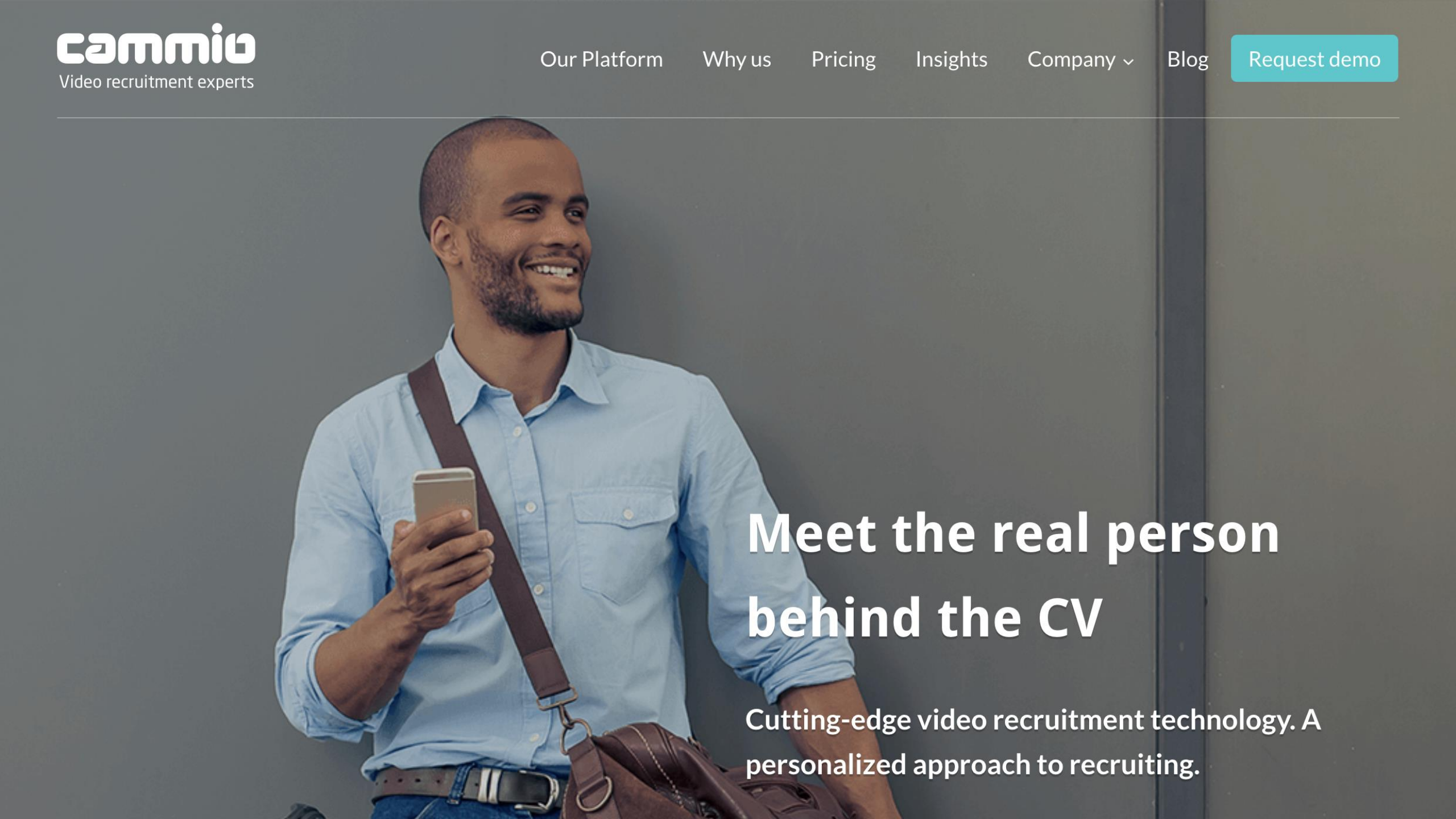
amazon

5

1O. CULTURAL & PERSONALITY FIT

cammio
Video recruitment experts

Our Platform | Why us | Pricing | Insights | Company | Blog | Request demo



Meet the real person behind the CV

Cutting-edge video recruitment technology. A personalized approach to recruiting.

ixly

Innovative solutions
for E-HRM

Test-Toolkit

Process-Toolkit

360-Toolkit

Assessment tests

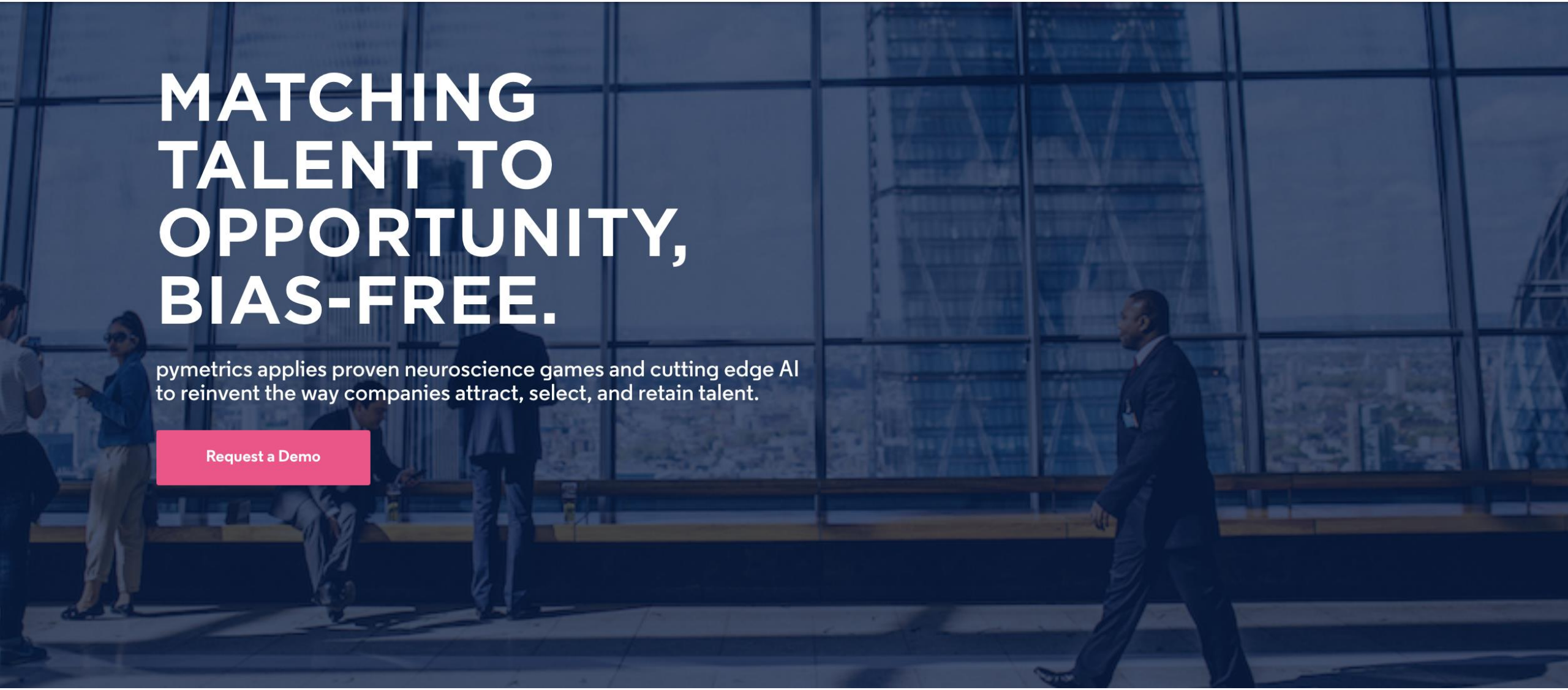
Find the best candidates

Intelligence | Personality | Competency

View all tests

pymetrics

Employers | Candidates | Science | About us | Log in | Request a Demo



MATCHING TALENT TO OPPORTUNITY, BIAS-FREE.

pymetrics applies proven neuroscience games and cutting edge AI to reinvent the way companies attract, select, and retain talent.

Request a Demo

FUTURE PROOF SKILLS

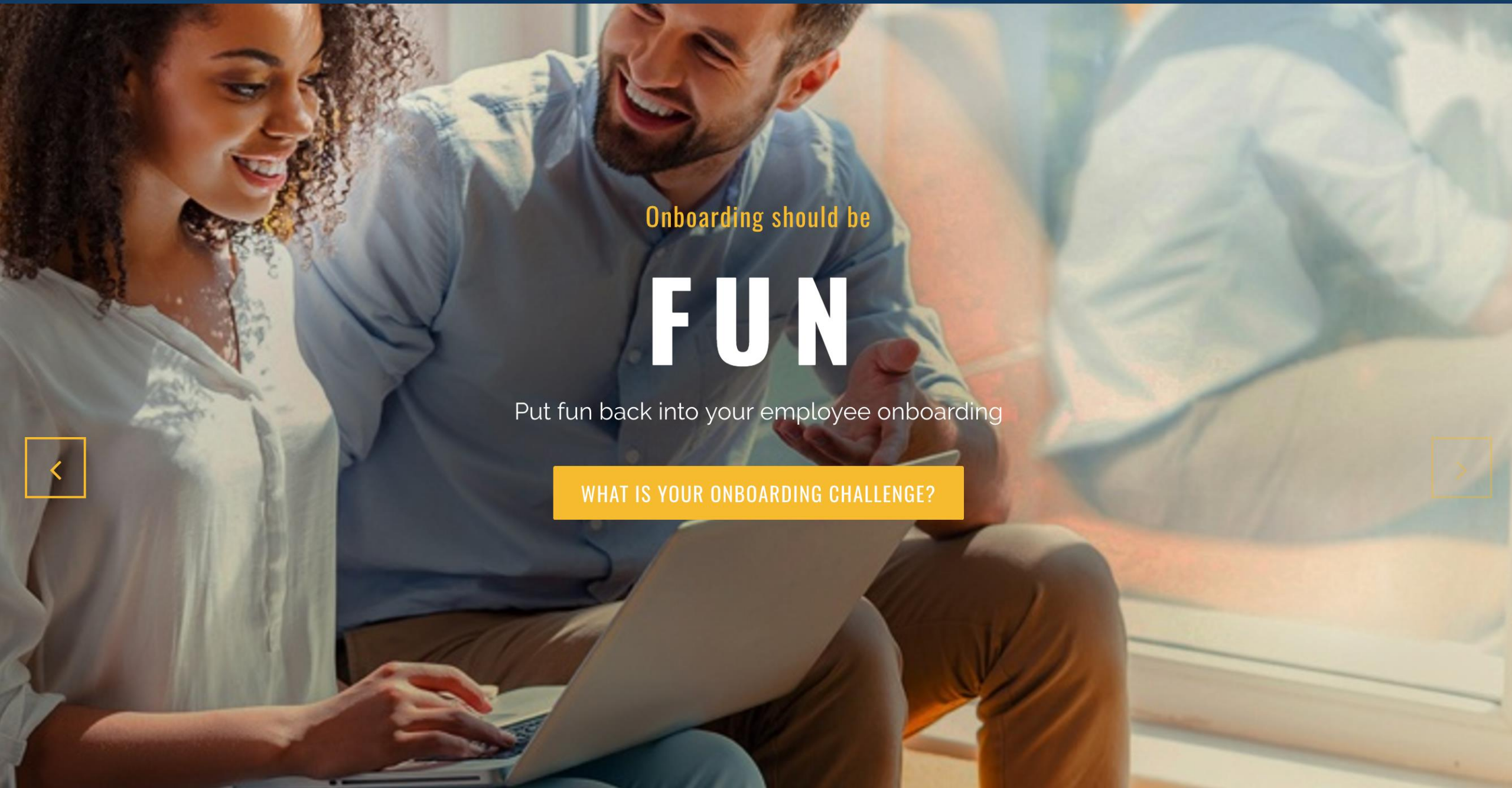
- SENSE-MAKING
- NEW MEDIA LITERACY
- SOCIAL INFLUENCE
- TRANSDISCIPLINARY
- COMMERCIAL AWARENESS
- DESIGN MINDSET
- CROSS CULTURAL COMP.
- COGNITIVE LOAD MAN.
- COMPUTATIONAL THINKING
- VIRTUAL COLLABORATION

11. UNBIASED SELECTION

12. FUN

LEVEL
9
menu
menu
5
ANY MOOD
HAPPY
SAD
ANGRY
served
Great!

8


Onboarding should be
FUN
Put fun back into your employee onboarding
WHAT IS YOUR ONBOARDING CHALLENGE?

13. PURPOSE

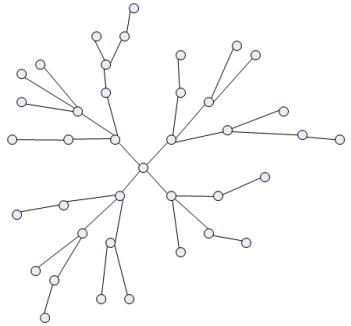
change the world list (fortune)

Working for DSM

Working for DSM means doing something meaningful: contributing to a better world.

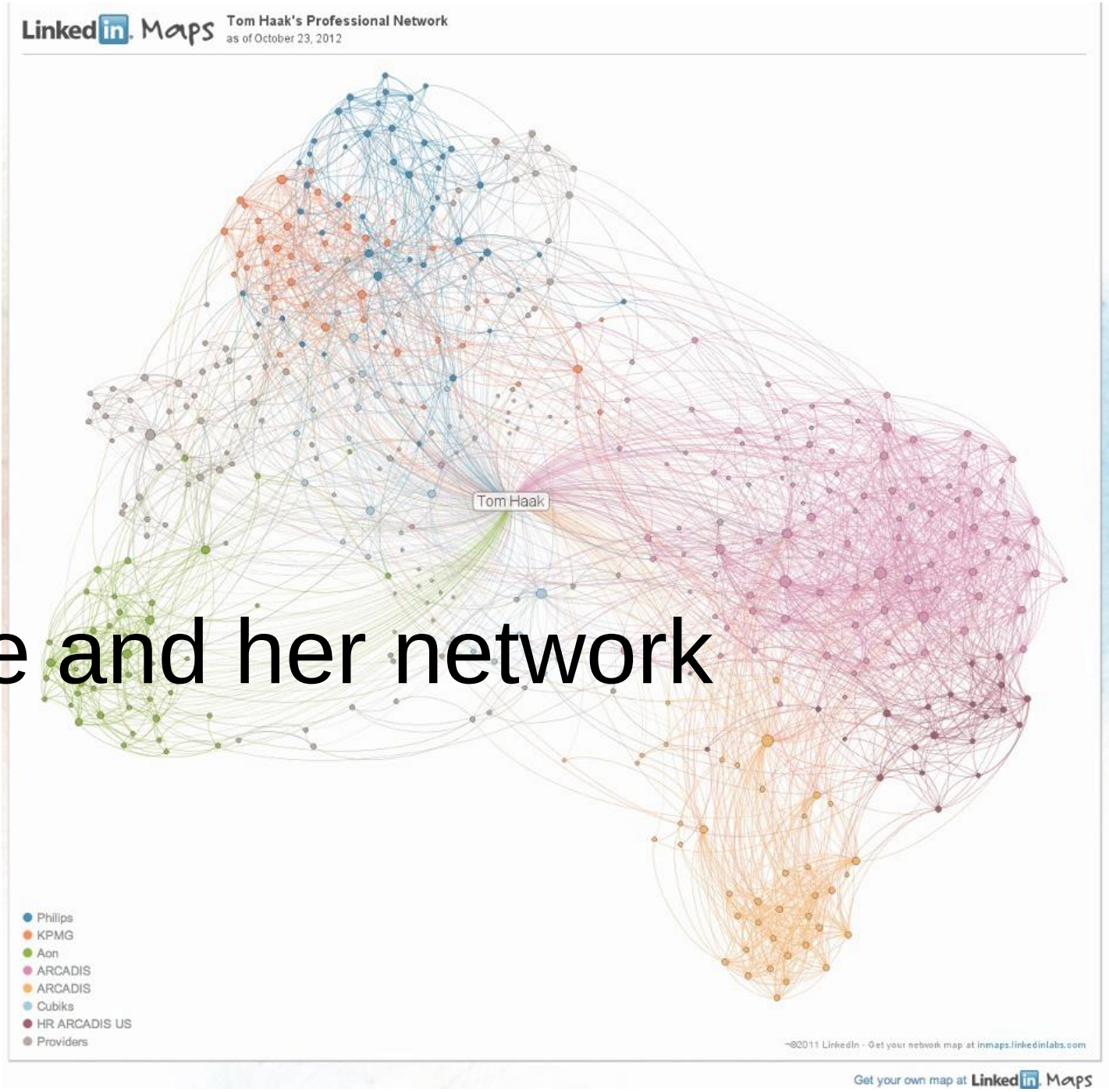
THE TOP 10

RANK	COMPANY	INDUSTRY
1	JPMorgan Chase	Commercial Banks
2	DSM	Food Production
3	Apple	Computers, Office Equipment
4	Novartis	Pharmaceuticals
5	LeapFrog Investments	Diversified Financials
6	Ant Financial	Financial Data Services
7	Walmart	General Merchandisers
8	Toyota Motor	Motor Vehicles & Parts
9	Johnson & Johnson	Pharmaceuticals
10	Yara	Chemicals



14. TEAMS? NETWORKS?

you hire a candidate and her network



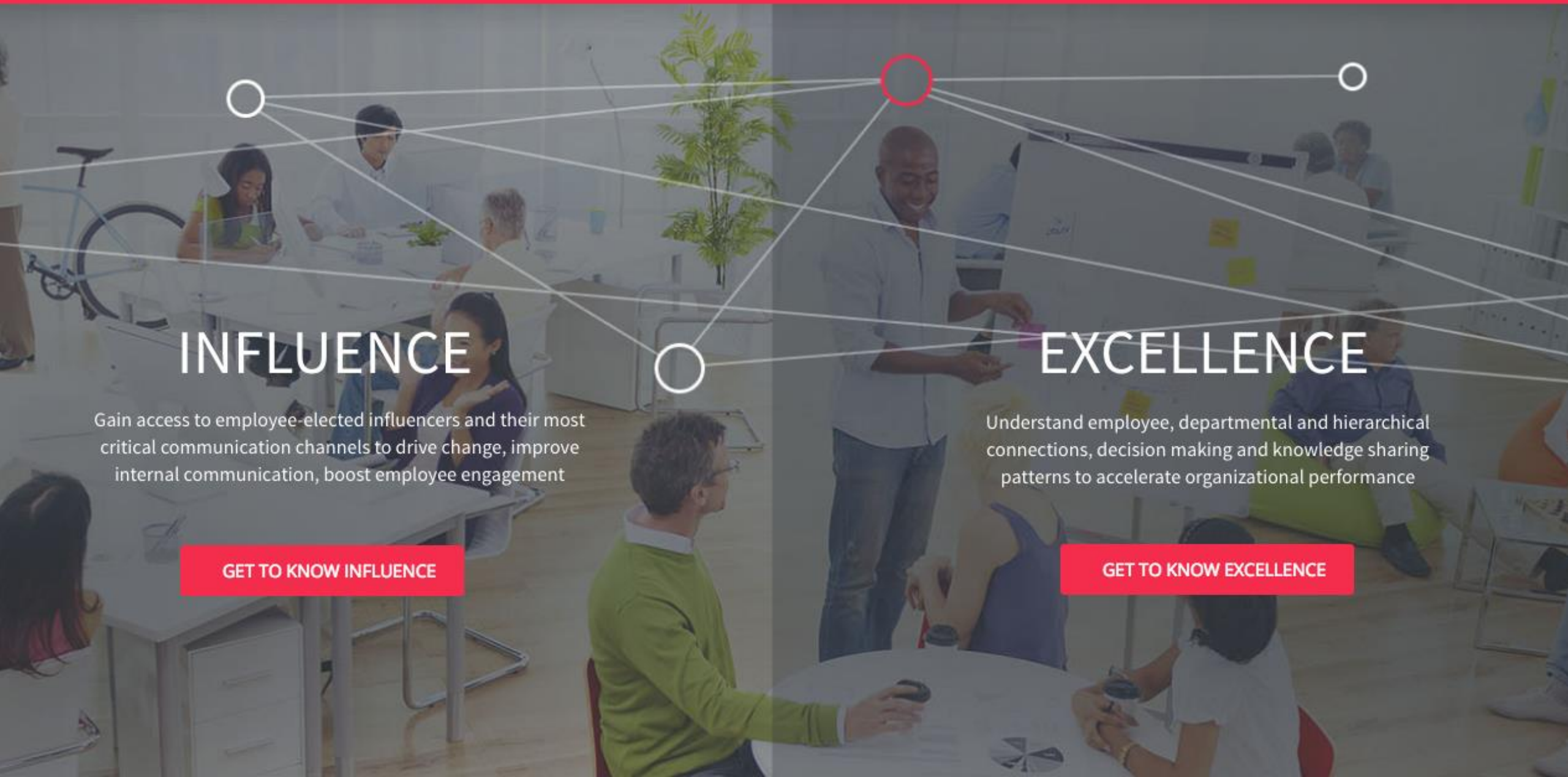
KLOUT

Tom Haak

Director HR Trend Institute | HR with impact | Innovation | HR Analytics | http://hrtrendinstitute.com

Klout is now kaput.

Amsterdam ★ Expert
Analytics ★ Expert
Artificial Inte
Bingo ★ Expert
Consulting ★ Expert
Human Resources ★ Exp
Innovation ★ Expert
Labor Law ★ Expert
Leadership ★ Expert
Management ★ Expert
Recruitment and Staffing ★ Expert
Social Businesses ★ Expert
The Next Web ★ Expert
Behavioral Economics
Dutch
Emotional Intelligence
Gamification
Netherlands
Personal Development
Project Management
Spiders



INFLUENCE

Gain access to employee-elected influencers and their most critical communication channels to drive change, improve internal communication, boost employee engagement

GET TO KNOW INFLUENCE

EXCELLENCE

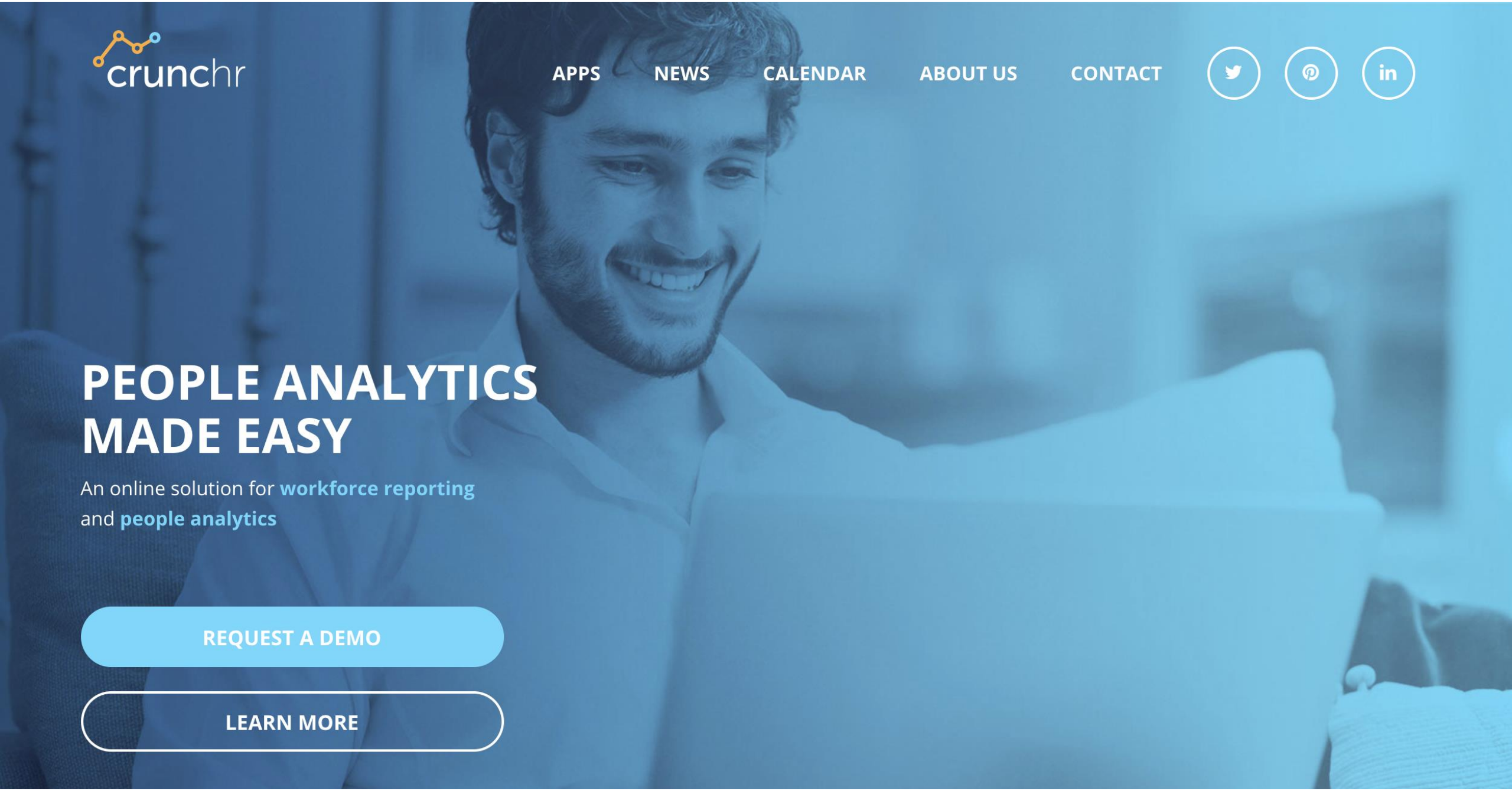
Understand employee, departmental and hierarchical connections, decision making and knowledge sharing patterns to accelerate organizational performance

GET TO KNOW EXCELLENCE

15. BLOCKCHAIN

BLOCK CHAIN
TECHNOLOGY

16. RECRUITMENT ANALYTICS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