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UNIVERSITY

# What career development looks like now: How recruiting tools are changing things

NDMU Career Center

# Job search preparation

- Employers are increasingly measuring *Learning Agility* (Willingness-to-Learn)
- New generation of recruiting tools
  - Predicts job performance
  - Evaluates role authenticity

**Students need:** Self-knowledge and a habit of reflexivity

# For AI-based interviews,

- A candidate's language predicts their job performance. Students need to diversify their word variety
  - Meaning-making ability
  - Symbolic language such as metaphors
  - Story-telling models

# Instructional Resources: For teaching aides in your classrooms

- Career Center's BrightSpace page
- View the Career Center's [website](#)
- Reflection assignments that enhance language and expand word choice (ask the career center)