Being Human in the Age of Al Innovation







Al Hype



Will Al Replace Accountants?

by Datarails Published on July 13, 2023





dangerous?

EDUCATION AND SKILLS

Why robots could replace teachers as soon as 2027

In 1970 Marvin Minsky said "machines will be capable of doing any work a human could do in...?

A. 3-8 years

B. 10-20 years

C. 20-30 years



co-founder of the Massachusetts Institute of Technology's AI laboratory



At TED 2023 ChatGPT founder stated that ChatGPT users would abuse the platform for what?

- A. Spreading misinformation
- B. Disruption education
- C. Spamming Viagra emails





Al can now win art shows for cash prizes?

- A. True
- B. False
- C. What is art?



Top 3 Contestants

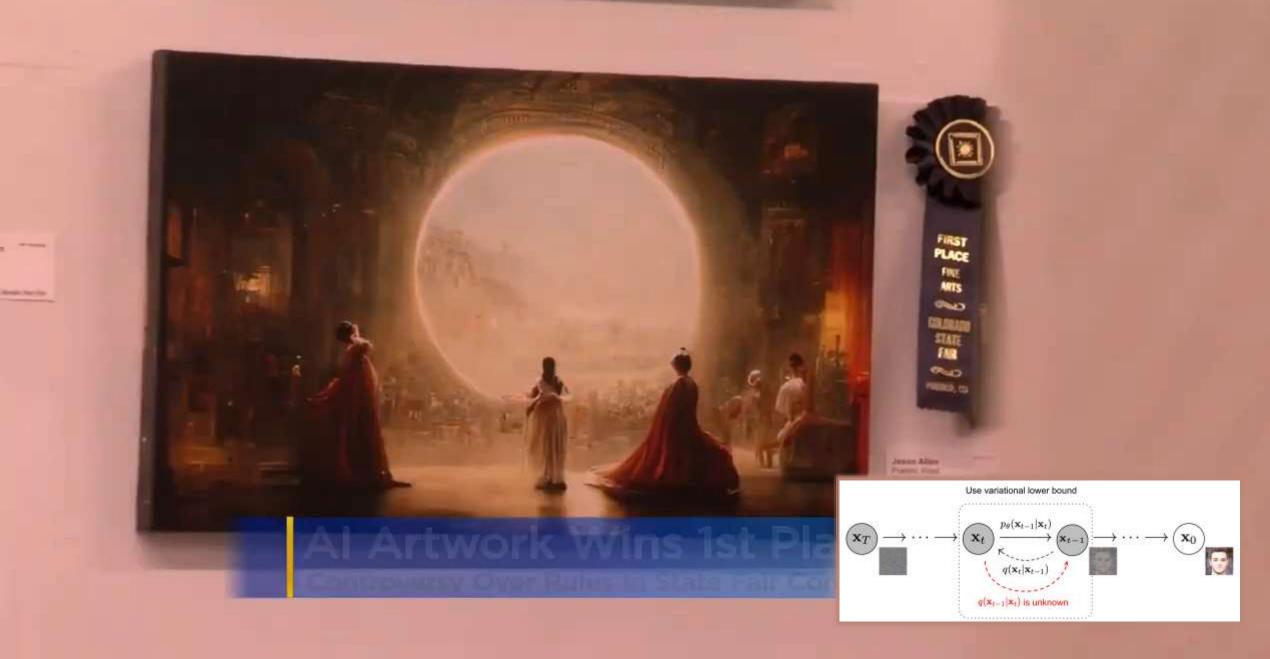


















1980s approach – expert systems







Car Speed

If is_car_going_too_fast(car_distance, car_speed):
Print ("Don't cross the street")

Else:

Print ("It's safe to cross")





Jeff expert
system:
6 months
20,000 lines of code

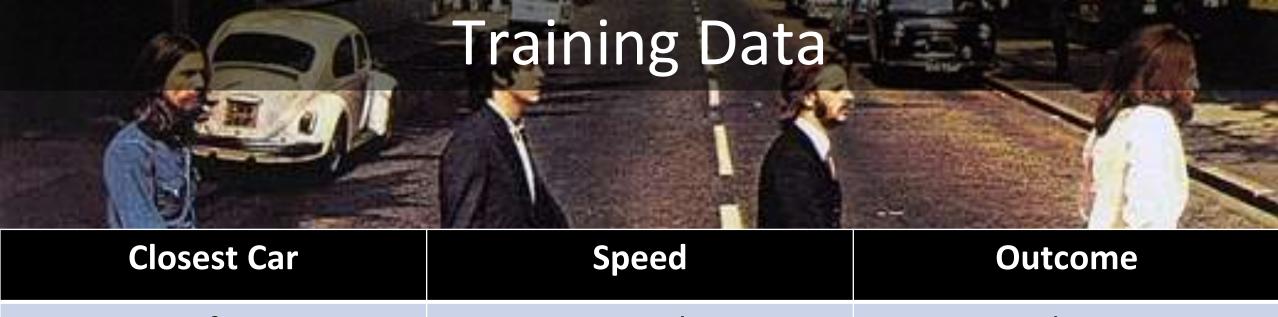




What if it's a different sidewalk? What if the sidewalk isn't very visible? What if there is fog? What if its raining? What if the driver is texting? What if I can't see the driver texting? What if the driver is texting and listening to Taylor Swift?





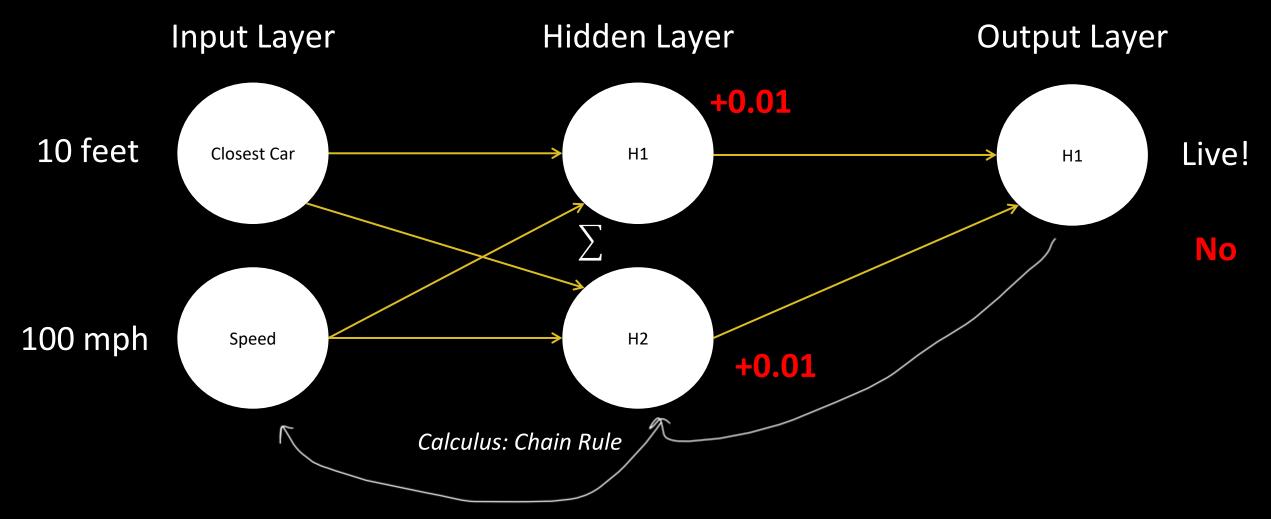


Closest Car	Speed	Outcome
50 feet	10 mph	Alive
100 feet	30 mph	Unalive
200 feet	45 mph	Alive
150 feet	29 mph	Unalive
400 feet	10 mph	Alive





Multilayer Perceptron







Training in progress...

National Association of Physician Recruiters

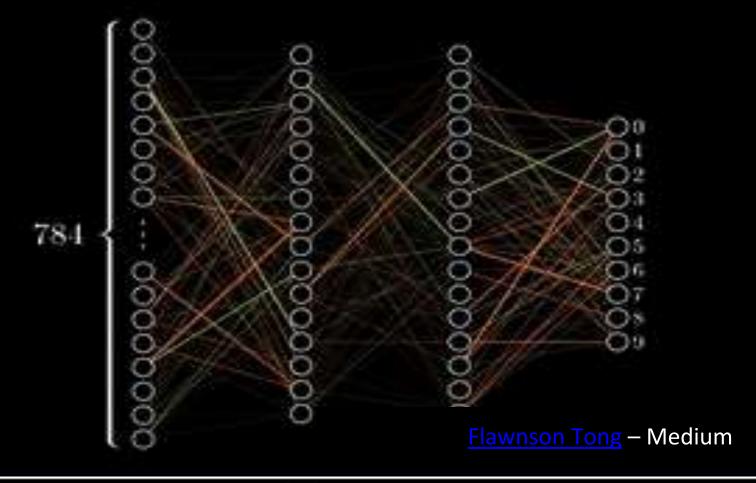
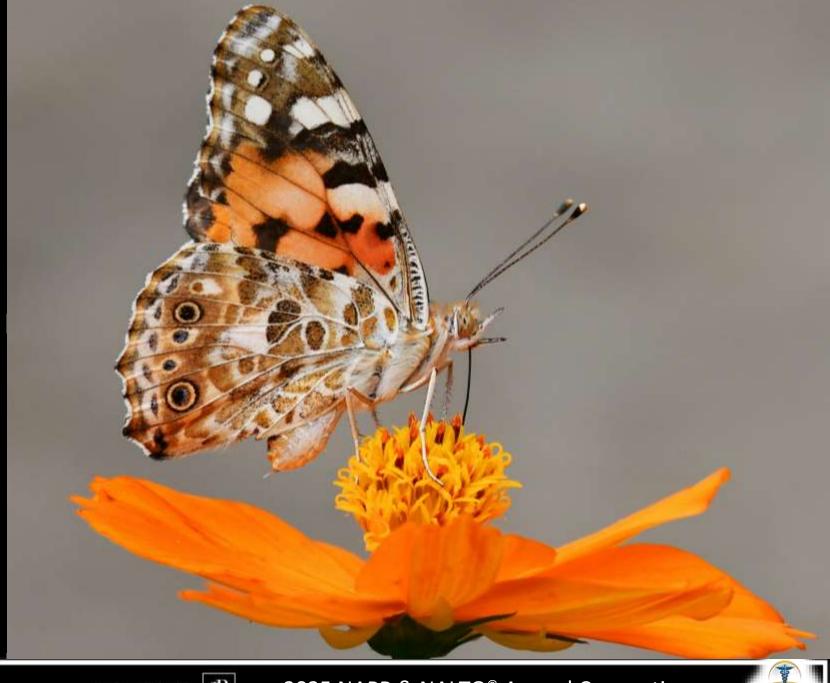


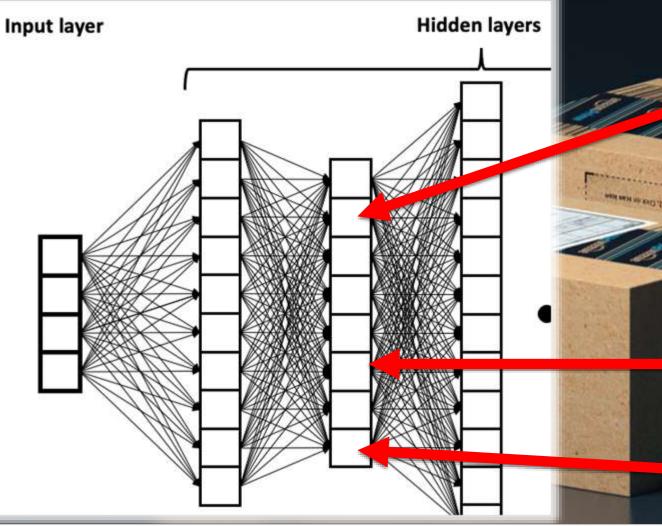


Image Recognition Models-100-10,000 nodes Accuracy < 100%

Humans Recognize Objects After 2 times ~100 accuracy



Insight - Amazon scraps secret Al recruiting tool that showed bias against women



CHARLIE WANG

(555) 555-5555 • example@example.com • Miami, FL 33010

RESUME OBJECTIVE

Results-driven marketing assistant with two years of experience, starting as an intern and quickly progressing to a permanent role within the company. Successfully increased social media engagement by 35% and grew the email subscriber list by 20% through targeted campaigns. Adept at using data analytics to optimize marketing initiatives, contributing to a 15% increase in lead generation. Seeking to leverage skills and achievements to drive further growth and career development in a dynamic marketing environment.

SKILLS

Content creation Email marketing
SEO knowledge Social media
Data analysis Google Analytics and Exel

Time management Attention to detail

PROFESSIONAL SKILLS

Market Research and Analysis

- Conducted competitive analysis on over 20 industry competitors, contributing to a 10% improvement in campaign strategies.
- Compiled monthly reports on marketing trends, increasing campaign effectiveness by 15%.
- Assisted in consumer surveys, providing insights that improved product positioning and increased sales by 12%.

Event Coordination and Support

- · Supported coordinating five marketing events, increasing brand awareness by 30%.
- Assisted organizing of a product launch event with over 200 attendees, contributing to a 20% rise in sales.
- · Coordinated promotional activities for trade shows, generating 150+ qualified leads.

Digital Marketing & Analytics

- Assisted in managing PPC campaigns, reducing cost-per-click by 15% over six months.
- Monitored Google Analytics, providing insights that led to a 20% increase in organic traffic.
- Collaborated on SEO strategies, resulting in a 25% boost in website rankings for targeted keywords.

WORK HISTORY

Jul 2022 - Current Miami, FL

n 2021 - Jun 2022 M

EDUCATION

Jun 2022 Miami, FL Marketing Assistant / South Shore Marketing

Marketing Intern / South Shore Marketing

BBA in Marketing

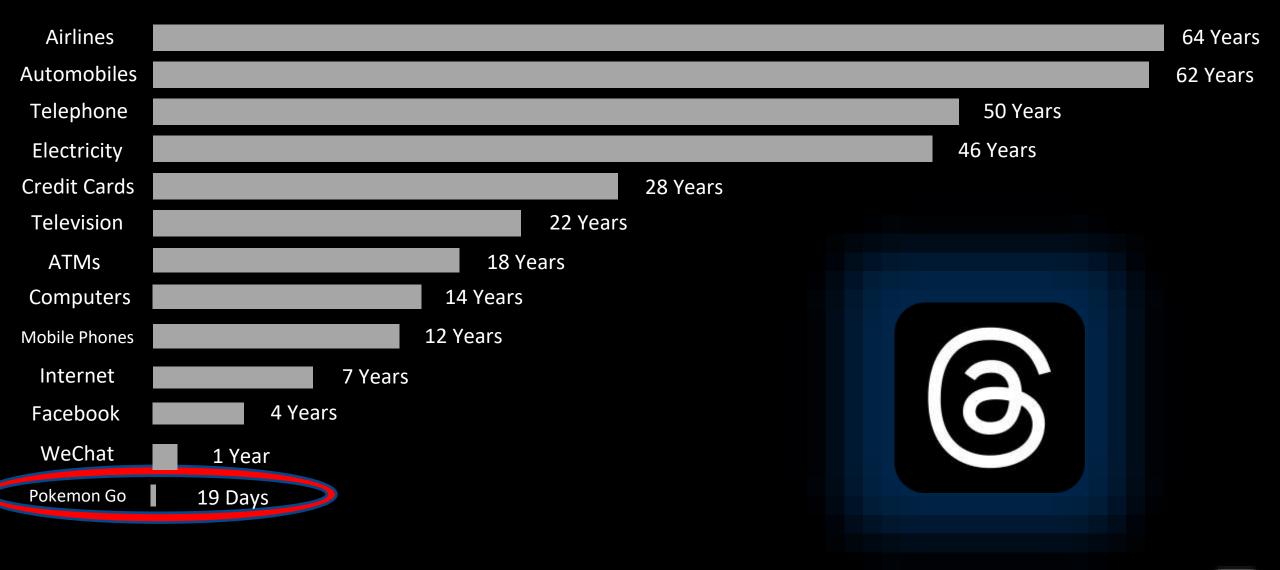
Florida International University

- GPA: 3.8/4.0
- Relevant coursework: Principle of Marketing, Consumer Behavior, Micro and Macro Economics, Social Media Marketing, Content Marketing, Marketing Analytics, Web Analytics
- Cubs and Memberships: American Marketing Association (AMA), Colligate DECA, University Marketing Club



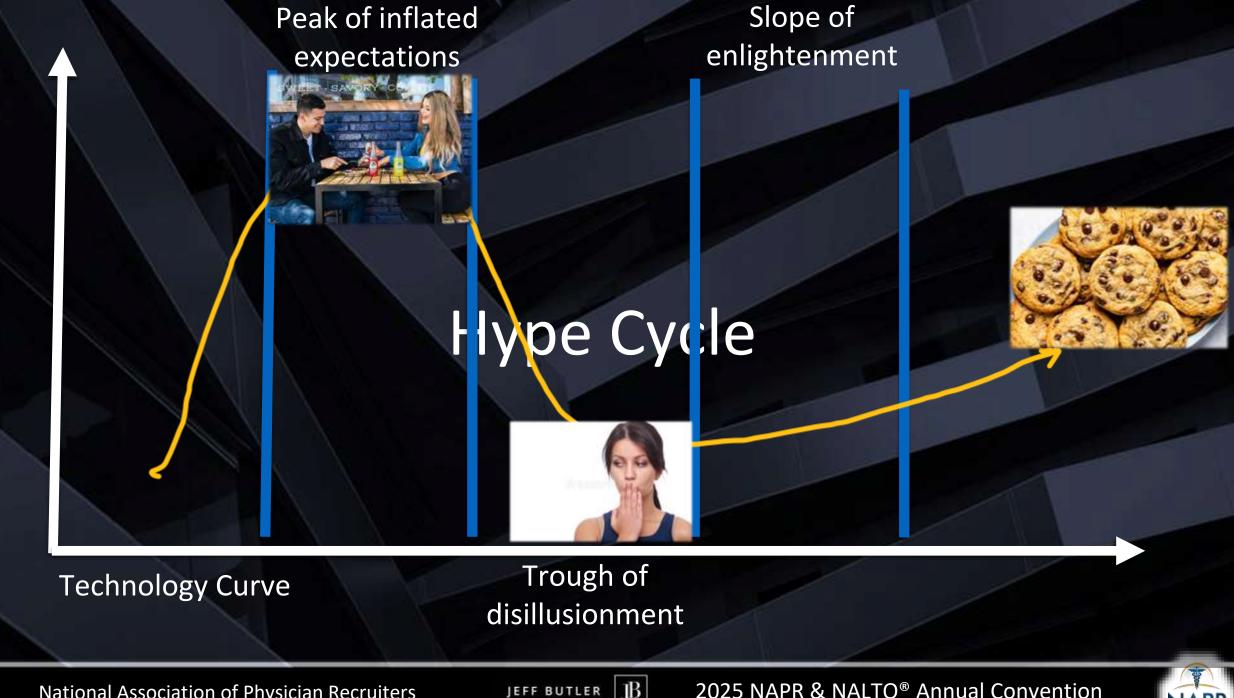


Time to Reach 50 Mil. Users

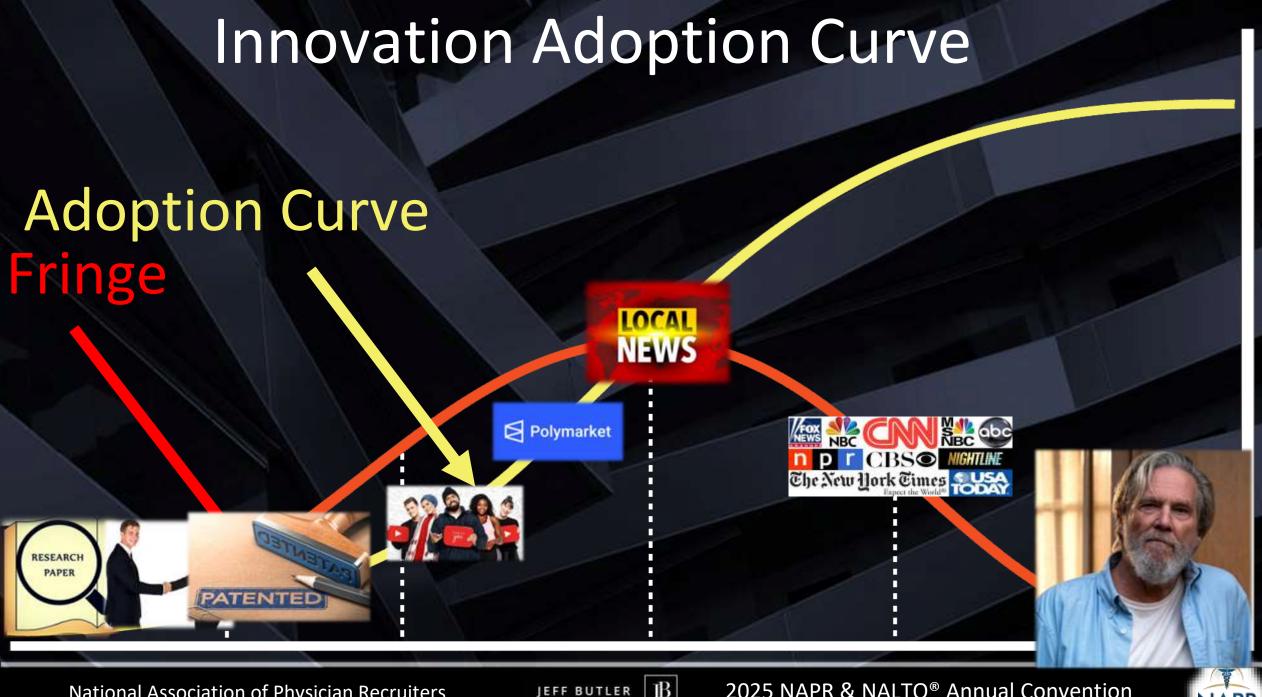














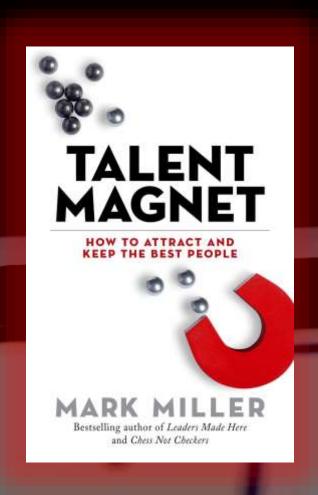








What Does Top Talent Look For?



Personal Growth

SELF ACTUALISATION

Impact on Society

ESTEEM

Culture

LOVE & BELONGING

Brand/Reputation

SAFETY

Basics (Wage, Tools)

PHYSIOLOGICAL NEEDS







Locum | Physician Emergency Medicine

Texas

You must create an Indeed account before continuing to the company website to apply

Apply now ☑





Full job description

Interested in this assignment? Or maybe you still haven't found what you're looking for? Contact one of our specialty-specific recruiters to get access to our vast network of open jobs - including some jobs that never get posted will handle all the details like housing and credentialing for you, and our services are always free to you.

- Must have active state license
- BC required
- Days, Nights, Swings
- ACLS and BLS required
- More than 32000 patients per year
- Trauma level IV procedures required
- Credentialing needed
- DEA needed
- · We negotiate better pay and deposit it weekly
- · We arrange complimentary housing and travel and comprehensive malpractice coverage
- · We simplify the credentialing and privileging process
- · Access to online portal for assignment details and time entry
- · Your specialized recruiter takes care of every detail





Physician Assistant Apply now

Job description

PRN Physician Assistants to join our dynamic team in Northlake, TX and Flower Mound, TX. We provide convenient and quality service to the Northlake and Flower Mound communities with top-rated providers.

This position is for a PRN physician assistant and will report to the Site Medical Director. The physician assistant will be tasked with providing professional clinical care for all patients following established standards and practices.

THE PRACTICE

Doctors Urgent Care of DFW

- · Privately owned Urgent Care by Board-Certified practicing physicians in the heart of the growing cities of Flower Mound, TX and Northlake, TX
- · Open 8 am 8 pm Monday Friday and 10 am 5 pm on Weekends/Holidays
- · On site lab and x-ray available.
- · Site will provide full spectrum urgent care services





Emergency Room Physician Position MD/DO ER, FP, IM Trophy Club, TX 76262 **Apply now** ⇔ Hiring immediately! Emergency Room Physician Position MD/DO ER, FP, IM Inpatient Physician Associates takes pride in managing patients through the continuum of care™. was founded in 1999 by a group of physicians dedicated to providing healthcare facility coverage across acute and post-acute settings in North Texas. Since has grown to nearly 60 affiliated providers practicing in then multiple locations across Texas. The Role This Full Time physician role provides comprehensive health assessments, determining

diagnosis, plans and prescribing treatments and managing health care regimens for patients in a low volume Surgical Center Emergency Room setting. Our organization is looking for a flexible, patient-oriented team player. Available positions located in Trophy Club. This position is also





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open for growth into a medical directorship opportunity.



America's Place to Worke

WE'RE HIRING

WAFFLE

MANAGEMENT

www.whcareers.com

CAREER PATH / OWNERSHIP / BENEFITS

Restaurant Manager - \$45,000-\$59,800

District Manager - \$65,800-\$96,700

2-3 restaurants

Division Manager - \$91,700-\$117,000 6-9 restaurants

Invest up to 10% in Waffle House Stock after 1 year

\$15,330 Stock Option in your FIRST 6 MONTHS!

Stock options annually and at each promotion

3 weeks of vacation each year

Medical, Dental, and Life Insurance

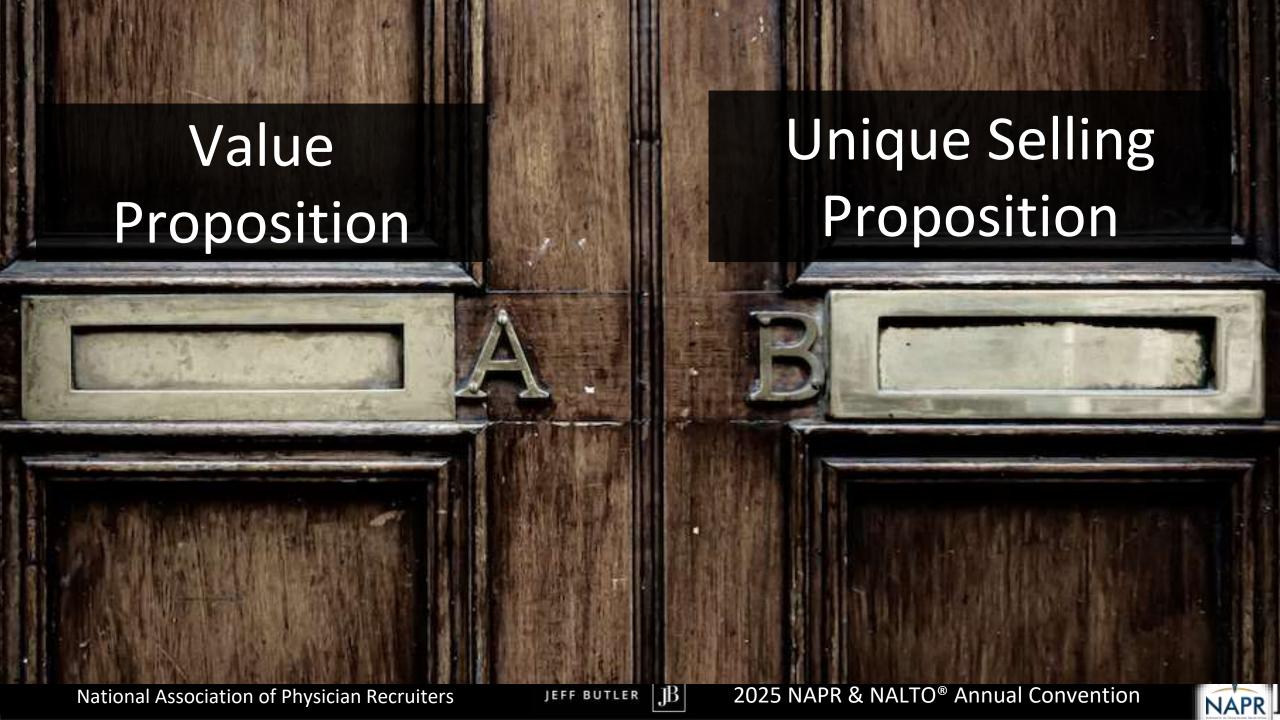
3 month management training program
Including 4 days at Waffle House University in Norcross, GA

2019

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11/1





Developing A Strong Value Proposition

Quantitatively and Qualitatively





Know Your Polarities

- 1. Disruption level
- 2. Financial situation (student loan)
- 3. Job role vs industry
- 4. Industry stereotypes (Middle valley v. coast)





Prompts Mixed With Human Touch

- 1. "focus on growth and impact"
- 2. "focus on insert polarization (location, pay, hours, benefits)"
- 3. "create template for (Job type of ad)"
- 4. "create job ad for top reasons to join *x location*"





Examples of Prompts

write a job ad for physician that focuses on career growth

write a job ad for a physician located in St Louis and focus on the cost of living

Job Title: Physician - Unlock Your Full Potential with Career Growth Opportunities

Location: [City, State]

Employment Type: Full-Time

Are you a dedicated physician looking for a role that not only enhances your clinical expertise but also accelerates your career growth? At [Your Organization Name], we invest in our physicians, providing the tools, mentorship, and leadership opportunities needed to take your career to the next level.

Why Join Us?

- ✓ Career Advancement: Clear pathways for leadership roles, research opportunities, and professional development.
- Continuous Learning: Access to cutting-edge training, CME support, and mentorship from industry leaders.
- ✓ Collaborative Environment: Work alongside top-tier medical professionals in a supportive, teamfocused culture.
- Work-Life Balance: Flexible scheduling and a strong commitment to physician well-being.
- Competitive Compensation & Benefits: Attractive salary, full benefits, and performance-based incentives.

What We're Looking For:

- ✓ Board-certified/board-eligible physician in [specialty]
- ✓ Passion for patient-centered care and continuou ✓ provement

Job Title: Physician – Enjoy a Rewarding Career in Affordable St. Louis!

Location: St. Louis, MO

Employment Type: Full-Time

Are you looking for a fulfilling career in medicine without the high cost of living draining your earnings? St. Louis offers a **low cost of living, affordable housing, and an exceptional quality of life**—allowing you to focus on what truly matters: your career, your family, and your future.

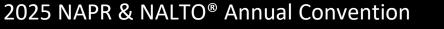
Why St. Louis?

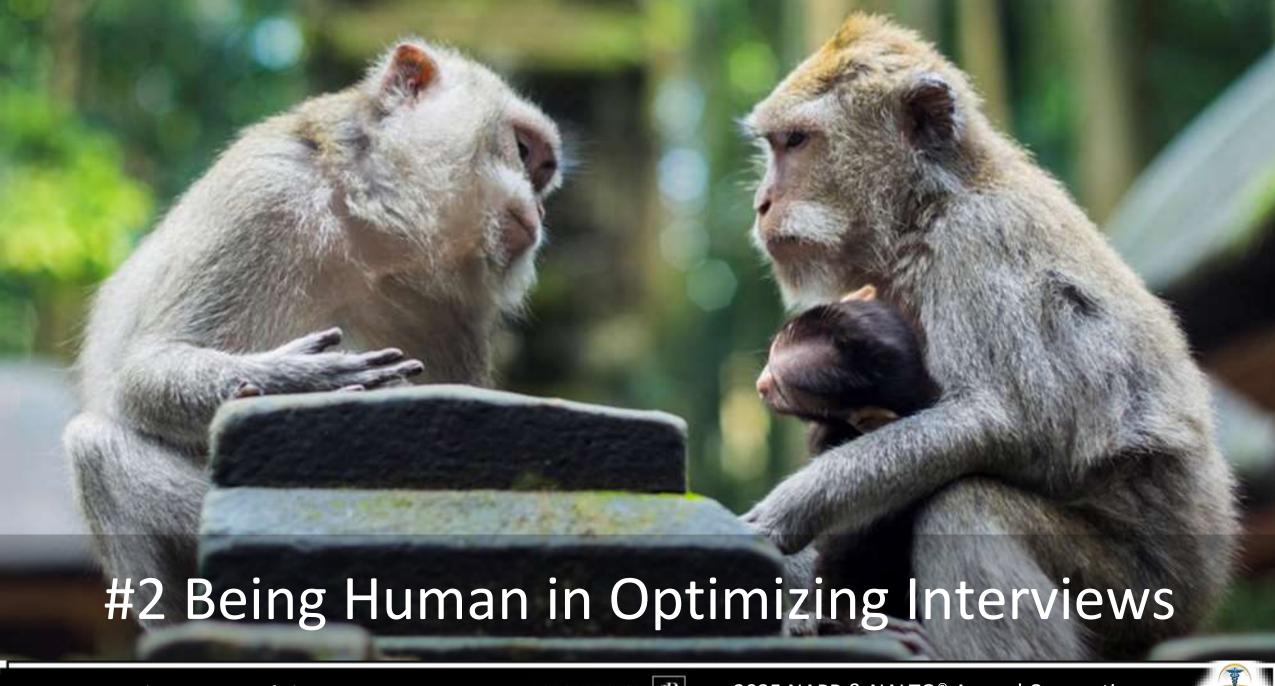
- Affordable Living St. Louis' cost of living is significantly lower than the national average, meaning your salary goes further.
- **No Sacrifices, Just Savings** Enjoy competitive physician salaries with lower taxes, affordable housing, and minimal commute times.
- Thriving Healthcare Community Work in a city known for its world-class hospitals, research institutions, and medical innovation.
- Work-Life Balance Experience great schools, family-friendly neighborhoods, and endless outdoor and cultural activities.

Why Join Us?

- · Competitive compensation with low-cost living advantages
- Robust **benefits package**, including student loadssistance and CME support



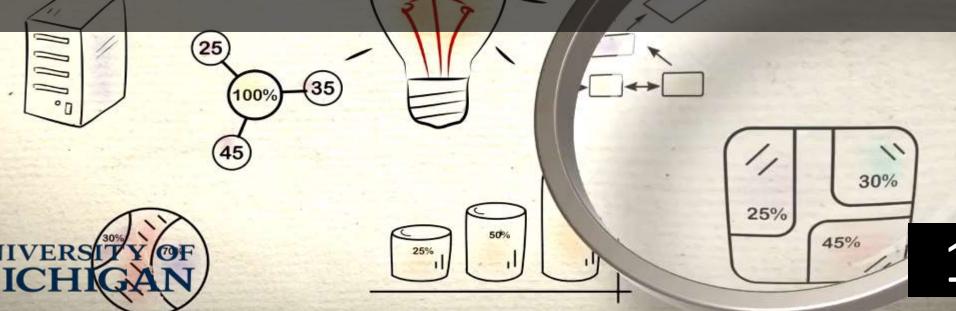














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Selection Methods in Personnel Psychology: Practical and Theoretical Implications of **85 Years** of Research Findings

Personnel measures	Validity (r)
GMA tests"	.51
Work sample tests ^b	.54
Integrity tests	.41
Conscientiousness tests ⁴	.31
Employment interviews (structured)*	.51
Employment interviews (unstructured)f	.38
Job knowledge tests ^g	.48
Job tryout procedure ^b	.44
Peer ratings	.49
T & E behavioral consistency method	.45
Reference checksk	.26
Job experience (years) ^t	.18
Biographical data measures ^m	.35
Assessment centers ^a	.37
T & E point method ^o	.11
Years of education ^o	.10
Interests4	.10
Graphology'	.02
Age'	01



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Rules of Thumb

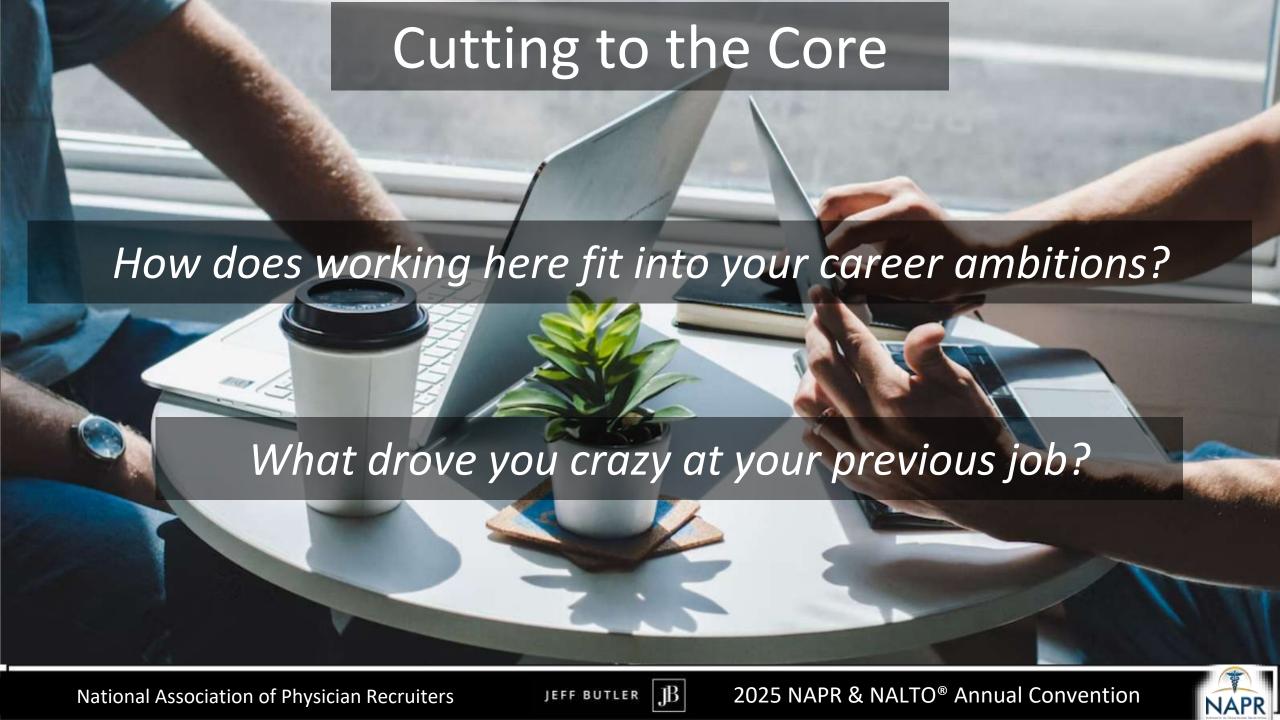
Swap Unstructured for Structured

Leverage Work Samples Not Just Behavioral

General Mental Ability Tests









Example of Job Qualified Scores

Α	В	C 4	• V	Х
	Questions	Rubric	3/20 Lawrence	3/21 Joseph
Rapport Building	What has them looking for work? What could they not stand in their previous work?	None Jokes and makes people feel comfortable	4	4
Sales Technical Question	3 things to find in sales process with event planner	No idea, no ability to lead Partial knowledge, but defaults to short term Gets half with guidance Minor guidance, everything could be Could figure out each person on their own	4	4
Career goals	Where do they want to be in their career in 5 years?	no overlap Strong individual contributor	4	5
Setting Expectations	Is aligned and can handle the expectations	Doesn't have any experience meeting those expects Has met and can exceed based off of activity	5	5
Professionalism	More how the present themselves in the meeting	Does not put effort into their virtual setup, poor attire Good virtual setup, great lighting, strong internet cor		4
Score			10	22



0

Can you help me understand trends in my data? I need insights into patterns and potential outliers.

If you need more information, ask me a follow up question or ask me to upload a file or image.

Yes! Please upload your data file, and I'll analyze it for trends, patterns, and potential outliers. Let me know if you're looking for something specific, such as time-based trends, correlations, or unusual data points.





Analyzing Trends

I'll take a look at your data and analyze trends, patterns, and outliers. Let me process the file now.

Your file contains a sheet named "Final Round Interview Questions." I'll load the data and examine its structure to understand its contents. [>-]

Your dataset contains interview questions, rubrics, and candidate scores across different dates. Here's a summary of the structure:

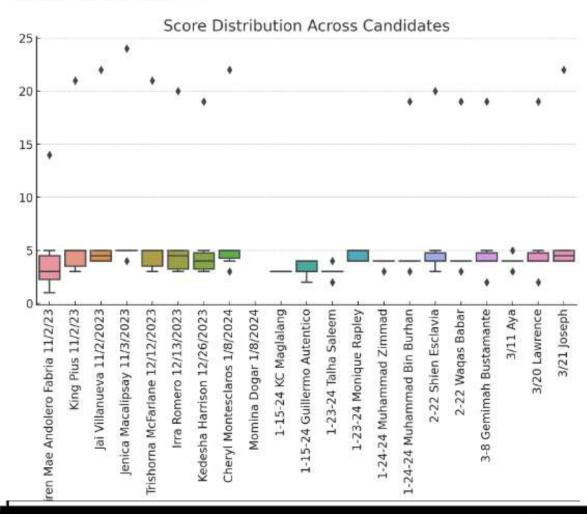
- Questions & Rubrics: The first few columns contain interview questions and rubrics for scoring.
- Candidate Scores: The remaining columns represent individual candidates and their respective scores across different questions.
- Missing Data: Some candidates have missing scores.
- Data Types: Most scores are integers, but some columns contain floating-point values due to missing data.



I'll analyze the data by:

- 1. Score Distribution Understanding overall trends.
- 2. Top Performers Identifying high-scoring candidates.
- 3. Outliers Detecting anomalies.
- 4. Trends Over Time Checking for patterns in interview performance.

Let me process these insights now.



Key Insights from Your Data:

1. Score Distribution

- The majority of candidates have scores clustered between 3 and 8.
- Some candidates have much higher scores, with a few outliers reaching up to 24.
- The distribution suggests a mix of low, moderate, and high scores, indicating variability in interview performance.

2. Top Performers

- · The highest average scores belong to:
 - Jenica Macalipsay (8.0)
 - Joseph (7.33)
 - Jai Villanueva (7.33)
 - · Cheryl Montesclaros (7.33)
 - Trishorna McFarlane (7.0)

3. Outliers

- Candidates with extremely high scores (above 20) or very low scores (close to 2-3) may be anomalies.
- No candidates had excessive fluctuations, meaning no one had wildly inconsistent scores.

4. Trends Over Time

- The average interview scores have remained relatively stable over time.
- There is a slight drop in recent interviews, suggesting candidates may be struggling more or interview questions may have become harder.





Leveraging Video In Recruitment

800%

How do you make engaging videos?

2.6x



The Positives From Recruitment Video #1

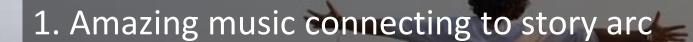
1. Audience walked through recruitment journey

2. Speak to their needs of applicants

3. Mentioned specific reasons to join



The Positives of Recruitment Video #2



2. Pulled heart strings for potential applicants

3. High quality production conveyed strong branding

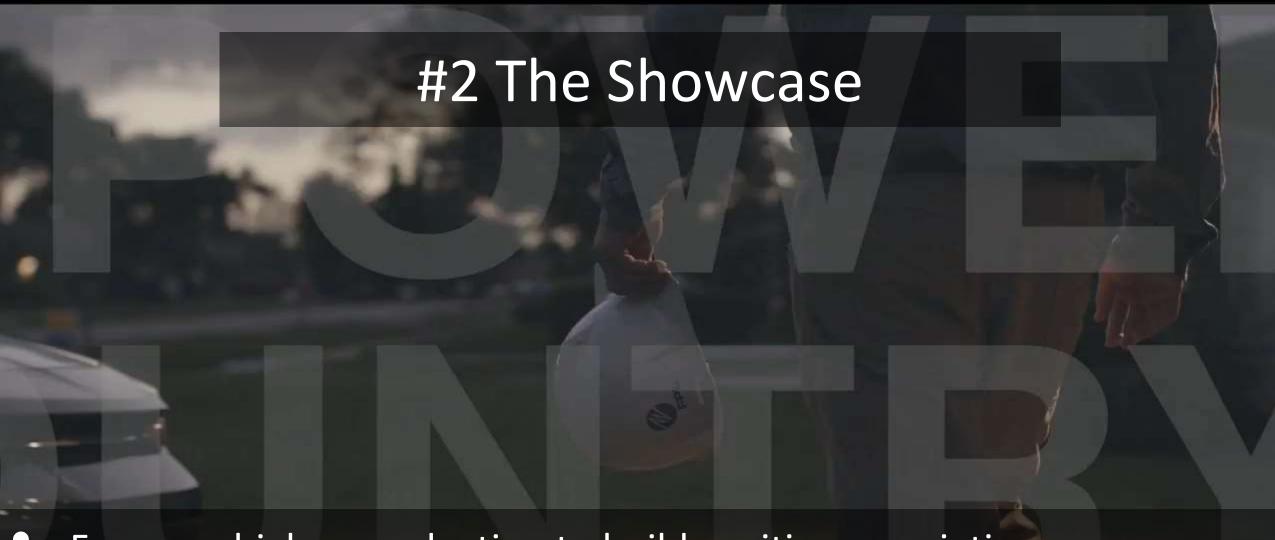








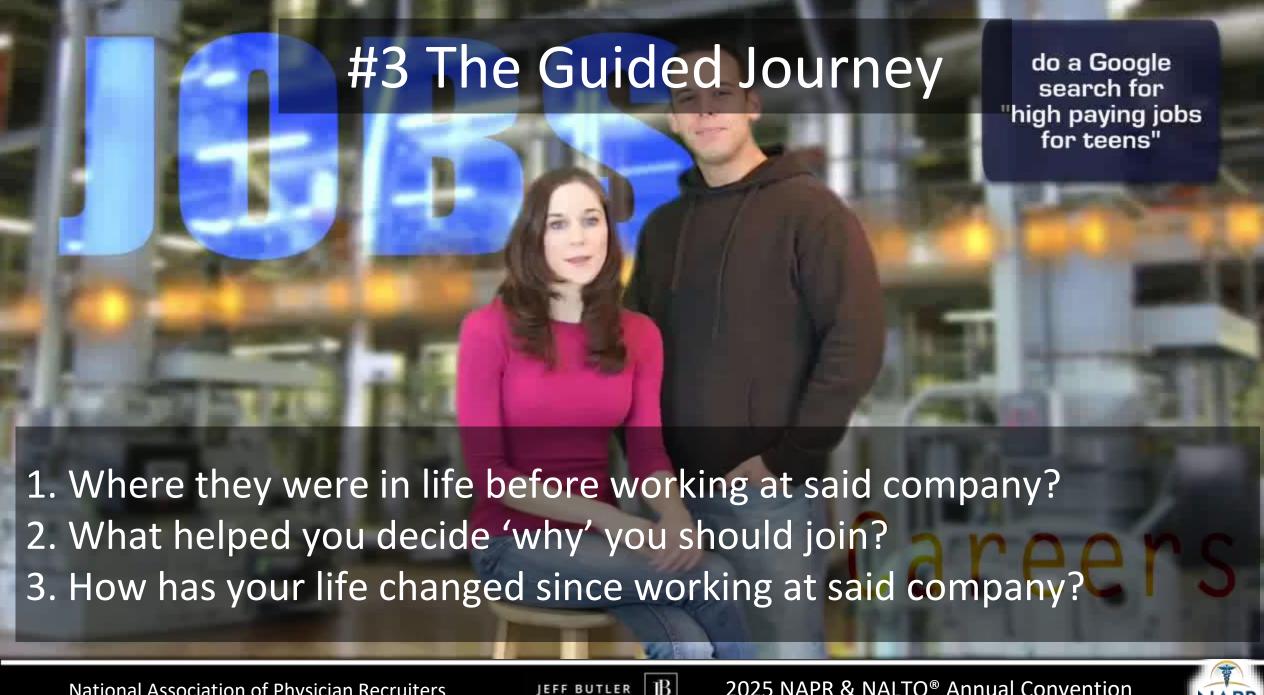




- Focus on higher production to build positive association
- Downside: Costly, time consuming, and inconsistent results







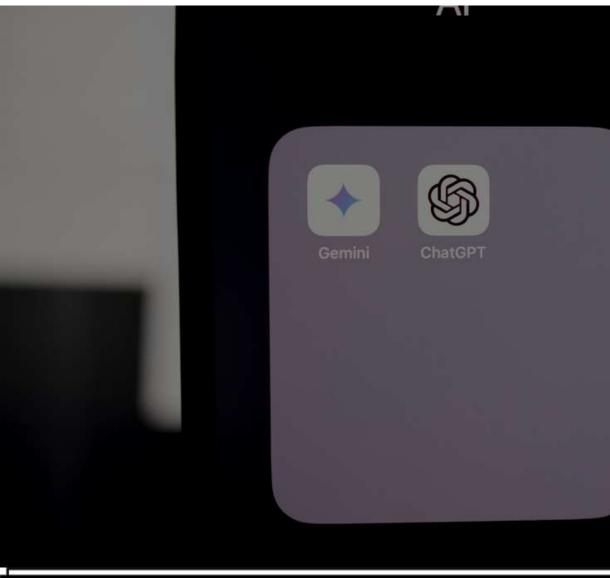








write me a template video script for an email that enjoys working at a dental office



[Opening Scene: Warm, Friendly Smile]

[On-Screen Text: "Why I Love Working at [Dental Office Name]"]

[Speaker:] Hi there! I just wanted to take a moment to share why I absolutely love working at [Dental Office Name].

[Cut to: Clips of the Office - Friendly Staff, Clean Environment, Happy Patients]

[Speaker:] From the moment I walk through the doors, I know I'm part of something special. Our team is more than just coworkers – we're a family. We support each other, celebrate wins together, and create an environment where both our patients and staff feel valued and cared for.

[Cut to: Speaker interacting with patients, smiling, helping a colleague]

[Speaker:] One of the best parts of my job is getting to see the positive impact we make on people's lives every single day. Whether it's helping a nervous patient feel comfortable, seeing someone's confidence shine after a beautiful smile transformation, or just sharing a laugh with my team – it's all so rewarding!

[Cut to: A happy patient thanking the staff, a doctor explaining something with care]

[Speaker:] At [Dental Office Name], we're not just about great dentistry – we're about creating a welcoming experience for everyone who walks through our doors. And that's what makes working here so fulfilling!

[Cut to: Team huddle, high-fives, a fun moment at work]

[Speaker:] If you're looking for a dental office where you'll feel truly cared for – both as a patient and as part of the team – I couldn't recommend [Dental Office Name] more.

[Closing Scene: Speaker smiling at the camera]

[Speaker:] Thanks for letting me share why I love what I do! We'd love to see you soon – whether as a patient or maybe even a future team member!

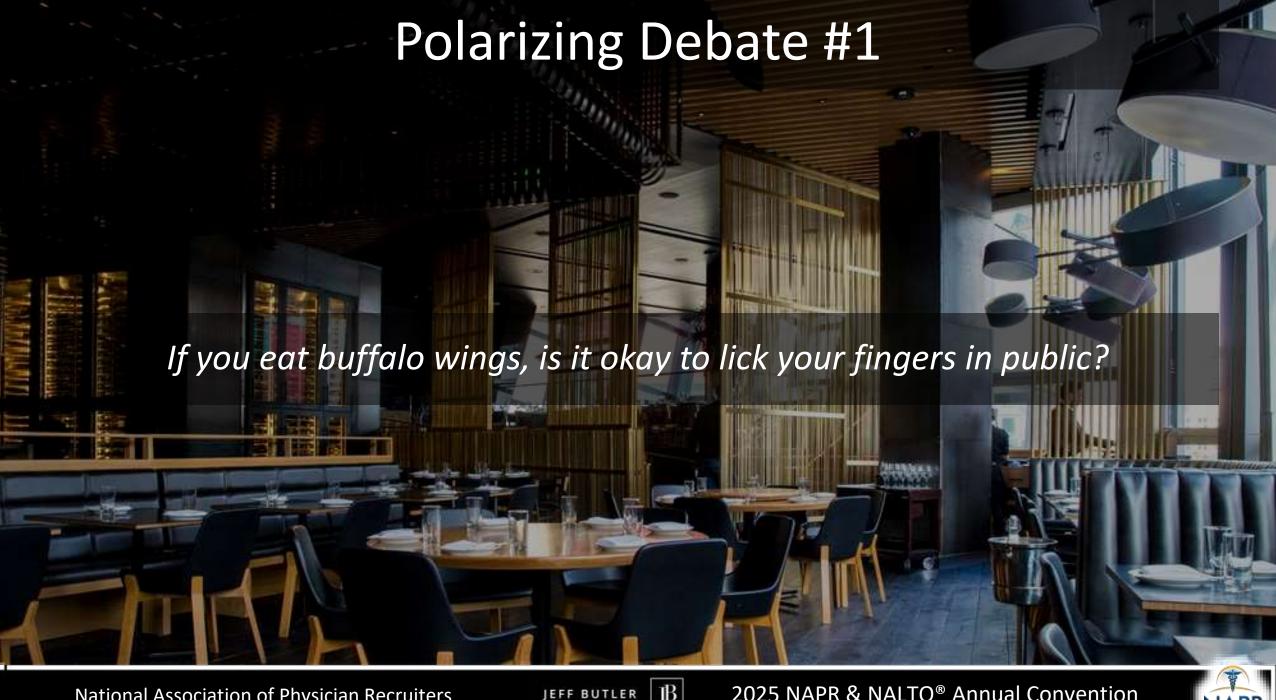
[On-Screen Text: "Join us at [Dental Office Name] - Where Smiles Matter!" with office contact info]

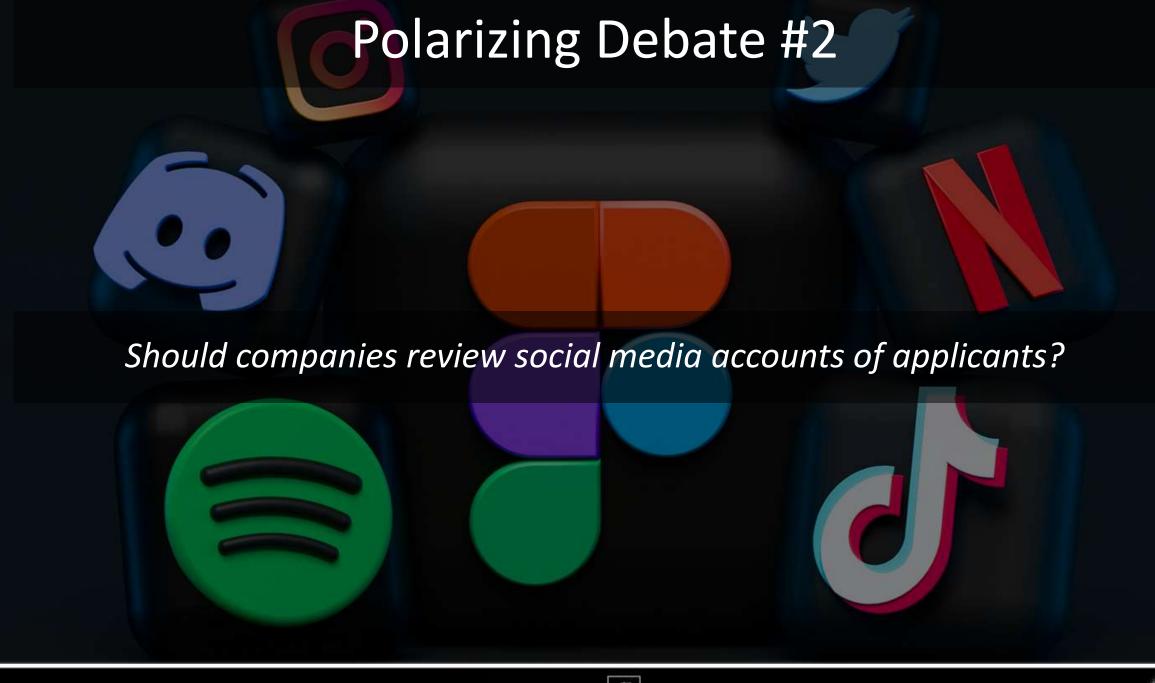




Pop Quiz As production costs increase so does rapport building? False JEFF BUTLER









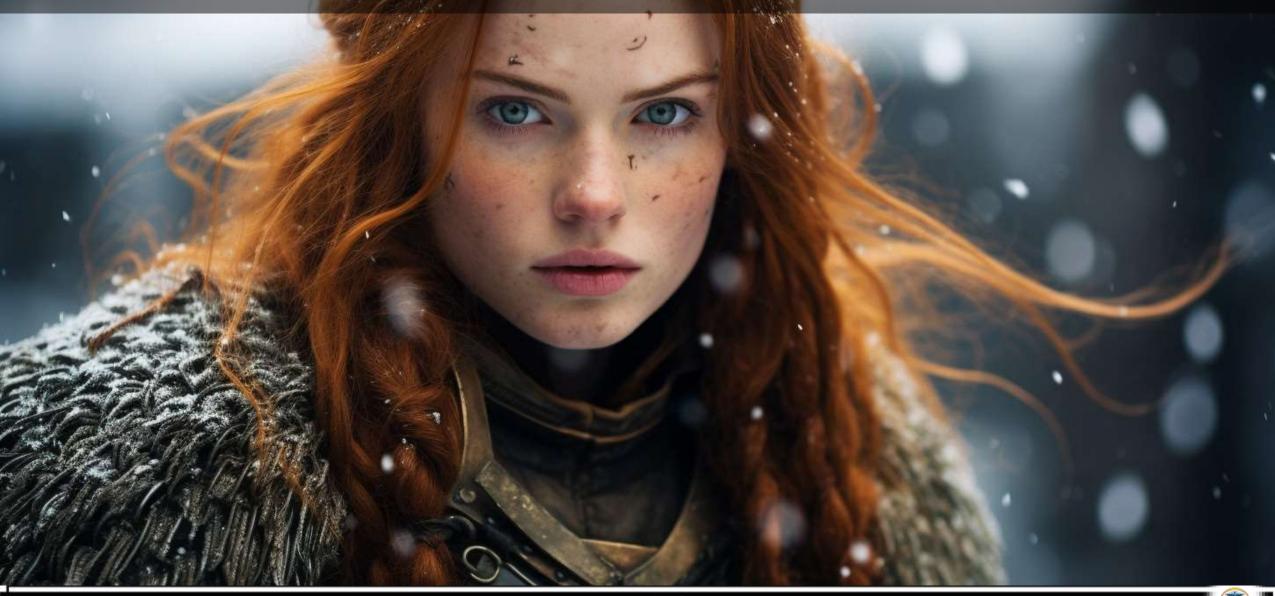


How to Handle Any Intense Workplace Conversation





4. Where AI Falls Behind Humans



What do Als and Berkeley Hippies Have in Common?

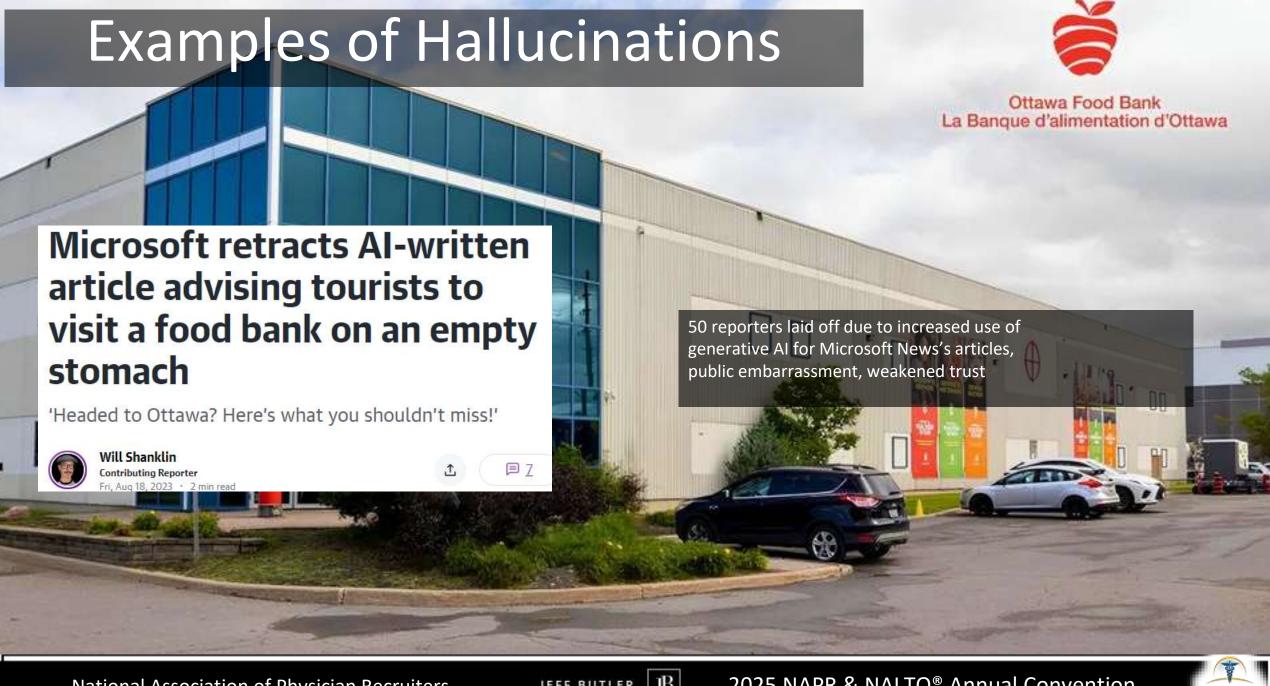




Hallucination - Generative AI models produce responses that don't match reality

To mitigate hallucinations, generative AI tools paired with factchecking systems that leave no chatbot unsupervised.









Moffatt v. Air Canada: A Misrepresentation by an Al Chatbot

FEBRUARY 19, 2024









The recent decision in Moffatt v. Air Canada, 2024 BCCRT 149, represents a milestone in the expanding field of digital interactions and accountability. The case grapples with whether a company can be held liable for misleading information provided by an automated chatbot on its website. The decision held that a company can be liable for negligent misrepresentations made by a chatbot on a publicly available commercial website. The decision represents an incremental development of the law which previously has focused on the liability of persons for their preprogrammed automated tools.



Are companies financially responsible if a chatbot says incorrect information?





Mechanical Turk Paradox

Disney Lead Prompt Engineer, Al Solutions and Development Disney · Dallas, TX · via Teal Apply on Teal Job highlights Identified by Google from the original job post Qualifications · Bachelor's degree in Computer Science, Information Systems, Software, Electrical or Electronics Engineering, or comparable field of study, and/or equivalent work 7+ years of experience with LLMs, prompt engineering, prompt iteration process, or natural language processing Proven track record of implementing successful prompt engineering strategies in production environments 12 more items(s) Benefits Medical benefits Financial benefits . Bonus and/or long-term incentive units may be provided as part of the

1770





Che a Mechel exend Busten Der Bebachfrieler, wie er vertem Spiele aczeiae wied von vorne Le Somen de Chees, tel qu'on le montre avant le jeu, pardevant

compensation package

Wede Kempelen del :

This article is more than 4 months old

So, Amazon's 'AI-powered' cashier-free shops use a lot of ... humans. Here's why that shouldn't surprise you James Bridle

Al washing: A Microsoft VC's warning about dubious, and rising, corporate artificial intelligence claims THE RABBIT R1 IS A TECH

Crypto

ALTCOIN	MARKET CAP (perze)	TECHNOLOGY	UPSIDE
Ethereum (ETH)	\$400,072,363,432	Proof-of-stake	HIGH
Litecoin (LTC)	\$11,235,248,276	Open-source network	MID
Cardano (ADA)	\$72,977,130,444	Proof-of-stake	HIGH
P Polkadot (DOT)	\$31,565,385,512	Parallel blockchains	HIGH
Bitcoin Cash (BCH)	\$10,415,107,234	Fast Transactions	MID
Stellar (XLM)	\$7,506,327,202	Large Transactions	MID
Chainlink (LINK)	\$12,366,151,402	Smart Contracts	HIGH
est Binance Coin (BNB)	\$72,161,477,817	Lower Fees	LOW
Tether (USDT)	\$68,031,393,020	Hedge	LOW
Monero (XMR)	\$4,604,470,489	Untraceable	HIGH







Autonomous Vehicle Operator (Driver)

Gatik AI · Fort Worth, TX · via ZipRecruiter

Full-time No Degree Mentioned

Apply on ZipRecruiter

Apply on Jobcase

Job highlights

Identified by Google from the original job post

Qualifications

 3 years (or more) experience operating straight trucks up to 26-35 ft long in North America with a valid Class C driver's license

Responsibilities

- As an Autonomous Vehicle Operator, you will safely operate vehicles for on-time in-route customer deliveries
- You'll be a valuable contributor by collecting necessary data for our engineering teams aimed at improving our groundbreaking automated driving technology while meeting customers' product delivery needs
- Ensure safe, reliable operation of class 3-7 (less than 33,001-pound GVWR, with
 or without air brakes) box truck delivery vehicles, in manual modes while keeping
 other drivers & operators, the public, and the vehicle safe
 10 more items(s)

Lead Prompt Engineer, Al Solutions and Development

Disney · Dallas, TX · via Teal

Apply on Teal

Job highlights

Identified by Google from the original job post

Qualifications

- Bachelor's degree in Computer Science, Information Systems, Software, Electrical or Electronics Engineering, or comparable field of study, and/or equivalent work experience
- 7+ years of experience with LLMs, prompt engineering, prompt iteration process, or natural language processing
- Proven track record of implementing successful prompt engineering strategies in production environments

12 more items(s)

Benefits

- · Medical benefits
- · Financial benefits
- Bonus and/or long-term incentive units may be provided as part of the compensation package





5: Where Al Stops and the Human Touch Begins



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1920s MY 9089 0:12.01:20 CIL

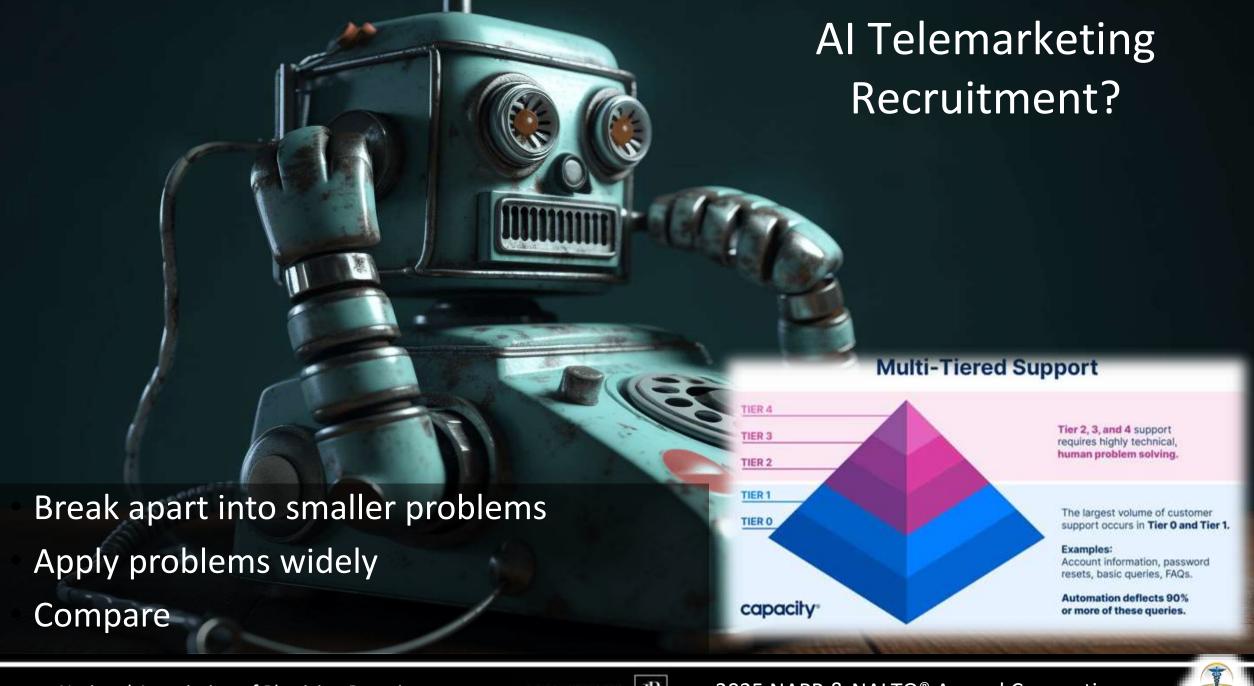


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Complexity Drives out Artificial Intelligence

You work all by yourself in a shop that where your assistant is an AI. To make a new paint your AI suggests the following chemicals to be used, which do you pick?:

- A. Acetaldehyde
- B. Potassium cyanide
- C. Trichlorophenoxyacetic acid





5 Strategies

- 1. Human Touch In Crafting a Strong Why
- 2. Human Touch in Optimizing Interviews
- 3. Human Touch in Leveraging Video
- 4. Where AI Falls Behind the Human Touch
- 5: Where Al Stops and the Human Touch Begins





Being Human in the Age of Al Innovation

Get In Touch:

jeff@jeffjbutler.com

Helpful Resources and Slides:

















NAPR .









Being Human in the Age of Al Innovation

Helpful Resources and Slides:





