

# ChatGPT POLICY & PRIORITIES

Integrating **GENERATIVE AI**  
into your teams & processes

## year to date...

REQUESTS

1,052,882,809

UNIQUE OPENS

38.00%  
400,074,353

## last 30 days...

REQUESTS

86,439,097

DELIVERED

92.58%  
80,029,509

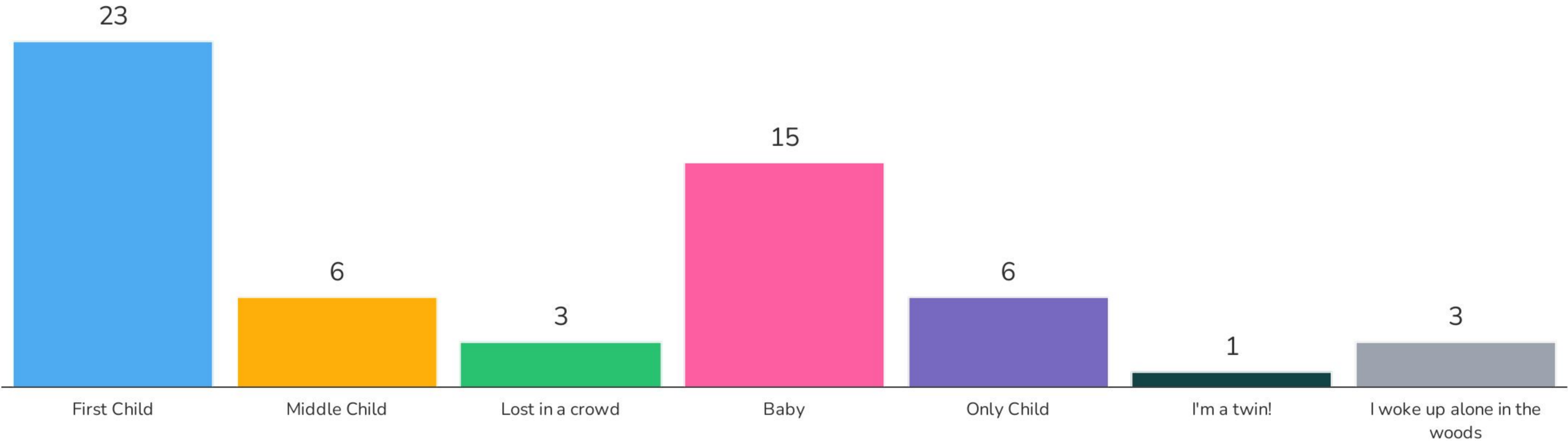
OPENED

53.35%  
46,118,084

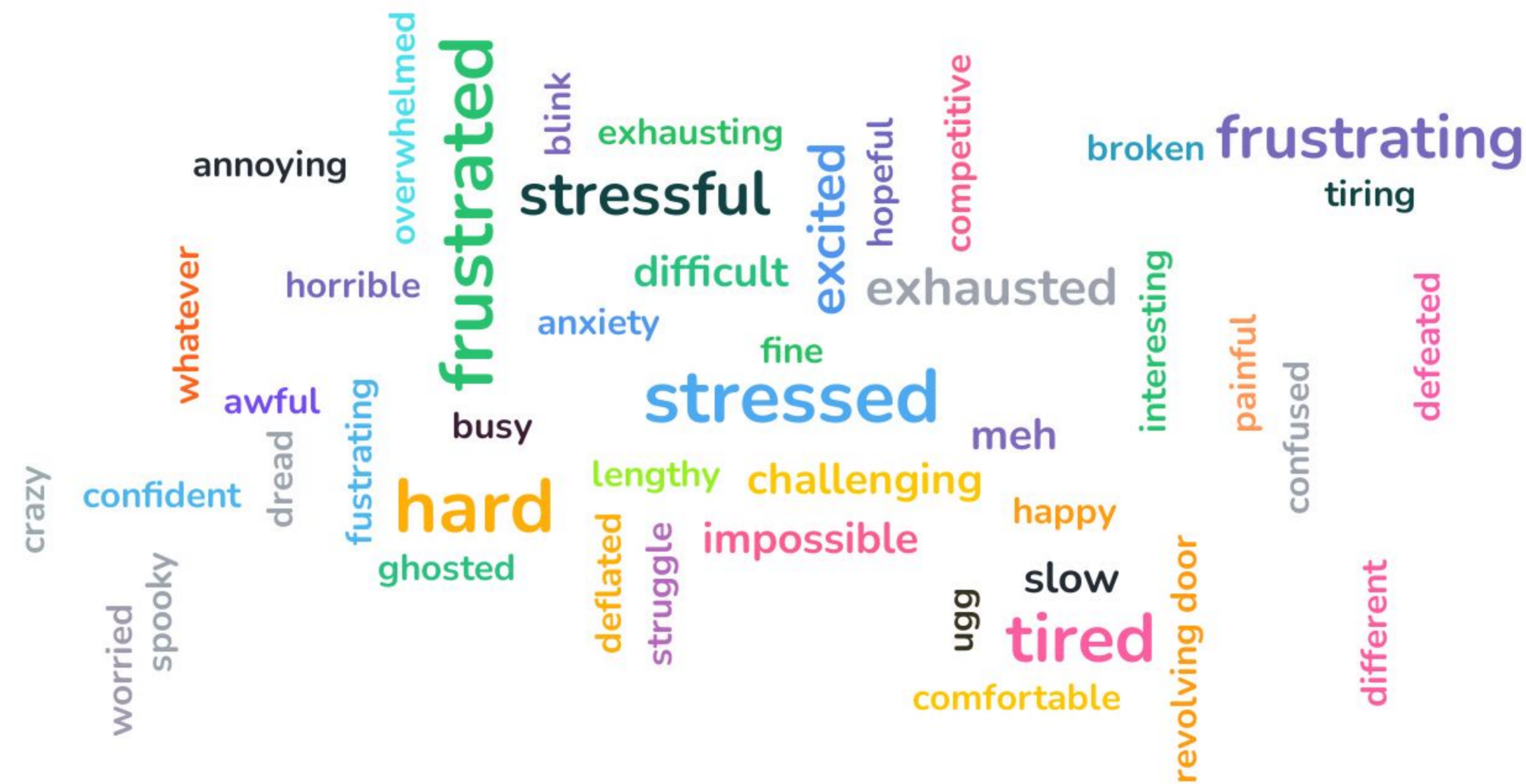
CLICKED

3.55%  
3,065,288

# Where do you fit in your family?



# How do you feel about hiring right now?

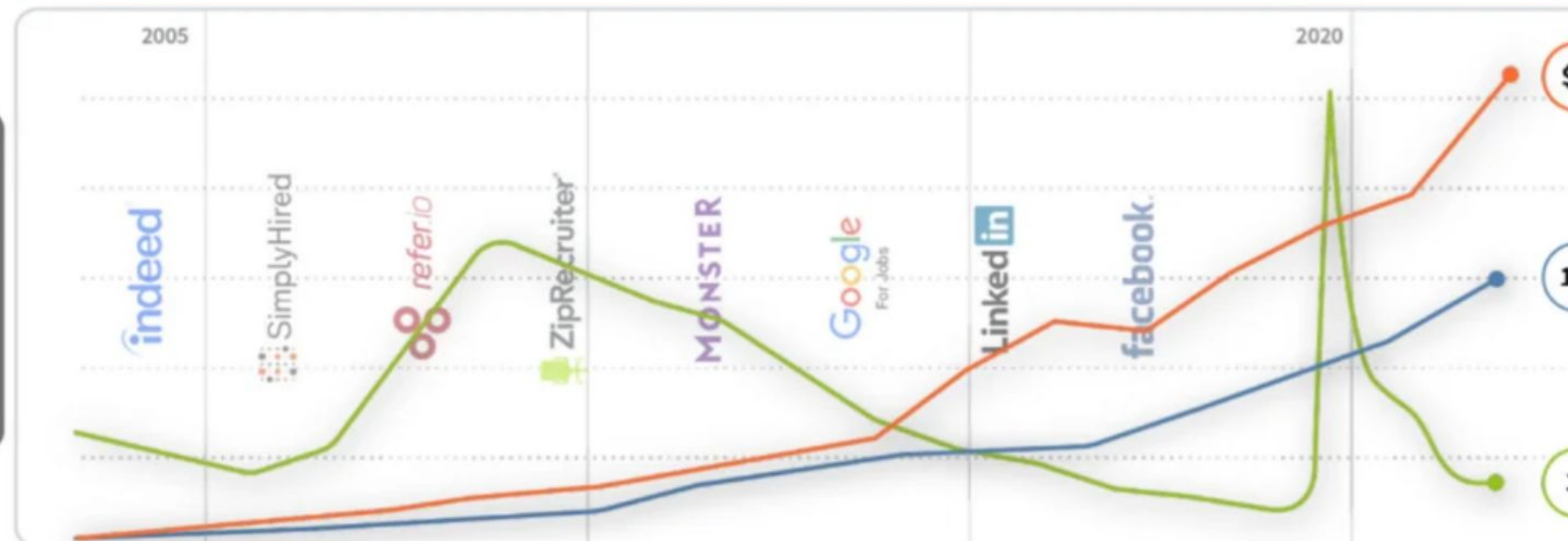


# GROWTH REQUIRES CONSTANT EVOLUTION!

Job Aggregator Integrations

## Screening & Selection Automation

Job Specific Questions	Assessment Integrations	Auto Disqualify & App Scoring	Automated Emails	Text Messaging	Automated Phone Screens	Calendar Integration
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Mobile Career Sites	Quick Start Widget	Apply Integrations	Multi-Step Applications	Referral Automation	Job Ad Optimization	Text Apply
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## Sourcing Amplification

\$131,000,000+ Revenue

10,000 Clients

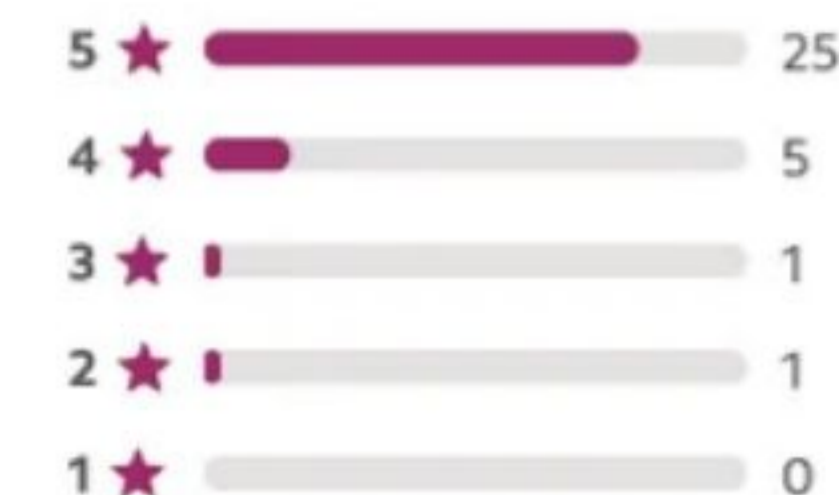
3.6% Unemployment

**Inc. 5000**  
**10X CLUB**  
10X HONOREE  
2022

Overall rating

4.7 ★★★★★

Based on 32 reviews



Ratings by category

- 4.8 ★ Work/Life Balance
- 4.3 ★ Compensation/Benefits
- 4.6 ★ Job Security/Advancement
- 4.7 ★ Management
- 4.8 ★ Culture

**FOLLOWERS**

**35,000**

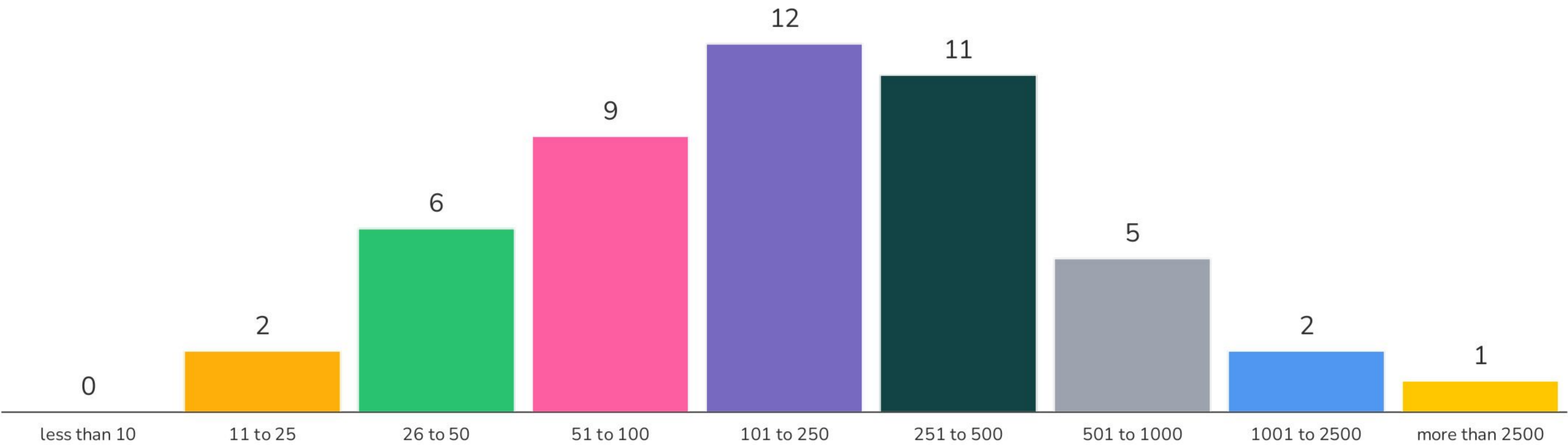
**APPLICANTS**

**450/hire**

**REFERRALS**

**20/hire**

# How big is your organization? (number of employees)



# What industry do you work in?



The **CONFIDENCE** to  
manage your team  
directly correlates  
with the **POWER**  
of your...



About 11,800 results (0.34 seconds)

 Business Insider

## ChatGPT: The 10 jobs most at risk of being replaced by AI

It's getting clearer that AI like ChatGPT could displace white-collar workers the most. Here are the positions that could see the biggest...

1 day ago




 New York Amsterdam News

## ChatGPT/AI is coming for the workplace

Microsoft, in its latest "Work Trend Index" report, promises that the use of AI at work is the technology of that's going to make work...

May 18, 2023



 Employee Benefit News

## How ChatGPT Google Bard will change the workplace

Catch up on all of EBN's recent coverage of the interactive chatbot, and what it means for the future of work.

Mar 22, 2023



 Washingtonian

## How AI Could Change the Workplace According to a DC Professor

We've been as curious about artificial intelligence as everyone else, so recently we asked ChatGPT to recommend a DC-based AI expert we...

1 month ago



 Yahoo Finance

## How ChatGPT Is Changing the Job Market

The extremely rapid evolution of AI -- notably with OpenAI's ChatGPT -- has taken the world by storm and is revolutionizing many aspects of...

May 11, 2023



 Fortune

## Companies are stumped on generative A.I. training because it's just changing too fast: 'I can't tell every single person how the job is going to be different'

They are all doing it differently, it seems, because the technology is changing so fast.

1 month ago



 Forbes

## How To Prepare For The Workforce Impacts Of ANNs And ChatGPT

Together, these technologies have the potential to revolutionize many industries, but they also raise some serious concerns.

Mar 14, 2023



 CNN

## 300 million jobs could be affected by latest wave of AI, says Goldman Sachs

As many as 300 million full-time jobs around the world could be automated in some way by the newest wave of artificial intelligence that has...

Mar 29, 2023



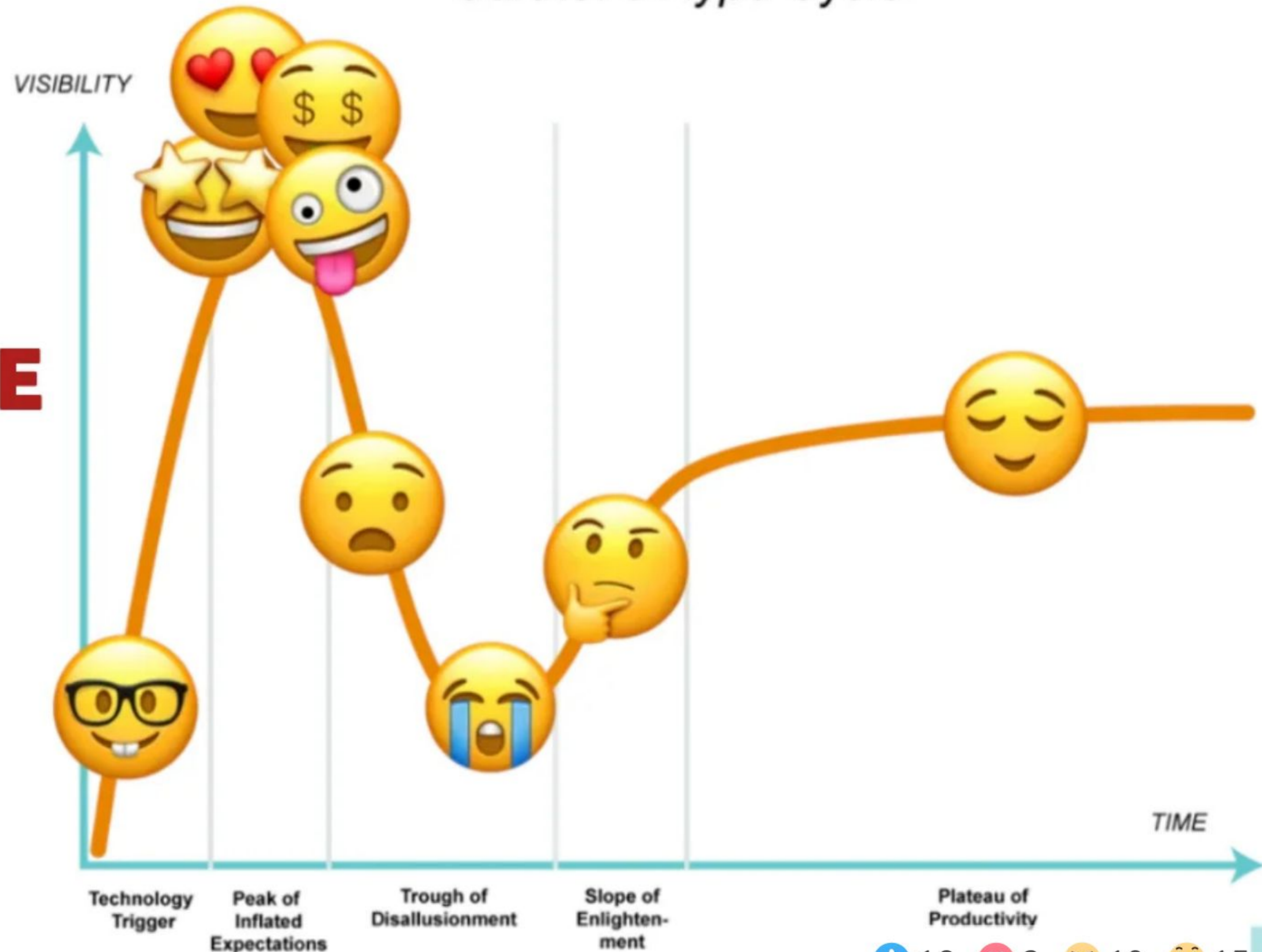
 VentureBeat

## How ChatGPT in Microsoft Office could change the workplace | The AI Beat

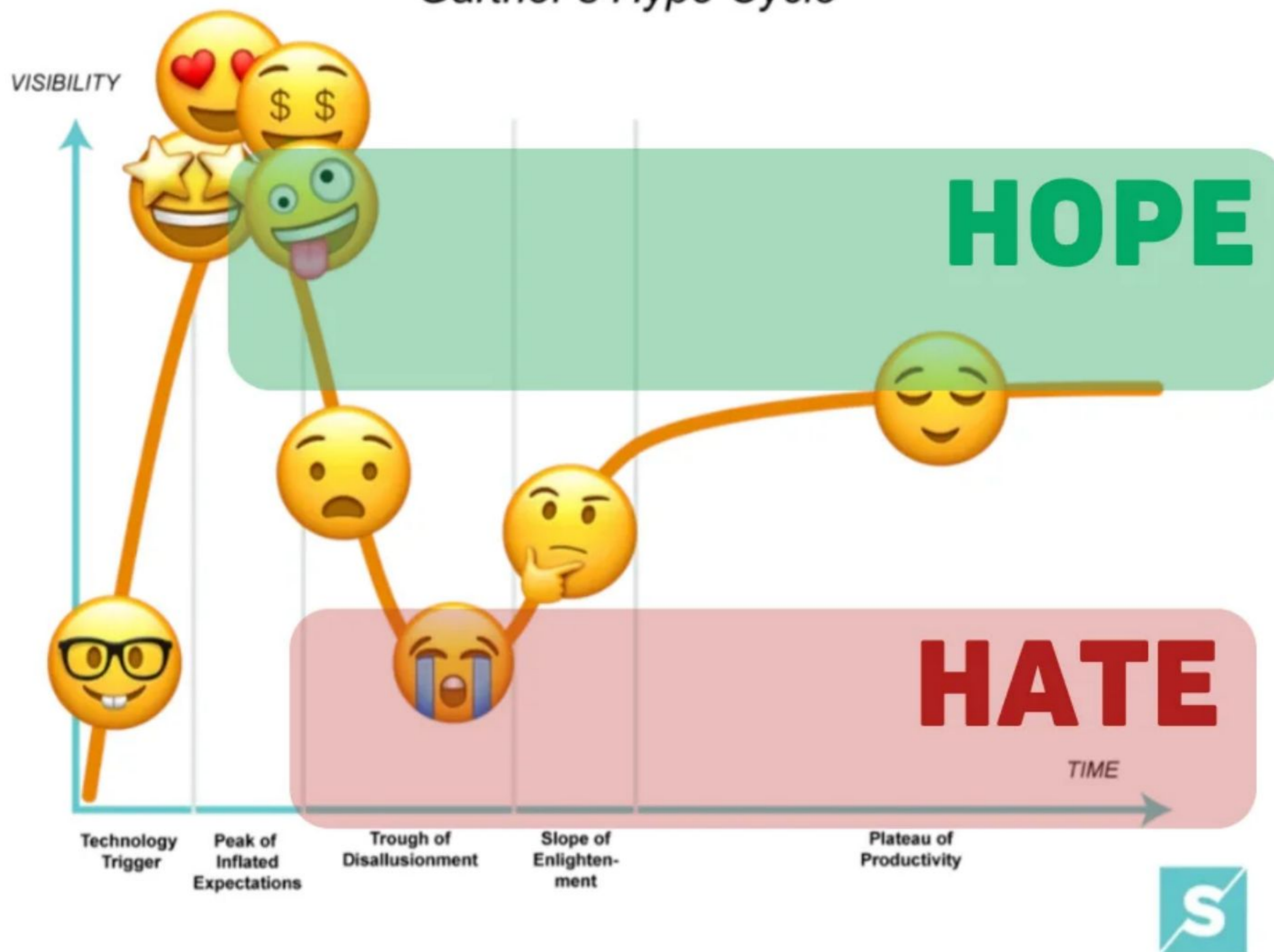


## Gartner's Hype Cycle

**WHY ARE THERE  
SO MANY  
CONFLICTING  
OPINIONS?**



# Gartner's Hype Cycle



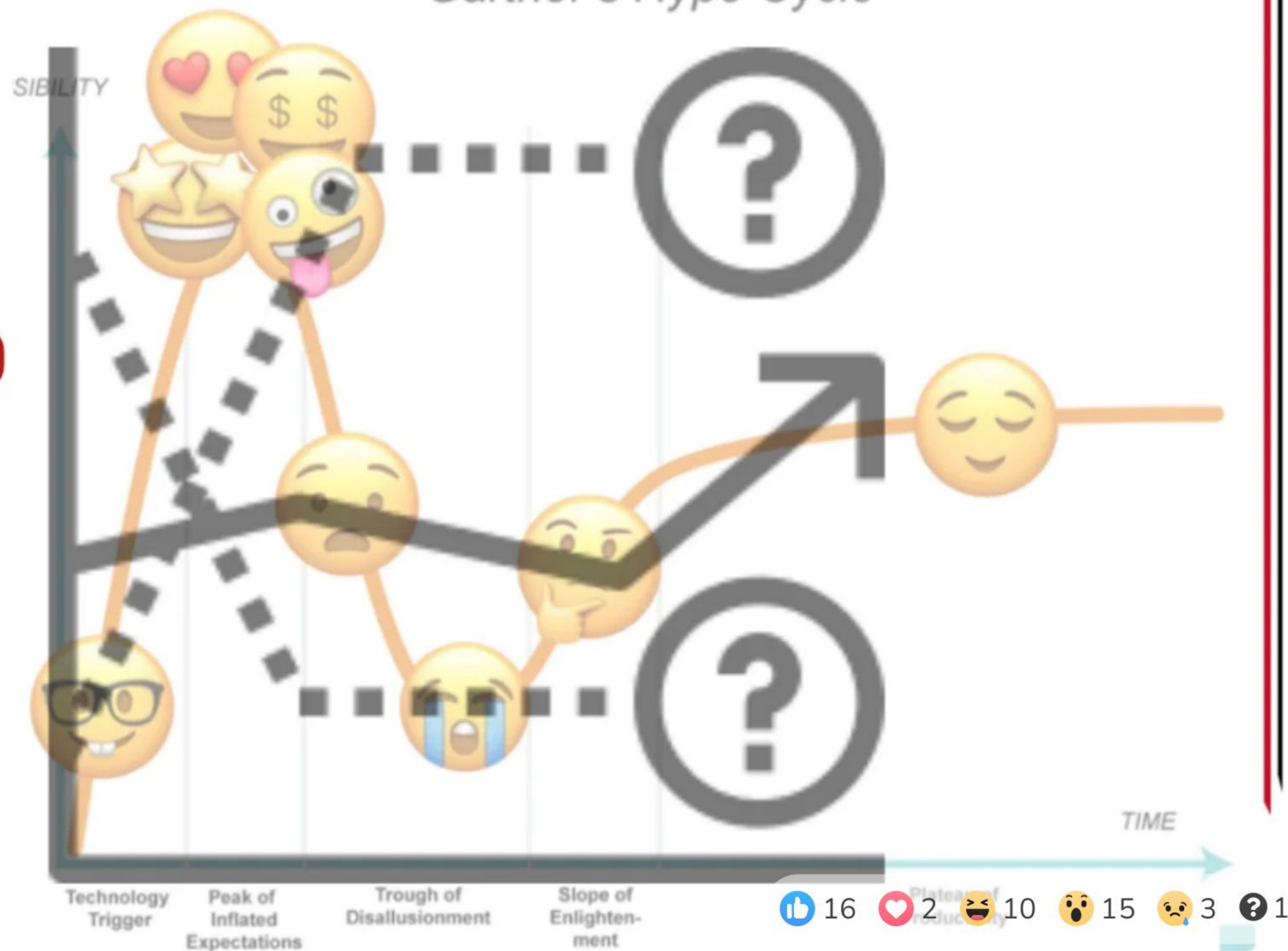
Who has the:

**MOST TO GAIN**

**MOST TO LOSE**

# Gartner's Hype Cycle

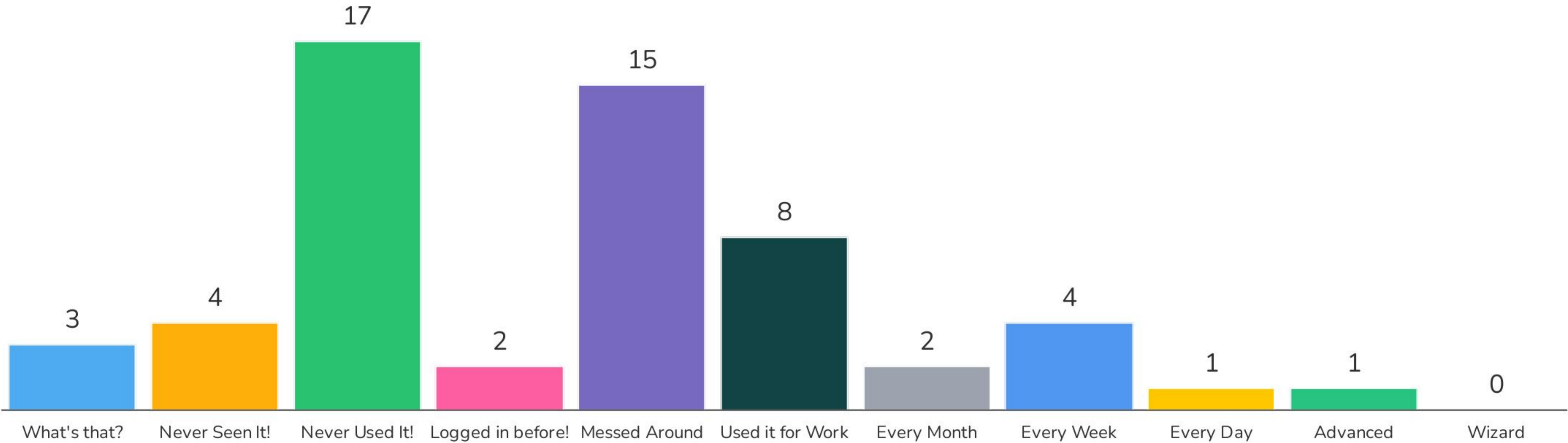
**YOUR GOAL IS TO  
NAVIGATE THE  
REVOLUTION  
JUST LIKE  
GOLDILOCKS!**



# What comes to mind when I say ChatGPT at work?



# Please rate your ChatGPT usage:



There has to  
be a better  
way than just  
**Trial & Error!**



# Start with a Policy... more of an **FRAMEWORK!**



1- What is not **ALLOWED!**

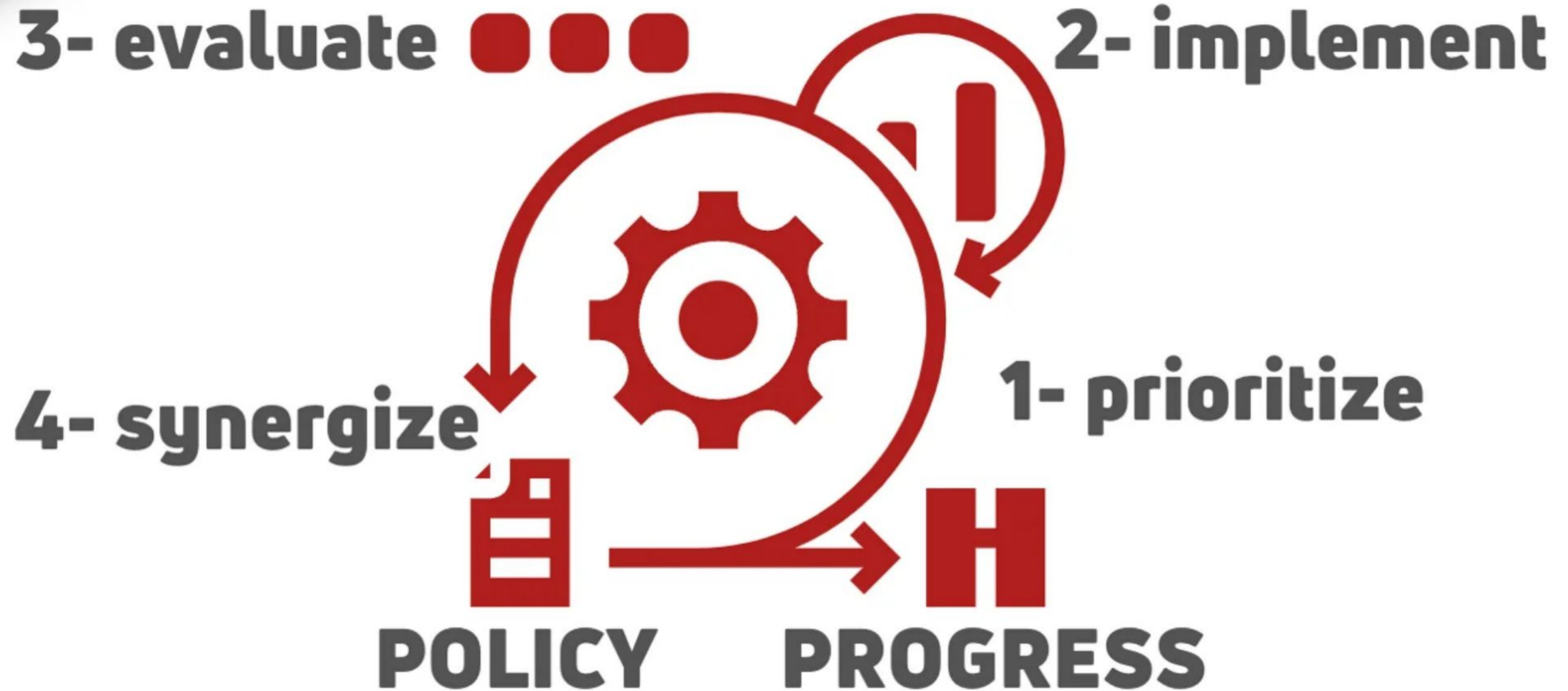
2- What is **DESIRED!**

3- What is **REQUIRED!**

But this leaves out...

- why?
- how?
- who?
- when?

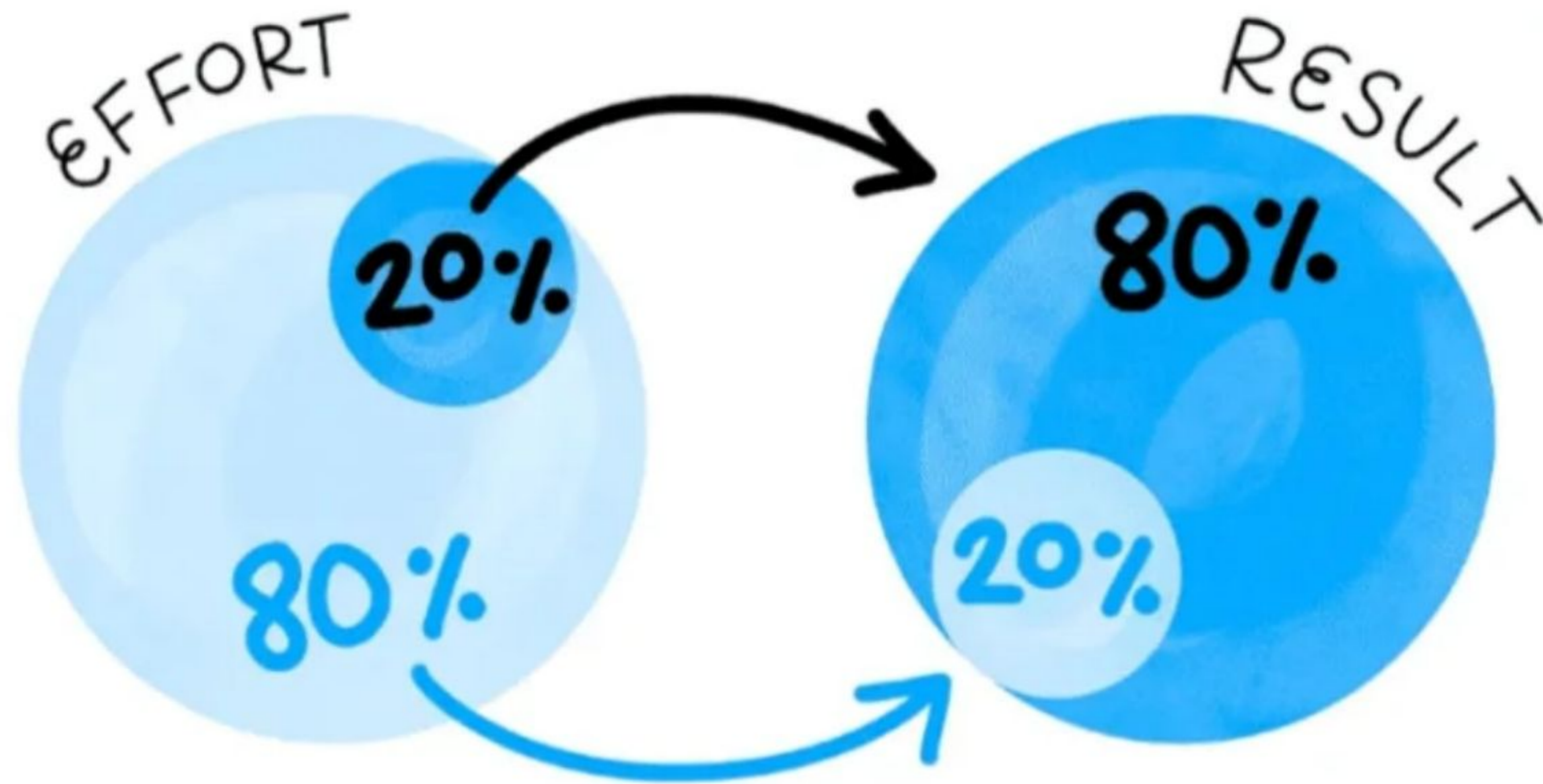
# AGILE APPROACH



# The PARETO PRINCIPLE

80% of consequences come from 20% of causes.

Don't try to do everything all at once... some things you will **NEVER USE** ChatGPT for!



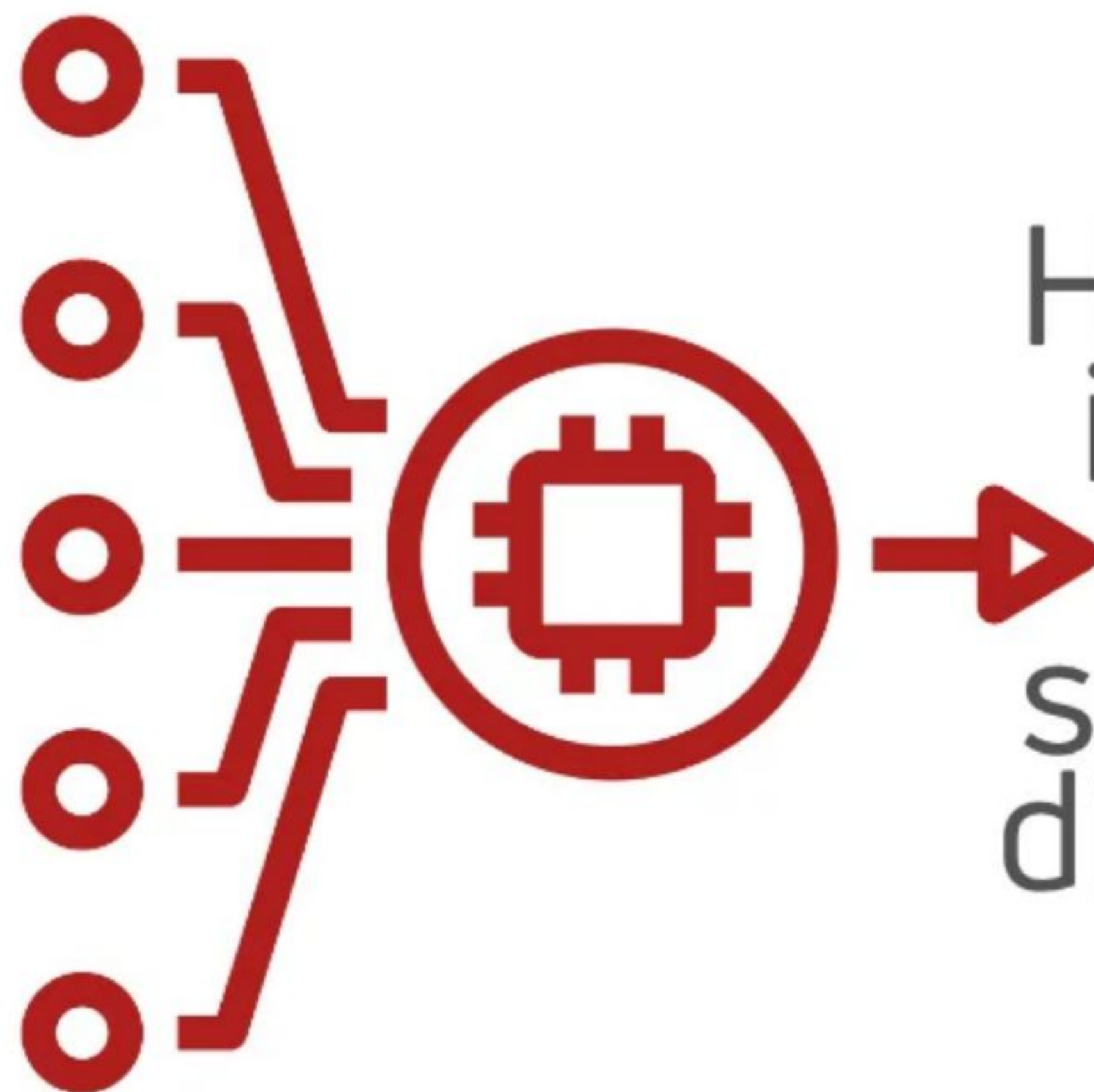
 important  not important

Source: [miro.medium.com](https://miro.medium.com)

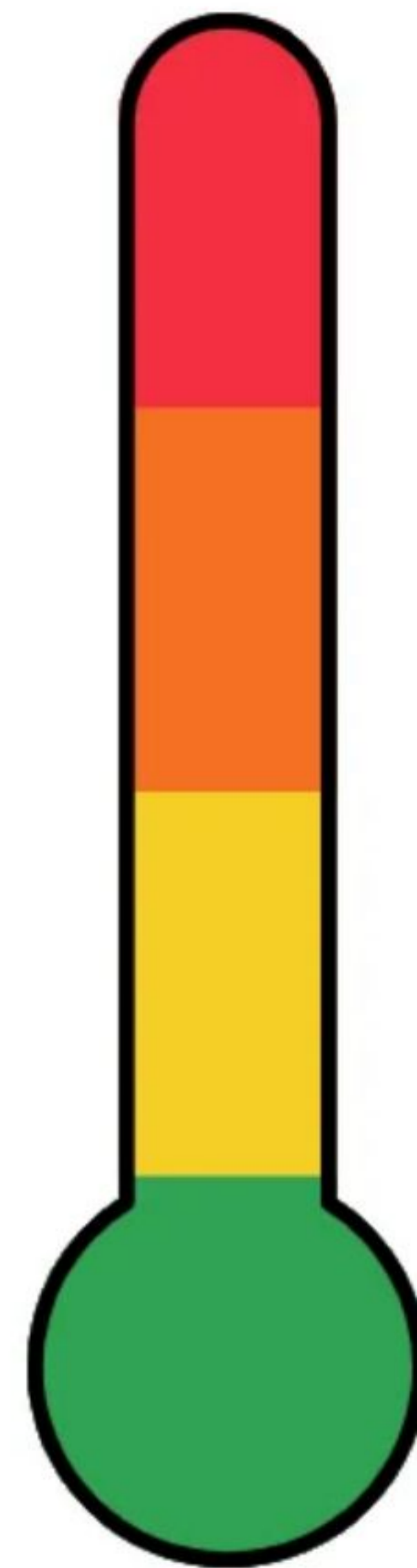
# HOW DO WE ANALYZE THE RISKS?



How Private & Secret is the information you are feeding it?



How important is accuracy & how wide spread will the distribution be?



start with the “low hanging” fruit!

# EMPLOYEE JOURNEY NEEDS CONTENT!



# What do you type more than 20 words to do?



# Collaborate with ChatGPT!



- 1 Who do you want it to be?
- 2 What info do you want it to use?
- 3 What details does it need to know?
- 4 What do you want it to do?
- 5 What do you want to change?

Let's jump into ChatGPT...



# QUESTIONS?

I'd love to hear from you...  
**ryan@refer.io**

# Questions?

Top questions (1)

Pinned

Newest

Oldest

Answered

M

Maria

an hour ago

1

What was the name of the app you said you use to take notes?