

Using generative AI for hiring an instructional designer

Generative AI is best used to learn a different perspective. I use generative AI to analyze my work and recommend improving the content. That stated, generative AI can also create detailed nonproprietary content. The following is a list of prompts you can use if you intend to hire an instructional designer but need something to help you start your hiring design.

The intent is to have generative AI create the generic content, and then you would modify the deliverables to meet your needs.

With the sample prompts below, you can create probing prompts to generate more details.

Learning objective

Leverage generative AI (such as ChatGPT and Google Bard) to contribute to designing or developing materials needed for hiring an instructional designer.

Prompts

Start a new chat using [Google Bard](#) or [Open.ai ChatGPT](#). As a learning exercise, I suggest opening two browser windows and trying the prompts simultaneously.

Initial prompt (Prompt 1)

Act as an HR talent acquisition expert. I want to build the materials needed to hire an instructional designer. The company will be Generic USA, a fast-growing pharmaceutical company. The instructional designer will report to the Director of Talent Development. The job is 100% remote. Next, I will give you the first task to create. Do you understand?

Follow-up Prompts

#	Task	Potential prompts
2	Job description	Create a job description for the instructional designer role. Include the following: college degree, three years of experience with eLearning tools, ability to work with executives, and experience with performance consulting. Add additional requirements and preferred capabilities. The role responsibility will include acting as a project manager for vendors hired to develop content.
3	Screening questions	Create five screening questions for a recruiter to ask. The recruiter needs to understand if the candidate is qualified for the position.
4	Hiring Manager questions	After the job screening, the hiring manager will interview the candidate. Create ten behavioral interview questions that the hiring manager would ask. The intent is to determine the candidate's instructional design experience, project management capabilities, and ability to work on team projects.
5	Case study	After the hiring manager interview, the candidate will meet with two interviewers to discuss a case study. Create a case study about an instructional design situation. Include six questions and model answers.
6	Invitation to apply	Create an email that the recruiter can send to prospective candidates currently employed at other organizations who may not be actively job searching. In the email, clarify that Generic USA is considering applications from job boards, internal employee applications, and a select number of invited candidates.