


The Recruiting AI Maturity Test

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Integrating AI into your recruiting process requires careful planning, from understanding your current processes to fully implementing AI tools.

But to begin, you need to understand where you stand exactly.

Take our **'Recruiting AI Maturity Test'** to see how well you have implemented AI so far in your recruiting process.

For each category, pick the statement that best describes your current approach:

1. Finding candidates

Points

a) We post jobs and hope for the best



b) We use basic tools to spread the word about our openings



c) AI helps us find candidates, even those not actively job hunting



d) AI predicts which candidates we'll need and builds talent pools for us



2. Sorting through resumes

Points

a) We read every single resume manually



b) We use simple keyword searches to filter resumes



c) AI matches candidate skills and experience to our job requirements



d) AI predicts which candidates are most likely to succeed in the role



3. Chatting with candidates

Points

a) We manually email or call each candidate



b) We use automated email sequences



c) AI chatbots handle initial candidate questions



d) AI engages candidates personally across multiple channels



4. Scheduling interviews

Points

a) We coordinate schedules manually



b) We use basic scheduling tools



c) AI assists with scheduling



d) AI fully manages scheduling, syncing with everyone's calendars



5. Assessing candidates

Points

a) We rely on traditional interviews and gut feeling



b) We use structured interviews with standard questions



c) AI analyzes video interviews for additional insights



d) AI provides comprehensive candidate assessments and predictions



Tally up your score:



5-8 points:
You're at the starting line



9-13 points:
You're making progress



14-18 points:
You're well on your way



19-20 points:
You're quite an AI recruiting pro already!

The good news? No matter where you are, taking the next step is easier than you think.



Starting line (5-8 points): Good news! You have so many easy wins ahead.

Start with these simple steps:

1. Try an AI-powered job description tool to attract better candidates
2. Use a basic AI resume screener to save hours of manual work
3. Implement a chatbot for answering common candidate questions



Making progress (9-13 points): You're on the right track.

Here's how to level up:

- Expand your AI resume screening to match candidates to multiple roles
- Use AI to personalize your outreach to passive candidates
- Try AI-assisted video interviews to gain deeper candidate insights



Well on your way (14-18 points): Impressive!

Push your advantage with these moves:

- Implement AI-driven candidate success prediction
- Use AI to create personalized candidate assessment plans
- Let AI handle your interview scheduling and follow-ups



AI recruiting pro (19-20 points): You're a leader in AI-driven recruiting!

Here's how to stay ahead:

- Fine-tune your AI with company-specific data for even better results
- Implement advanced bias detection in your AI tools
- Explore cutting-edge AI for deeper candidate understanding and matching

Remember, you don't have to do it all at once.

Each small step with AI can save you time and help you find better candidates.

Plus, modern AI tools are designed to be user-friendly– no tech degree required.

If you're excited about AI but don't want to piece together multiple tools, consider an all-in-one solution like Kula's modern hiring platform (integrated with native AI) that brings together all these AI capabilities in one easy-to-use package, allowing you to leapfrog multiple stages of AI adoption.



Book a demo to learn more