Prompt Engineering Documentation For Transcript

This report focuses on the prompts utilized throughout this assignment to gain useful insights

on the provided dataset.

Dataset Description

The dataset contains emotion scores, transcript scores and corresponding transcripts extracted from the introduction videos of 10 candidates applying for a job.

- Emotion scores: The dataset contains the emotions of candidates throughout the video

  including emotion scores of angry, happy, sad, disgust, fear, surprise and neutral, gaze,

  eye offset, blink and the metadata of the image frames extracted from the video.

- Transcript scores: The dataset contains positive, negative, neutral, confident, hesitant,

  concise, enthusiastic scores obtained after sentiment analysis on the transcripts of each

  candidate.

- Transcript text: Contains the actual text of the transcript of the videos of each candidate.

Objectives

- Perform prompt engineering and Exploratory Data Analysis on the given dataset to

  generate valuable and actionable insights from the data.
- Analysis of communication skills and finding areas of expertise based on data.
- Gain any other insights that could be useful in making a decision on the recruitment of

  the candidate.
- Decide whether the candidate should be recruited or not after a thorough analysis of the

  data.

Prompt Engineering

Prompt engineering was used only to learn more about the *transcript text* dataset.

1. **Basic Information Extraction Prompt:**

   > Analyze the following transcript and extract key information:
   >
   > 1. Candidate's name
   > 2. Educational background (degree and year)
   > 3. Key skills mentioned
   > 4. Internship experiences (company names and roles)
   > 5. Main areas of focus or expertise

> Transcript: [Insert transcript here]

Rationale: This prompt helps in quickly extracting essential information from each candidate's transcript, making it easier to compare basic qualifications and experiences.

Response :

1. Jeffrey Shepherd

1. **Name**: Jeffrey Shepherd

2. **Educational background**:

- B.Tech in Biotechnology from Heritage Institute of Technology, Kolkata

- M.Tech from IIT Kharagpur

- Currently pursuing Postgraduate in Management from IIM Kozhikode

3. **Key skills**:

- Attention to detail

- Expertise in drug safety and risk management

- Research, patent work, and publication

- Consistency and perseverance

4. **Internship experiences**:

- Worked as a Medical Writer at Ciro Klein Farm, Mumbai

5. **Main areas of focus**:

- Regulatory affairs in the pharmaceutical industry

- Drug safety and risk management

- Biotechnology

2. Cameron Barajas

1. **Name**: Cameron Barajas

2. **Educational background**:

• BBA (completed in 2022)

3. **Key skills**:

• Leadership and teamwork

• Financial modeling

• Flexible and passionate

4. **Internship experiences**:

• Boutique investment bank, Hyderabad (worked closely with senior professionals on venture network development)

• Kabadi Techno (focused on startup growth, finance, and business modeling)

5. **Main areas of focus**:

• Finance

• Startups and venture networks

3. Michael Guzman

1. **Name**: Michael Guzman

2. **Educational background**:

• B.Com Honours from Varanasi University

3. **Key skills**:

• Leadership (activity head, school council)

• Guitar player, content creator (music, YouTube channel)

4. **Internship experiences**:

• Internship in steel manufacturing firm (sales associate)

• Internship in accounting firm (real-world accounting applications)

5. **Main areas of focus**:

• Sales and accounting

- Music and content creation (guitar, YouTube)

4. Monique Mccormick

1. **Name**: Monique Mccormick

2. **Educational background**:

- Engineering in Electronics and Communication

- Qualified GATE (Rank: 5300)

3. **Key skills**:

- Adaptive and inquisitive learner

- Problem-solving and management inclination

- Python, data analysis, and machine learning

4. **Internship experiences**:

- Internship at PSK VLSI Design Center (VLSI design)

5. **Main areas of focus**:

- Electronics and communication

- Consulting, securities markets, data science

5. Sakshi

1. **Name**: Sakshi

2. **Educational background**:

- Undergraduate in Mass Media (specialization in advertising)

- Certifications: Entrepreneurship (Turnip), Foundations of Management (Google)

3. **Key skills**:

- Art (won an international art competition)

- Content creation (movie reviews on Instagram)

- Creativity, mental health advocacy

4. **Internship experiences**: Not mentioned

5. **Main areas of focus**:

- Advertising and mass media

- Neurodevelopmental disorders and mental health

6. Nathan Lewis

1. **Name**: Nathan Lewis

2. **Educational background**:

- Engineering graduate

- Currently pursuing MBA in Analytics from IIM Kashipur

3. **Key skills**:

- Consulting and validation processes

- Analytics and business strategy

- Content writing and PR strategies

4. **Internship experiences**:

- Worked at Deloitte (consulting, validation for pharmaceutical clients)

5. **Main areas of focus**:

- Analytics

- Business strategy and consulting

7. Joseph Nichols

1. **Name**: Joseph Nichols

2. **Educational background**:

- Undergraduate in Earth Science from Banaras Hindu University

3. **Key skills**:

- Analytical and communication skills

- Reinsurance underwriting expertise

4. **Internship experiences**:

•   Worked at General Insurance Corporation of India (reinsurance underwriting)

5. **Main areas of focus**:

•   Reinsurance and retrocession

•   Indian markets

8. Srivats Biyani

1. **Name**: Srivats Biyani

2. **Educational background**:

•   Chartered Accountant

•   CFA Level 1 cleared

•   Currently pursuing PGP Finance from IIM Kozhikode

3. **Key skills**:

•   Analytical skills and data interpretation

•   Education and EdTech enthusiast

4. **Internship experiences**:

•   Interned at PWC (statutory audit, article shift)

•   Worked at ITC Limited (internal audit department)

5. **Main areas of focus**:

•   Finance and auditing

•   Education technology (EdTech)

9. Alexander Smith

1. **Name**: Alexander Smith

2. **Educational background**:

•   B.Tech in Agriculture Engineering

•   M.Tech in Food Process Engineering

3. **Key skills:**

- Entrepreneurship

- Remote sensing, IoT, AI in agriculture

4. **Internship experiences:**

- Co-founded an Agritech startup (ran it for 10 months)

- Worked in an Agritech firm (led a project on AI and IoT applications in agriculture)

5. **Main areas of focus**:

- Agriculture and technology integration

- Entrepreneurship and business strategy

10. Michael Ramos

1. **Name**: Michael Ramos

2. **Educational background**:

- B.Com Honours

- Schooling in Commerce

3. **Key skills:**

- Accounting, tax knowledge

- Leadership and social activities (school captain, best student award)

4. **Internship experiences**:

- Internship as Accounting Associate

- Internship as Tax Associate

5. **Main areas of focus**:

- Accounting and taxation

- Leadership and social causes

2. **Communication Skills Analysis Prompt:**

> Evaluate the communication skills demonstrated in the following transcript. Consider:
>
> 1. Clarity of expression
> 2. Structure and flow of ideas
> 3. Use of specific examples
> 4. Ability to articulate experiences and skills
> 5. Overall impression of communication effectiveness
>
> Rate each aspect on a scale of 1-5 (1 being poor, 5 being excellent) and provide a brief explanation for each rating.
>
> Transcript: [Insert transcript here]

Rationale: This prompt focuses on assessing the candidate's communication skills, which is crucial for many roles and can be a differentiating factor among candidates.

Response :

1. Jeffrey Shepherd

1. **Clarity of expression**: 4/5

• Jeffrey communicates his points clearly, although a few parts feel slightly long-winded.

2. **Structure and flow of ideas**: 5/5

• The flow is logical: educational background, work experience, key competencies, and personal interests are well-organized.

3. **Use of specific examples**: 5/5

• He provides concrete examples such as his work at Ciro Klein Farm, drug safety, and research awards, which add credibility.

4. **Ability to articulate experiences and skills**: 4/5

• He explains his skills, like attention to detail and perseverance, effectively, linking them to his academic and work achievements.

5. **Overall impression of communication effectiveness**: 4.5/5

• Overall, Jeffrey presents himself as competent and articulate, with slight room for more concise delivery.

2. Cameron Barajas

1. **Clarity of expression**: 4/5

• His expression is generally clear, but the repetition of "I am beside you" feels somewhat forced and could confuse the reader.

2. **Structure and flow of ideas**: 3.5/5

• The ideas are mostly well-structured, but some parts, such as mentioning his passion for perfection and skills, feel rushed without enough elaboration.

3. **Use of specific examples**: 4/5

• He uses two specific examples from his internships, but more elaboration on his roles and outcomes would improve the narrative.

4. **Ability to articulate experiences and skills**: 3.5/5

• He articulates his experiences decently, but there is room for a clearer link between his skills and how they were applied in internships.

5. **Overall impression of communication effectiveness**: 3.5/5

• Cameron shows promise but could improve by sharpening his focus and more clearly linking his skills with his work experience.

3. Michael Guzman

1. **Clarity of expression**: 4/5

• Michael's communication is clear, though he could be more concise in certain parts, especially when discussing his background.

2. **Structure and flow of ideas**: 3.5/5

• The structure is decent, but the transition from academics to personal interests feels a bit abrupt. A better connection between topics would help.

3. **Use of specific examples**: 4/5

• He provides clear examples, such as his work during lockdown and his YouTube channel, though more detail on work roles could enhance this.

4. **Ability to articulate experiences and skills**: 4/5

• Michael effectively communicates his extracurricular and academic experiences but could explain how they translate into professional skills better.

5. **Overall impression of communication effectiveness**: 3.5/5

• While solid, he can improve the structure and better tie his interests with his professional goals.

4. Monique Mccormick

1. **Clarity of expression**: 4/5

• Monique communicates clearly, but some sentences are slightly long, affecting clarity.

2. **Structure and flow of ideas**: 4.5/5

• The ideas flow well, from education to experience, strengths, and hobbies. It feels structured and intentional.

3. **Use of specific examples**: 4/5

• Specific examples of her GATE rank and VLSI internship are good, though a few more work-related examples would have improved it further.

4. **Ability to articulate experiences and skills**: 4.5/5

• She articulates her experiences well, especially linking her academic work with skills like problem-solving and resilience.

5. **Overall impression of communication effectiveness**: 4.5/5

- Monique comes across as articulate and structured, with some minor improvements needed in sentence clarity.

5. Sakshi

1. **Clarity of expression**: 4.5/5

- Sakshi's expression is clear and to the point, with minimal ambiguity in her speech.

2. **Structure and flow of ideas**: 4/5

- The flow is good, but it could improve by connecting personal interests (art, mental health) with career goals more seamlessly.

3. **Use of specific examples**: 4.5/5

- She offers strong examples, such as winning an international art competition and starting a mental health initiative.

4. **Ability to articulate experiences and skills**: 4.5/5

- She articulates her achievements well, with a clear focus on creativity and social responsibility.

5. **Overall impression of communication effectiveness**: 4.5/5

- Overall, she comes across as a thoughtful, creative individual who knows how to communicate her passions and strengths.

6. Nathan Lewis

1. **Clarity of expression**: 4/5

- Nathan communicates clearly, but some technical terms could benefit from further explanation for a non-technical audience.

2. **Structure and flow of ideas**: 4.5/5

- The structure is strong, moving from work experience to education and committee work, which feels logical.

3. **Use of specific examples**: 4/5

- He provides good examples, especially regarding his work at Deloitte and PR committee roles, though elaborating more on outcomes would improve it.

4. **Ability to articulate experiences and skills**: 4.5/5

- He does a good job of connecting his skills in consulting, content writing, and analytics to his professional goals.

5. **Overall impression of communication effectiveness**: 4.5/5

- Nathan presents a balanced and well-structured narrative, demonstrating strong communication skills with minor room for detail expansion.

7. Joseph Nichols

1. **Clarity of expression**: 4.5/5

- Joseph's communication is clear and well-paced.

2. **Structure and flow of ideas**: 4/5

- His ideas flow logically, though a bit more elaboration on transitions between education and work experience could improve the structure.

3. **Use of specific examples**: 4/5

- He provides good specific examples from his reinsurance experience, but more detailed examples of accomplishments would elevate it.

4. **Ability to articulate experiences and skills**: 4.5/5

- Joseph articulates his analytical skills and reinsurance expertise well, making him sound credible and skilled.

5. **Overall impression of communication effectiveness**: 4.5/5

- Overall, Joseph communicates effectively, with room to add depth to his examples for an even stronger presentation.

8. Srivats Biyani

1. **Clarity of expression**: 4.5/5

- Srivats is clear and direct in his communication, with minimal ambiguity.

2. **Structure and flow of ideas**: 4.5/5

- The structure is strong, transitioning smoothly from education to work experience and his passion for education technology.

3. **Use of specific examples**: 4.5/5

- His examples, particularly his work at PWC and ITC, are clear and specific.

4. **Ability to articulate experiences and skills**: 4.5/5

- He effectively ties his analytical and financial skills to his professional roles and future goals in the EdTech space.

5. **Overall impression of communication effectiveness**: 4.5/5

- Srivats communicates very effectively, demonstrating a clear understanding of his experiences and how they tie to his goals.

9. Alexander Smith

1. **Clarity of expression**: 4/5

- Alexander communicates clearly, though some technical areas like AI and IoT could use further explanation for broader understanding.

2. **Structure and flow of ideas**: 4/5

- The structure is good, but he could improve the transition between his work and the impact it had more clearly.

3. **Use of specific examples**: 4/5

- He provides strong examples from his startup and Agritech work, but more elaboration on outcomes would improve it.

4. **Ability to articulate experiences and skills**: 4/5

- Alexander articulates his skills well but could further highlight the impact of his work in AI and IoT applications.

5. **Overall impression of communication effectiveness**: 4/5

- Overall, his communication is solid, with room to expand on the outcomes of his technical expertise.

10. Michael Ramos

1. **Clarity of expression**: 4.5/5

- Michael is clear and concise in his communication, making his points easy to follow.

2. **Structure and flow of ideas**: 4/5

- The structure is strong, though some transitions between academic and personal experiences could be smoother.

3. **Use of specific examples**: 4/5

- He provides good specific examples, especially from his internships in accounting and taxation.

4. **Ability to articulate experiences and skills**: 4.5/5

- He articulates his leadership and extracurricular involvement well, tying them to his future goals.

5. **Overall impression of communication effectiveness**: 4.5/5

- Michael presents himself well with clear communication and well-chosen examples.

Summary of Ratings (out of 5):

- **Jeffrey Shepherd**: 4.3
- **Cameron Barajas**: 3.8
- **Michael Guzman**: 3.8
- **Monique Mccormick**: 4.3
- **Sakshi**: 4.4
- **Nathan Lewis**: 4.3
- **Joseph Nichols**: 4.4

- **Srivats Biyani**: 4.5
- **Alexander Smith**: 4.0
- **Michael Ramos**: 4.3

3. **Relevance and Fit Analysis Prompt:**

> Based on the following transcript, evaluate the candidate's fit for a role in [specific industry or field, e.g., "investment banking" or "startup environment"].
> Consider:
>
> 1. Relevant experiences mentioned
> 2. Skills that align with the industry/field
> 3. Expressed interest or passion for the area
> 4. Understanding of industry-specific concepts
> 5. Potential areas for growth or development
>
> Provide a score out of 10 for overall fit and explain your reasoning.
>
> Transcript: [Insert transcript here]

Rationale: This prompt helps in assessing how well the candidate's background and interests align with specific roles or industries, which is valuable for making hiring decisions.

Response :

1. Jeffrey Shepherd

1. **Relevant experiences mentioned**:

• Three years in regulatory affairs in the pharmaceutical industry, medical writing, and drug safety expertise.

2. **Skills that align with the industry/field**:

• Attention to detail, analytical skills, and experience in risk management.

3. **Expressed interest or passion for the area**:

• Strong interest in biotechnology and drug safety, showcasing a clear commitment to the field.

4. **Understanding of industry-specific concepts**:

• Demonstrates familiarity with regulatory affairs and drug safety protocols.

5. **Potential areas for growth or development**:

• May need to broaden experience in other areas of pharmaceutical development or marketing.

Score: 8/10

Reasoning: Jeffrey's experience and skills make him a strong candidate for roles in the pharmaceutical industry, particularly in regulatory or medical writing roles.

2. Cameron Barajas

1. **Relevant experiences mentioned**:

• Internships at a boutique investment bank and a startup focusing on finance.

2. **Skills that align with the industry/field**:

• Flexible leadership, team collaboration, and financial modeling.

3. **Expressed interest or passion for the area**:

• Passionate about startups and finance, eager to apply skills in a dynamic environment.

4. **Understanding of industry-specific concepts**:

- Demonstrates understanding of venture networks and investment criteria.

5. **Potential areas for growth or development**:

- Needs to gain deeper insights into long-term investment strategies and market analysis.

Score: 7/10

Reasoning: Cameron has relevant internship experience and a clear passion for finance, but could benefit from more robust industry knowledge.

3. Michael Guzman

1. **Relevant experiences mentioned**:

- Internships in a sales role at a steel manufacturing firm and an accounting firm.

2. **Skills that align with the industry/field**:

- Strong academic background, teamwork, and community service involvement.

3. **Expressed interest or passion for the area**:

- Shows enthusiasm for a challenging and rewarding experience in a corporate setting.

4. **Understanding of industry-specific concepts**:

- Limited specific industry knowledge related to finance or manufacturing.

5. **Potential areas for growth or development**:

- Needs to deepen industry knowledge and gain practical experience in finance or management.

Score: 5/10

Reasoning: While Michael has a solid academic record and internship experience, he lacks specific industry knowledge and direct experience in the field he is applying to.

4. Monique Mccormick

1. **Relevant experiences mentioned**:

• Internship at PSK VLSI Design Center and experience as an academic advisor.

2. **Skills that align with the industry/field**:

• Problem-solving, data analysis, and adaptability.

3. **Expressed interest or passion for the area**:

• Shows a keen interest in management and education.

4. **Understanding of industry-specific concepts**:

• Demonstrates understanding of electronics, communication, and educational frameworks.

5. **Potential areas for growth or development**:

• May need to strengthen practical experience in management roles.

Score: 7.5/10

Reasoning: Monique's engineering background and management experience align well with roles in tech or educational management, though practical management experience would enhance her fit.

5. Sakshi

1. **Relevant experiences mentioned**:

• Completed certification courses in entrepreneurship and management, and active in creative pursuits.

2. **Skills that align with the industry/field**:

• Creativity, communication, and project management.

3. **Expressed interest or passion for the area**:

• Strong passion for mental health awareness and creative expression.

4. **Understanding of industry-specific concepts**:

- Shows awareness of mental health issues and innovative ideas related to education and technology.

5. **Potential areas for growth or development**:

- Needs to develop more formal business acumen and practical experience in applying her ideas.

Score: 8/10

Reasoning: Sakshi's creative background and passion for mental health align well with roles in startups focused on social impact, though more business experience would be beneficial.

6. Nathan Lewis

1. **Relevant experiences mentioned**:

- Consulting experience at Deloitte, focusing on software validation for pharmaceutical clients.

2. **Skills that align with the industry/field**:

- Analytical thinking, strategic planning, and team collaboration.

3. **Expressed interest or passion for the area**:

- Strong interest in analytics and mental health initiatives.

4. **Understanding of industry-specific concepts**:

- Clear understanding of analytics in business contexts, especially in consulting.

5. **Potential areas for growth or development**:

- May need to expand knowledge in specific analytics tools and methodologies.

Score: 9/10

Reasoning: Nathan's solid consulting experience and strong analytical skills make him an excellent fit for analytics roles, especially in healthcare or tech industries.

7. Joseph Nichols

1. **Relevant experiences mentioned**:

• Work with General Insurance Corporation in reinsurance underwriting.

2. **Skills that align with the industry/field**:

• Analytical skills, communication, and understanding of insurance markets.

3. **Expressed interest or passion for the area**:

• Passionate about societal impact and unique perspectives in AI.

4. **Understanding of industry-specific concepts**:

• Demonstrates a good grasp of reinsurance and its implications for society.

5. **Potential areas for growth or development**:

• Could improve technical skills in AI applications and data analysis.

Score: 8/10

Reasoning: Joseph's background in reinsurance and analytical skills align well with roles in insurance or risk management, but he could enhance his technical skills.

8. Srivats Biyani

1. **Relevant experiences mentioned**:

• Chartered Accountant with internship experience at PWC and ITC.

2. **Skills that align with the industry/field**:

• Strong analytical skills, financial acumen, and attention to detail.

3. **Expressed interest or passion for the area**:

• Passionate about the education sector and how it can be improved through technology.

4. **Understanding of industry-specific concepts**:

- Shows a deep understanding of financial principles and educational challenges.

5. **Potential areas for growth or development**:

- May need to develop leadership skills and practical experience in the EdTech sector.

Score: 9/10

Reasoning: Srivats has a strong foundation in finance and a clear vision for applying it in the education sector, making him an excellent candidate for EdTech roles.

9. Alexander Smith

1. **Relevant experiences mentioned**:

- Co-founded an Agritech startup and led projects in agriculture.

2. **Skills that align with the industry/field**:

- Entrepreneurial mindset, technical skills in IoT and AI applications.

3. **Expressed interest or passion for the area**:

- Strong passion for agriculture and technology, particularly AI's potential.

4. **Understanding of industry-specific concepts**:

- Good understanding of Agritech, AI applications, and remote sensing technologies.

5. **Potential areas for growth or development**:

- Could benefit from additional business strategy knowledge and networking in the industry.

Score: 8.5/10

Reasoning: Alexander's entrepreneurial experience in Agritech and technical skills position him well for roles in innovative agricultural solutions.

10. Michael Ramos

1. **Relevant experiences mentioned**:

• Interned as an Accounting Associate and Tax Associate.

2. **Skills that align with the industry/field**:

• Strong analytical skills, teamwork, and leadership experience.

3. **Expressed interest or passion for the area**:

• Clear desire to grow in a professional setting and create value.

4. **Understanding of industry-specific concepts**:

• Basic understanding of accounting principles and tax applications.

5. **Potential areas for growth or development**:

• Needs to deepen knowledge in advanced accounting concepts and business strategy.

Score: 7/10

Reasoning: Michael has relevant experience and foundational knowledge, but he needs to expand his understanding of accounting and business strategy to be more competitive.

4. **Soft Skills and Attitude Assessment Prompt:**

> Analyze the transcript for indicators of the following soft skills and attitudes:
>
> 1. Leadership potential
> 2. Teamwork abilities
> 3. Adaptability
> 4. Initiative
> 5. Passion and enthusiasm
> 6. Attention to detail
> 7. Problem-solving approach

> For each skill/attitude, provide evidence from the transcript and rate it on a scale of 1-5 (1 being low, 5 being high).
>
> Transcript: [Insert transcript here]

Rationale: This prompt focuses on extracting information about the candidate's soft skills and attitudes, which are often crucial for success in a role but can be harder to quantify.

Response:

1. Jeffrey Shepherd

- **Leadership Potential**: 4

- Evidence: Mentions experience in regulatory affairs, indicating ability to guide projects in complex environments.

- **Teamwork Abilities**: 4

- Evidence: Emphasizes collaboration and communication in past roles, especially in research and writing.

- **Adaptability**: 3

- Evidence: Transitioned from biotechnology to regulatory affairs; however, less emphasis on adapting to different environments.

- **Initiative**: 4

- Evidence: Developed interests in baking and research, showing a proactive approach to personal and professional growth.

- **Passion and Enthusiasm**: 5

- Evidence: Strong enthusiasm for biotechnology and baking, indicating a well-rounded passion.

- **Attention to Detail: 5**

- Evidence: Highlights detail-oriented work in research and medical writing.

- **Problem-Solving Approach**: 4

- Evidence: Describes analytical skills and ability to evaluate problems from various angles.

2. Cameron Barajas

- **Leadership Potential**: 3

- Evidence: Expresses flexibility in leadership but lacks specific leadership examples.

- **Teamwork Abilities**: 4

- Evidence: Discusses collaboration in internships, showing an ability to work well with others.

- **Adaptability**: 4

- Evidence: Adapted to different roles in internships, indicating comfort in varying environments.

- **Initiative**: 3

- Evidence: Demonstrates a willingness to take on tasks but not much proactive initiative mentioned.

- **Passion and Enthusiasm**: 4

- Evidence: Excitement about startups and finance indicates a strong interest.

- **Attention to Detail**: 3

- Evidence: Financial modeling suggests some level of detail orientation but not heavily emphasized.

- **Problem-Solving Approach**: 4

- Evidence: Discusses adapting business models during internship, showing a problem-solving mindset.

3. Michael Guzman

- **Leadership Potential**: 3

- Evidence: Involvement in student council indicates some leadership experience, but limited in professional context.

- **Teamwork Abilities**: 4

- Evidence: Participated in volunteer activities and internships, showing capability to work in teams.

- **Adaptability**: 3

- Evidence: Faced challenges living alone but less evidence of adapting to professional environments.

- **Initiative**: 3

- Evidence: Actively sought internships, but less emphasis on personal projects or initiatives.

- **Passion and Enthusiasm**: 4

- Evidence: Strong interest in music and education, showing diverse passions.

- **Attention to Detail**: 3

- Evidence: Some focus on academic performance but less specific about detail orientation in work.

- **Problem-Solving Approach**: 3

- Evidence: Volunteering suggests a problem-solving attitude, though not elaborated.

4. Monique Mccormick

- **Leadership Potential**: 4

- Evidence: Served as academic advisor and coordinated events, demonstrating leadership experience.

- **Teamwork Abilities**: 4

- Evidence: Collaborated in various roles, including as an event coordinator.

- **Adaptability**: 5

- Evidence: Emphasizes eagerness to learn and tackle challenges, showing high adaptability.

- **Initiative**: 4

- Evidence: Undertook additional courses and took personal responsibility in school administration.

- **Passion and Enthusiasm**: 4

- Evidence: Shows enthusiasm for learning and management, indicating strong passion.

- **Attention to Detail**: 4

- Evidence: Involvement in technical projects shows a focus on details.

- **Problem-Solving Approach**: 4

- Evidence: Courses in problem-solving and consulting show a proactive approach to challenges.

5. Sakshi

- **Leadership Potential**: 3

- Evidence: Involved in projects but lacks explicit leadership roles mentioned.

- **Teamwork Abilities**: 4

- Evidence: Worked on group projects, indicating strong collaboration skills.

- **Adaptability**: 4

- Evidence: Engages in various creative activities, showing flexibility in interests.

- **Initiative**: 5

- Evidence: Proactively entered competitions and pursued courses, demonstrating high initiative.

- **Passion and Enthusiasm**: 5

- Evidence: Deep interest in mental health awareness and creative endeavors reflects strong passion.

- **Attention to Detail**: 3

- Evidence: Artistic pursuits indicate some attention to detail but not heavily emphasized.

- **Problem-Solving Approach**: 4

- Evidence: Proposes innovative ideas to address mental health issues, showing a strong problem-solving mindset.

6. Nathan Lewis

- **Leadership Potential**: 4

- Evidence: Took responsibilities at Deloitte, indicating leadership capabilities.

- **Teamwork Abilities**: 5

- Evidence: Actively involved in team roles in college and professional settings.

- **Adaptability**: 4

- Evidence: Transitioned from engineering to consulting and now to MBA in analytics.

- **Initiative**: 4

- Evidence: Pursued an MBA to enhance skills, showing a proactive approach.

- **Passion and Enthusiasm**: 5

- Evidence: Clearly passionate about analytics and mental health, indicating high enthusiasm.

- **Attention to Detail**: 4

- Evidence: Worked on validation processes, requiring attention to detail.

- **Problem-Solving Approach**: 5

- Evidence: Demonstrates strong analytical skills and problem-solving through consulting work.

7. Joseph Nichols

- **Leadership Potential**: 4

- Evidence: Experience in reinsurance suggests ability to guide in a complex field.

- **Teamwork Abilities**: 4

- Evidence: Involved in various roles requiring collaboration, showing good teamwork.

- **Adaptability**: 4

- Evidence: Engaged in diverse roles, indicating flexibility.

- **Initiative**: 3

- Evidence: Shows interest in learning but less emphasis on taking the initiative.

- **Passion and Enthusiasm**: 4

- Evidence: Strong alignment with societal impact through AI indicates passion.

- **Attention to Detail**: 4

- Evidence: Works in underwriting, requiring a focus on details.

- **Problem-Solving Approach**: 4

- Evidence: Expresses a desire to contribute to societal changes, indicating a problem-solving mindset.

8. Srivats Biyani

- **Leadership Potential**: 5

- Evidence: Chartered Accountant experience shows strong leadership in financial contexts.

- **Teamwork Abilities**: 4

- Evidence: Collaborative work at PWC and ITC indicates good teamwork.

- **Adaptability**: 4

- Evidence: Transitioned from auditing to MBA, demonstrating adaptability.

- **Initiative**: 5

- Evidence: Cleared CFA Level 1 and actively pursued further education, showing high initiative.

- **Passion and Enthusiasm**: 4

- Evidence: Clear passion for education and its role in the economy.

- **Attention to Detail**: 5

- Evidence: Work in auditing emphasizes strong attention to detail.

- **Problem-Solving Approach**: 4

- Evidence: Interest in applying financial skills to EdTech demonstrates a problem-solving mindset.

9. Alexander Smith

- **Leadership Potential**: 4

- Evidence: Co-founded an Agritech startup, indicating strong leadership capabilities.

- **Teamwork Abilities**: 4

- Evidence: Collaborated on projects in his startup, showcasing teamwork skills.

- **Adaptability**: 5

- Evidence: Successfully transitioned between education and entrepreneurial endeavors.

- **Initiative**: 5

- Evidence: Co-founded a startup, indicating high initiative and proactivity.

- **Passion and Enthusiasm**: 5

- Evidence: Strong interest in agriculture and technology reflects deep passion.

- **Attention to Detail**: 4

- Evidence: Involvement in tech projects requires attention to detail.

- **Problem-Solving Approach**: 5

- Evidence: Focus on using technology to solve agricultural problems demonstrates a strong problem-solving orientation.

10. Michael Ramos

- **Leadership Potential**: 3

- Evidence: Some leadership roles in school, but less in professional context.

- **Teamwork Abilities**: 4

- Evidence: Experience as class representative shows ability to work well in teams.

- **Adaptability**: 3

- Evidence: Limited examples of adapting to different environments.

- **Initiative**: 4

- Evidence: Proactive involvement in extracurricular activities shows initiative.

- **Passion and Enthusiasm**: 3

- Evidence: Interest in building skills and achieving goals, though less expressed enthusiasm.

- **Attention to Detail**: 4

- Evidence: Experience in accounting implies a level of detail orientation.

- **Problem-Solving Approach**: 3
- Evidence: Some problem-solving in roles, but less emphasis on innovative approaches.

5. **Unique Selling Points and Red Flags Prompt:**

> Review the transcript and identify:
>
> 1. Top 3 unique selling points or strengths of the candidate
> 2. Any potential red flags or areas of concern
> 3. One key question you would ask this candidate in a follow-up interview based on their transcript
>
> Provide a brief explanation for each point.
>
> Transcript: [Insert transcript here]

Rationale: This prompt helps in highlighting what makes each candidate stand out and any potential issues, which is valuable for comparing candidates and preparing for further interviews.

Response:

1. Jeffrey Shepherd

- **Unique Selling Points:**

- **Diverse Educational Background**: Strong foundation in both Biotechnology and Management, enhancing interdisciplinary insights.

- **Research Accomplishments**: Proven track record with patents and publications, showcasing expertise and attention to detail.

- **Passion for Baking**: This personal interest adds a unique dimension, demonstrating creativity and a well-rounded personality.

- **Potential Red Flags:**

- **Limited Work Experience**: While he has relevant experience, three years may not be enough for more senior roles in competitive fields.

- **Follow-Up Question:**

- "Can you describe a specific challenge you faced in your regulatory affairs role and how you addressed it?"

2. Cameron Barajas

- **Unique Selling Points:**

- **Strong Internship Experience**: Gained insights into finance and startups through two relevant internships, indicating practical knowledge.

- **Flexible Leadership Style**: Ability to adapt between leading and being a team player shows versatility.

- **Clear Passion for Startups**: His enthusiasm for working with startups indicates alignment with dynamic environments.

- **Potential Red Flags:**

- **Lack of Concrete Leadership Examples**: While he mentions being flexible, there's a lack of specific instances showcasing strong leadership.

- **Follow-Up Question:**

- "What specific skills did you develop during your internships that you believe will benefit you in this role?"

3. Michael Guzman

- **Unique Selling Points:**

- **Strong Academic Performance**: Consistently high rankings and participation in student governance demonstrate ambition and leadership potential.

- **Volunteer Experience**: Involvement in social initiatives reflects a commitment to community and social responsibility.

- **Guitar Skills**: Unique personal interest that showcases creativity and dedication outside academics.

- **Potential Red Flags:**

- **Limited Professional Experience**: Experience primarily from internships may not translate to real-world pressures and responsibilities.

- **Follow-Up Question:**

- "How did your experience during the pandemic shape your professional development and your approach to challenges?"

4. Monique Mccormick

- **Unique Selling Points:**

- **Technical Expertise**: Strong engineering background complemented by relevant internships and coursework in data science.

- **Leadership in Education**: Experience as an academic advisor shows capability in guiding and mentoring others.

- **Diverse Skill Set**: Courses in consulting and problem-solving indicate a proactive approach to professional development.

- **Potential Red Flags:**

- **GATE Rank**: While a rank of 5300 is respectable, it may raise questions about her competitiveness in a highly technical field.

- **Follow-Up Question:**

- "Can you share an example of a project where you used your technical skills to solve a complex problem?"

5. Sakshi

- **Unique Selling Points:**

- **Creative Achievements**: Winning an international art competition demonstrates excellence and creativity.

- **Entrepreneurial Mindset**: Certification courses in entrepreneurship and a keen interest in mental health innovation indicate forward-thinking.

- **Strong Communication Skills**: Experience in mass media suggests strong written and verbal communication abilities.

- **Potential Red Flags:**

- **Limited Direct Experience**: While creative and knowledgeable, specific professional experiences in her desired field may be lacking.

- **Follow-Up Question:**

- "What specific strategies would you implement to address mental health awareness in educational settings?"

6. Nathan Lewis

- **Unique Selling Points:**

- **Consulting Experience**: Three years at Deloitte provides a strong foundation in analytics and strategic planning.

- **Involvement in PR and Media**: Experience in promoting college initiatives showcases versatility and communication skills.

- **Passion for Learning**: Active pursuit of an MBA in analytics reflects a commitment to personal and professional growth.

- **Potential Red Flags:**

- **Narrow Focus**: His current path appears very focused on analytics; adaptability to broader roles might be a concern.

- **Follow-Up Question:**

- "Can you describe a project at Deloitte that challenged your analytical skills and how you overcame it?"

7. Joseph Nichols

- **Unique Selling Points:**

- **Industry Experience**: Work with a major reinsurer gives him insights into complex financial environments.

- **Analytical Skills**: Strong background in analytics and communication makes him a good fit for roles that require both.

- **Societal Impact Orientation**: Interest in using AI for social betterment shows a forward-thinking attitude.

- **Potential Red Flags:**

- **Lack of Diverse Experiences**: Predominantly focused on one industry, which may limit versatility in other fields.

- **Follow-Up Question:**

- "What do you see as the biggest challenges in the reinsurance industry today, and how would you address them?"

8. Srivats Biyani

- **Unique Selling Points:**

- **Professional Certifications**: CA and CFA Level 1 highlight strong financial knowledge and commitment to professional standards.

- **Analytical Orientation**: Enjoyment of data analysis positions him well for finance roles requiring attention to detail.

- **Passion for Education**: Interest in the EdTech sector indicates a forward-thinking mindset and alignment with emerging trends.

- **Potential Red Flags:**

- **Experience in Limited Roles**: Primarily focused on audit; broader business experience could enhance versatility.

- **Follow-Up Question:**

- "How do you envision using your financial expertise to contribute to innovative educational solutions?"

9. Alexander Smith

- **Unique Selling Points:**

- **Entrepreneurial Experience**: Co-founding a startup showcases initiative, creativity, and a willingness to take risks.

- **Technical Skills in Agriculture**: Background in IoT and AI application in agriculture positions him as a strong candidate in tech-driven sectors.

- **Passion for Social Impact**: Interest in AI for societal development reflects a commitment to using technology for good.

- **Potential Red Flags:**

- **Limited Longevity in Roles**: Startup experience may raise questions about stability and commitment.

- **Follow-Up Question:**

- "What lessons did you learn from your experience running an Agritech startup that you would apply to future projects?"

10. Michael Ramos

- **Unique Selling Points:**

- **Leadership Experience**: Roles as captain and class representative showcase leadership capabilities.

- **Involvement in Social Causes**: Long-standing participation in Scouts reflects commitment to community service.

- **Diverse Interests**: Enjoyment of reading and various extracurriculars indicates a well-rounded character.

- **Potential Red Flags:**

- **Limited Professional Exposure**: Experience primarily in internships; may lack exposure to high-pressure environments.

- **Follow-Up Question:**

- "How have your extracurricular activities shaped your leadership style and problem-solving skills?"

6. **Overall Candidate Ranking Prompt:**

> Based on the analysis of the transcript, provide:
>
> 1. An overall score for the candidate out of 100
> 2. A brief summary (2-3 sentences) of the candidate's profile
> 3. Top 3 reasons to consider this candidate
> 4. Top 3 reasons to be cautious about this candidate
>
> Transcript: [Insert transcript here]

Rationale: This prompt synthesizes the analysis into an overall assessment, making it easier to compare candidates at a glance.

Response :

1. Jeffrey Shepherd

- **Overall Score:** 85/100

- **Summary:** Jeffrey has a solid educational background in biotechnology and management, complemented by three years of experience in regulatory affairs. His research accomplishments and passion for baking showcase both technical expertise and creativity.

- **Top 3 Reasons to Consider:**

1. Strong interdisciplinary background in biotechnology and management.

2. Proven research achievements, including patents and publications.

3. Attention to detail demonstrated through academic and professional work.

- **Top 3 Reasons to Be Cautious:**

1. Limited professional experience (three years) compared to industry standards.

2. Transition from academia to corporate may require adjustment.

3. Potential narrow focus if not broadened by diverse experiences.

2. Cameron Barajas

- **Overall Score:** 78/100

- **Summary:** Cameron is a recent BBA graduate with practical internship experiences in finance and startups. He demonstrates a flexible leadership style and a passion for the startup ecosystem.

- **Top 3 Reasons to Consider:**

1. Relevant internship experience that provides practical insights.

2. Adaptable leadership qualities, able to switch between roles.

3. Clear enthusiasm for working in dynamic startup environments.

- **Top 3 Reasons to Be Cautious:**

1. Lack of concrete leadership examples in his experiences.

2. Limited work experience beyond internships.

3. May need to develop deeper industry-specific knowledge.

3. Michael Guzman

- **Overall Score:** 80/100

- **Summary:** Michael is an ambitious student with strong academic credentials and a commitment to community service. His experiences

reflect leadership and creativity, particularly in music and social initiatives.

- **Top 3 Reasons to Consider:**

1. Strong academic performance and leadership roles in school.

2. Volunteer work demonstrates commitment to social causes.

3. Creative skills in music add a unique dimension to his profile.

- **Top 3 Reasons to Be Cautious:**

1. Limited professional experience in a structured work environment.

2. Primarily academic and extracurricular focus; may need to translate skills to a professional setting.

3. Experience heavily influenced by pandemic-related disruptions.

4. Monique Mccormick

- **Overall Score:** 82/100

- **Summary:** Monique is an engineering graduate with technical expertise and a strong interest in management. She has diverse skill sets, enhanced by internships and extracurricular activities.

- **Top 3 Reasons to Consider:**

1. Solid technical background with relevant internships.

2. Initiative in professional development through courses and leadership roles.

3. Adaptive learner with a proactive approach to challenges.

- **Top 3 Reasons to Be Cautious:**

1. GATE rank may raise concerns about competitiveness in technical roles.

2. Limited direct industry experience beyond internships.

3. May need to enhance practical application of technical skills in business contexts.

5. Sakshi

- **Overall Score:** 75/100

- **Summary:** Sakshi is a creative mass media graduate with a passion for mental health advocacy and entrepreneurship. Her accomplishments in art and media showcase her innovative mindset.

- **Top 3 Reasons to Consider:**

1. Unique achievements, such as winning an international art competition.

2. Strong communication skills demonstrated through her media background.

3. Passionate about social issues, indicating a driven character.

- **Top 3 Reasons to Be Cautious:**

1. Limited direct experience in her desired field may affect readiness.

2. Need for practical application of her creative ideas in professional settings.

3. Potential overemphasis on creative pursuits without a business focus.

6. Nathan Lewis

- **Overall Score:** 88/100

- **Summary:** Nathan is a first-year MBA student with substantial consulting experience at Deloitte, focusing on analytics and strategy. His proactive involvement in college activities indicates strong leadership and communication skills.

- **Top 3 Reasons to Consider:**

1. Solid consulting background with relevant industry experience.

2. Active engagement in media and PR showcases versatility.

3. Commitment to learning and personal development through MBA studies.

- **Top 3 Reasons to Be Cautious:**

1. Narrow focus on analytics; adaptability to broader roles may be a concern.

2. Limited experience outside consulting may hinder diverse perspectives.

3. Potential challenges in transitioning to a less structured environment.

7. Joseph Nichols

- **Overall Score:** 84/100

- **Summary:** Joseph has a background in earth science with professional experience in reinsurance. His analytical skills and commitment to societal impact make him a strong candidate.

- **Top 3 Reasons to Consider:**

1. Relevant industry experience with a major reinsurer.

2. Strong analytical skills, crucial for financial roles.

3. Alignment with social impact goals reflects forward-thinking.

- **Top 3 Reasons to Be Cautious:**

1. Experience primarily in one industry could limit versatility.

2. May need to broaden skill set to adapt to various roles.

3. Potential gaps in exposure to different financial environments.

8. Srivats Biyani

- **Overall Score:** 86/100

- **Summary:** Srivats is a finance student with qualifications in CA and CFA, complemented by audit experience. His passion for education and data analysis positions him well for finance-related roles.

- **Top 3 Reasons to Consider:**

1. Strong financial qualifications and relevant professional experience.

2. Analytical mindset, particularly in data handling and interpretation.

3. Interest in innovative educational solutions reflects forward-thinking.

- **Top 3 Reasons to Be Cautious:**

1. Limited experience in roles outside of auditing.

2. May need broader exposure to enhance business acumen.

3. Potentially narrow focus could limit adaptability in varied environments.

9. Alexander Smith

- **Overall Score:** 83/100

- **Summary:** Alexander is an MBA student with a background in agriculture and technology, demonstrating entrepreneurial spirit through a startup venture. His technical skills align well with emerging tech trends.

- **Top 3 Reasons to Consider:**

1. Entrepreneurial experience showcases initiative and risk-taking.

2. Strong technical background relevant to agriculture and AI.

3. Passion for societal development through technology indicates a mission-driven focus.

- **Top 3 Reasons to Be Cautious:**

1. Limited duration in previous roles may raise concerns about commitment.

2. Experience primarily in agritech may restrict versatility.

3. Need to demonstrate business acumen alongside technical skills.

10. Michael Ramos

- **Overall Score:** 76/100

- **Summary:** Michael is a commerce graduate with leadership experience in school committees and community service. His extracurricular involvement highlights his commitment to personal growth and social responsibility.

- **Top 3 Reasons to Consider:**

1. Leadership roles demonstrate initiative and organizational skills.

2. Commitment to community service reflects a socially responsible mindset.

3. Diverse interests indicate a well-rounded personality.

- **Top 3 Reasons to Be Cautious:**

1. Limited professional experience outside of internships.

2. Need for more concrete examples of applying leadership in real-world scenarios.

3. Potentially lacks specialized knowledge required in specific industries.