

TALENT SPOTTING



Technology and AI have shifted the focus of the business landscape.

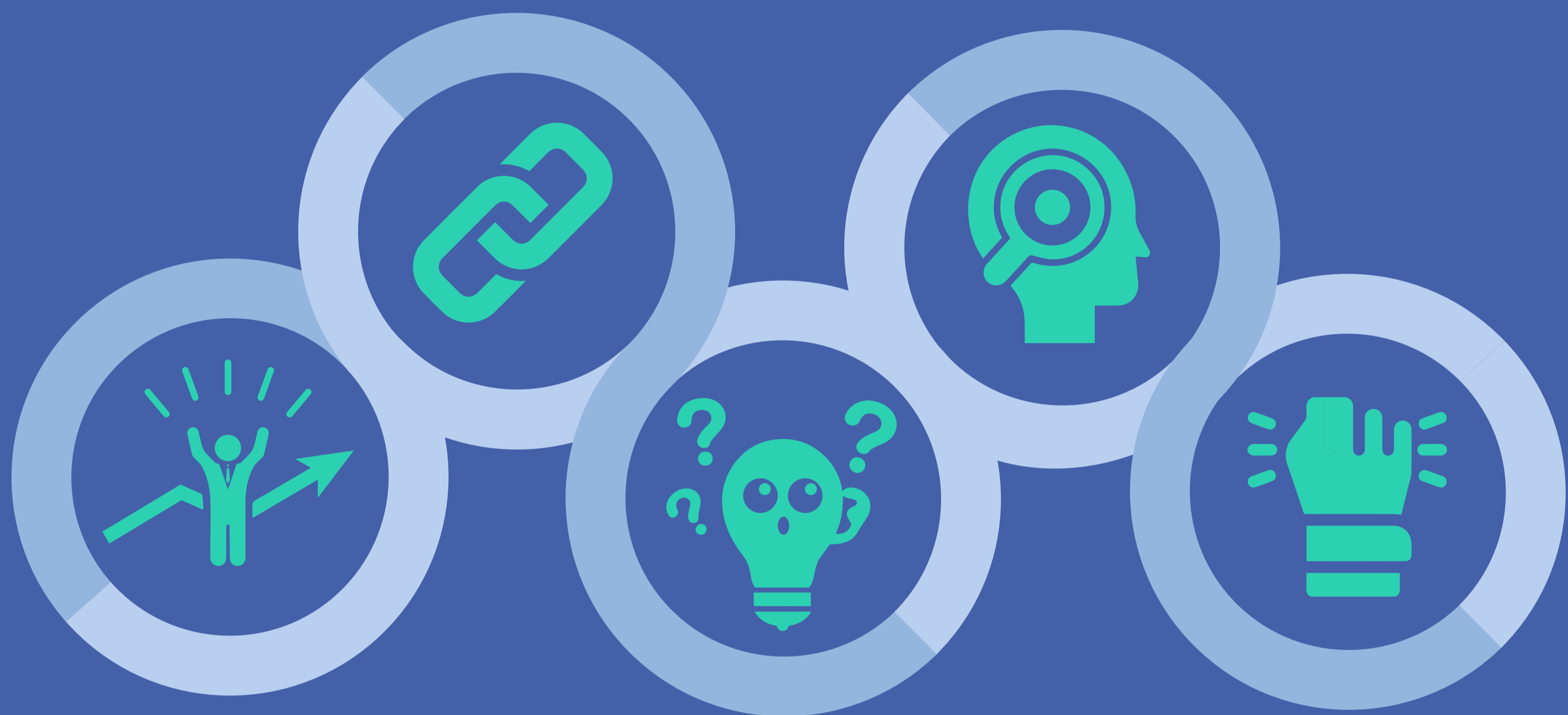


While the number of receptionist vacancies will contract **30.2%** by 2027,



hiring for frontline e-commerce jobs is projected to grow **73%** year on year.

Claudio Fernández-Aráoz identifies the five hallmarks of potential as motivation, curiosity, insight, engagement, determination



Recruiters can no longer rely on candidates merely "ticking the boxes" at a specific time. Qualifications, experience, and past performance are no more the most reliable predictors of future success.



Potential is "the ability to adapt to and grow into increasingly complex roles and environments."



When interviewing for a role, consider the questions you will ask candidates and make sure that they offer them the chance to demonstrate their potential.

