

USEMYSTRENGTHS HOME GRADUATES EMPLOYERS ABOUT CONTACT

Graduates
Looking for a job that uses your strengths?

Employers
Looking for graduates that will enjoy, excel and progress in their job?

On the Go Search
Built for candidates to search for current positions on the go.

UseMyStrengths
The UseMyStrengths app is dedicated to matching graduate job hunters with real jobs that make full use of their strengths.

Strengths First
Matching jobs based on strengths means you will find the positions that require the skills you enjoy and are naturally good at.

Get the App
Available on the App Store
ANDROID APP ON Google play

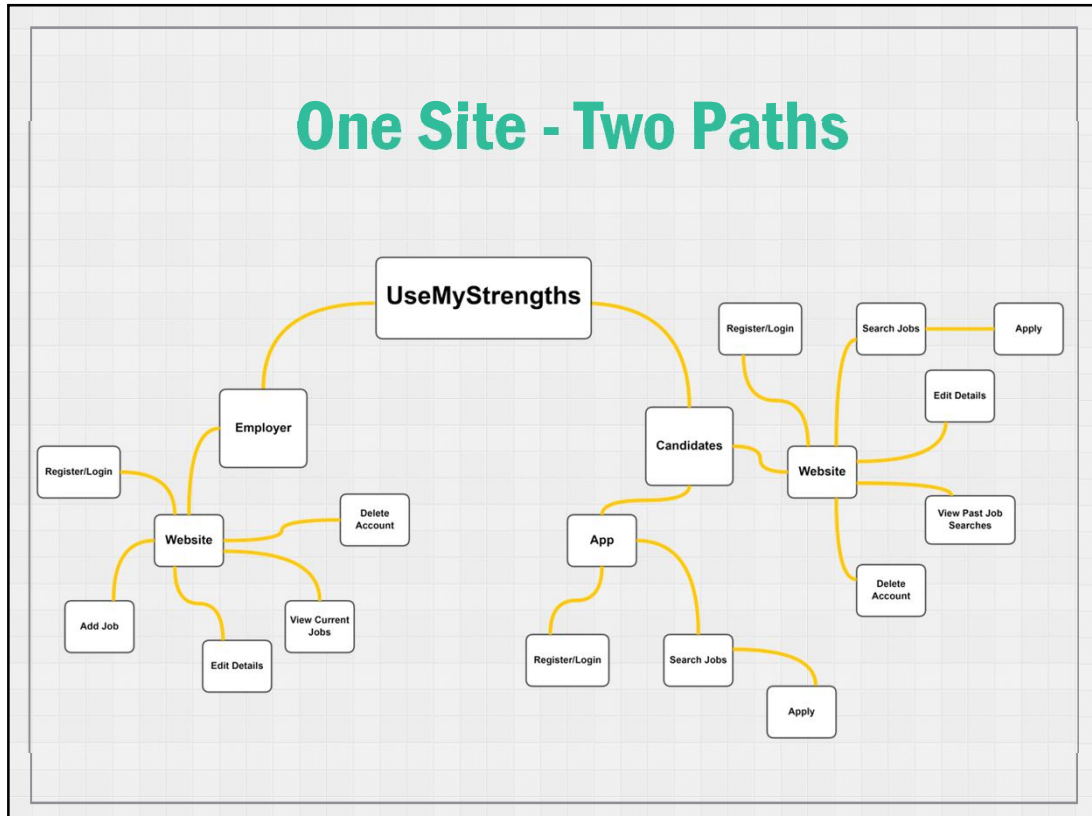
PROJECT **USEMYSTRENGTHS.COM**
RECRUITMENT APP/WEBSITE AIMED AT THE GRADUATE MARKET

DATE **JUNE-SEPT 2013** MSC STUDENT **LINDSEY HUNTER**

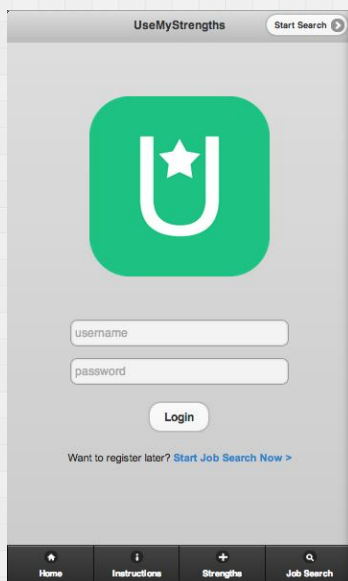
Introduction to the Project


-  **UseMyStrengths is a recruitment app and website aimed at the graduate market. It matches candidates with currently advertised positions based on how well their innate strengths rank against these jobs**
-  **The system was built using Phonegap and the app used the JQuery Mobile framework.**
-  **Taking a strengths approach to recruitment increases productivity and engagement and will reduce turnover of staff. (Stefanyszyn, 2007)**


One Site - Two Paths



Candidate Centred App



 Ability to search for jobs, using the strengths based approach, on the go without logging in.

 Instructions for first time users, so all can benefit from this unique searching algorithm.

The Job Search Algorithm

- 👤 Filters candidate strengths by location, extreme differences and employer's most important qualities.
- 👤 Totals the difference between candidate strengths and current positions and gives a "heatmap" score of how closely they match.
- 👤 End Result: Candidate receives a list of jobs suited to their strengths and a visual ordering by closest match.

Issues

- 👤 Issue 1: Job Search Algorithm
 - 👤 Split the whole function into four parts, used unit testing to make sure the logic was right and iterated until all parts worked.
- 👤 Issue 2: Transferring functionality from the Website to the App
 - 👤 Solved using a somewhat simple JSON fix.

Achievements

- 📌 **Achievement 1: Building the Algorithm- following a iterative development model.**
- 📌 **Achievement 2: Educational perspective- the opportunity to learn and use 9 programming languages and prepare myself for the workplace environment.**

One Month To Go

- 📌 **Functionality still to be implemented:**
 - 📌 **Heatmap rating in the App Job Display.**
 - 📌 **Add extra validation and security checks.**
 - 📌 **Possibility of adding Social Login functionality.**
- 📌 **On Completion Submit to Google Play; client wants to start with this before progressing to App Store.**
- 📌 **Dissertation - with testing and feedback from employers and candidates.**

The website interface is divided into several sections:

- Public Speaking:** Features a megaphone icon and text: "This involves group facilitation, training others, instructing others; explaining complex issues & thinking on your feet."
- Register/Login:** Includes a navigation bar with "HOME", "GRADUATES", "EMPLOYERS", and "ABOUT". It has "Register" and "Login" sections with form fields for First Name, Second Name, E-mail Address, Password, and Your E-mail, along with "Reset" and "Login" buttons.
- Set Your Strengths:** Asks "What is your preferred Location?" (set to England) and "Creativity" with radio buttons for Never, Rarely, Occasionally, Often, and Always.
- Job Results:** A table showing match ratings for various positions:

| Position | Match Rating |
|---|--------------|
| Teacher <small>England Full Job Listing ></small> | 1 |
| Computer Technician <small>England Full Job Listing ></small> | 7 |
| Tennis Coach <small>England Full Job Listing ></small> | 12 |
| Bartender <small>England Full Job Listing ></small> | 16 |
- Technical Skills:** Features a keyboard icon and text: "This involves quickly understanding & gaining knowledge in the technical aspects of a job such as I.T software & programs; processes; product knowledge".
- Tennis Coach:** Details for "The All England Lawn Tennis Club", including Job Description, Work Hours (9-5pm and weekends), Salary (£50000), and Contact Email (tennisjob@tennis.com). Includes an "Apply Now" button.

SCREENSHOTS OF USMYSTRENGTHS.COM WEBSITE

The app interface includes the following sections:

- Registration:** A green "U" logo with a star, and input fields for "username" and "password".
- Select Your Strengths:** A thumbs-up icon and text: "It's as easy as Never, Occasionally, Always! All you need to do is select your strengths and put them into these radio buttons to select your strengths. [Learn More >](#)". Below it is "Receive Jobs Results" with the tagline "A Strong Approach to Job Searching".
- Job Results:** A list of positions with match ratings:

| | |
|---|----|
| Computer Technician <small>England</small> | 2 |
| Engineer <small>England</small> | 9 |
| Architect <small>England</small> | 21 |
- Networking:** Features a network diagram icon and text: "This involves starting conversations with strangers easily; quickly building rapport; identifying common ground & finding ways to keep".
- Strength Selection:** A "What is your preferred location?" dropdown (set to England) and a "Creativity" section with radio buttons for Never, Rarely, Occasionally, Often, and Always.
- Problem Solving:** A section for "Computer Technician" with details: "CompFix", "Description: hhhhh", "Work Hours: hhhhh", and "Salary".

SCREENSHOTS OF USMYSTRENGTHS APP

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End of Talk

Questions and Suggestions