

Gated Talent Talk April 2025 – Using AI/Chat GPT for Your Job Search

On average three to six hours may be needed to get you up and running – we both use Chat GPT in our tailor-made Zoom Career Consulting Sessions. You will need to email me your CV prior to working with you and sign a consent form.

I offer great packages starting at 290 Dollars. Excellent value for money. ROI guaranteed. My website is currently being redesigned — in the meantime, feel free to connect with me via LinkedIn: www.linkedin.com/in/anettejeanneheinzerhiemer

jeanne.heinzer@insead.edu

Audience Q&A Summary

Can you speak more to using AI to identify culture gaps?

Yes. You can prompt ChatGPT to analyze a company's career page, values, and recent leadership communication and compare them with your own language, tone, and values. Example prompt: 'Compare my leadership style to the tone of this company's career page. What potential cultural fit gaps do you see, and how could I address them in an interview?' *Your career consultant with a Branding (PR/Marketing) background can help you **interpret the AI analysis and coach you on how to frame any cultural gaps authentically in your interviews.** One career consulting hours. Done!*

Is culture fit something we should add to resume?

Not directly as a section, but subtly woven into the language. For example, use value-aligned phrases that echo the company's mission. In cover letters, it's appropriate to explicitly connect your work style or leadership philosophy to their stated culture. *Your consultant and former corporate communications professional can help you **subtly weave cultural alignment into your resume language without appearing forced or artificial.** One career consulting hour. Done!*

What is your recommended CV format?

For executives: 2 pages max, reverse-chronological, no headshots. Top ⅓ should be a powerful summary (value-focused). Follow with clear achievement-based bullets, ideally using the STAR framework. Use clean formatting and no text boxes for ATS compatibility. **Your CV expert and writer can review your formatting to ensure your CV is both ATS-compliant and aligned with executive search expectations. One career consulting hour. Done!**

Do you have an example of the STAR format with metrics?

Sure: 'Led global marketing transformation (Situation) after merger (Task), launched new digital brand strategy across 12 countries (Action), resulting in +26% engagement and +18% revenue within 9 months (Result). **Your consultant and licensed career counselor from London can work with you to craft STAR-based stories that are impactful and quantify your value clearly. One career consulting hour. Done!**

What is your view on confidentiality?

Confidentiality is essential. I never share client names or company names without permission. When using AI, redact identifying details in prompts. Always keep client data secure and respect recruiter confidentiality. **Your experienced consultant maintains strict confidentiality and can guide you on how to safeguard sensitive information in your job search and AI prompts. One career consulting hour. Done!**

Traditionally executive positions attracted less than 100 candidates. Why are they attracting 900 candidates these days?

Due to remote work trends, AI-automated applications, and economic uncertainty, candidates are applying in mass volume globally — not always strategically. It's now more important than ever to stand out through targeting and positioning. **Your highly experienced global career consultant can help you focus your application strategy and avoid the mass-application trap by targeting the right roles and differentiators. One career consulting hour. Done!**

How can I be best positioned to stand out in a remote role when there are over 100 people applying for a particular role?

Tailor your CV to the exact language of the job description, then go beyond: send a 90-second Loom video, create a 30-60-90 day plan, or include a short 'Why Me, Why Now?' section in your cover letter. Follow up via LinkedIn within 24 hours. *Your consultant can help you **craft a remote-ready positioning strategy and build personalized application materials that stand out in crowded fields.** One career consulting hour. Done.*

How to use AI and not sound like AI? What kind of CV / Cover letter screams AI? Other AI recommendations?

Avoid generic phrasing like 'dynamic and results-oriented professional.' AI-generated text often lacks personality. After using AI, edit the output to re-insert your voice and unique metrics. Ask ChatGPT to 'retain my voice' or 'add subtle humor or humility' for balance. ***Your career advisor can refine your AI-generated materials to sound human, authentic, and differentiated for your target roles.** One career consulting hour. Done.*

How can I use ChatGPT to improve my CV and land a job?

Use it to: 1) Scan JDs for keywords, 2) Rewrite bullets to show impact, 3) Create variations in tone, 4) Check ATS compatibility, and 5) Draft tailored outreach notes for networking. *Your consultant can guide you in **using AI strategically for each CV section and application phase, improving speed and precision.** One career consulting hour. Done.*

Can recruiters tell if you used ChatGPT?

If left unedited, yes. Recruiters can spot overly polished or generic text. But if you personalize the AI output, it becomes indistinguishable and powerful. ***Your consultant can review your materials to ensure they sound natural and unique—even if AI was used to assist with drafting.** One career consulting hour. Done!*

If everyone uses AI, how do companies find true quality?

They rely on deeper human signals: interviews, storytelling, emotional intelligence, references, and your ability to articulate strategic thinking and self-awareness beyond the CV. ***Your career expert helps you move beyond generic applications to showcase your depth and personal value, even in a world of AI-assisted hiring. One career consulting hour. Done!***

Applying with AI bots—is that useful?

It depends. Mass-blasting applications through AI bots usually backfires. But using AI to research, refine, and then apply smartly (e.g., 20 strong applications vs 200 random ones) is very effective. ***You career consultant can help you avoid ineffective automation tools and instead apply AI in a focused, value-driven way. One career consulting hour. Done!***

Is using ChatGPT to polish my CV & cover letter ethical?

Yes, if it is truthful and reflects your own experience. Think of it like having a digital editor. Lying or fabricating metrics is still unethical — with or without AI. ***Your consultant ensures your final application reflects your true experience while benefiting from AI-enhanced clarity and tone. One career consulting hour. Done!***

How accepted are AI tools in recruiting, and how do I personalise?

Very accepted — over 95% of Fortune 500 companies use AI in recruiting. Personalise by referencing the company's mission, using their language, and aligning your experience to their goals. ***Your consultant can help you apply personalization tactics strategically to increase interview conversion rates and avoid sounding generic. One career consulting hour. Done!***

How to stay unique when using AI?

Feed it with rich personal stories, numbers, and voice tone. Ask for variations and select what feels true. Insert 1–2 signature phrases or values that are distinctly yours. ***Your career coach can guide you in balancing AI efficiency with human storytelling, helping you embed your personal brand into every application. One career consulting hour. Done!***

'AI-written CVs aren't tracked by ATS' — true?

False. ATS scans text, regardless of how it's written. The issue is with formatting: avoid tables, columns, and text boxes. Use .docx or clean PDF formats. *Your consultant can help optimize your CV layout and formatting to meet ATS requirements without compromising readability or style. One career consulting hour. Done!*

When everyone uses AI, how do I stand out?

Better inputs, better results. Layer on personalization — video intros, personalized messages, and real-time engagement with recruiters. Use AI to give yourself time to focus on human connection. *Your consultant works with you to sharpen your narrative, making you memorable and high-impact—even in an AI-saturated market. One career consulting hour. Done!*

How I and AI Can Support You – to make it easy and enjoyable for you:

As an Executive Career & AI Coach, I work exclusively with senior professionals in life sciences and other high-impact sectors to accelerate job transitions, refine personal branding, and leverage AI effectively for a sharper, faster job search.

- ◆ Tailored CV and LinkedIn optimization to align with both ATS and executive-level expectations
- ◆ AI-augmented job search strategies: from sourcing hidden roles to crafting standout applications
 - ◆ Interview coaching for panel, case, and video-based scenarios—plus compensation negotiation support
- ◆ Strategic networking and messaging tailored to your industry, values, and career aspirations

If you found value in this workshop, I invite you to book a complimentary 15–30-minute Job Search Strategy Audit.

We will identify your key barriers and where AI + career coaching can help:

jeanne.heinzer@insead.edu

Further Examples for Job Search Related Prompts based on our Job Search Process and Signature Methodology outlined below

My Signature Methodology – From IQ to CCQ - A Strategic Job Search Framework		"From IQ to CCQ" and "Corporate Culture Quotient" are proprietary concepts of Heinzer Consulting Ltd. Trademark registration in progress.	
IQ (Cognitive Skills)	EQ (Emotional Intelligence) – growth mindset	CQ (Cultural Intelligence) – global mindset	CCQ (Corporate Culture Quotient) Corporate Avatar
Understand the job market	Build self-awareness + confidence	Adapt messaging to global audience	Align with employer values + culture
Know what the company needs Identify gaps and close the gaps	Craft authentic narratives	Tailor tone + style	Show cultural fit in interviews
Optimize CV and LinkedIn plus Elevator Pitch to the role, strengthen your branding and USP, tailor this for each application	Prepare for emotional triggers Profile your interview partners and prepare interview questions	Communicate across borders and develop strong C-level networks and build and maintain high level relationships	Sustain success after onboarding, position yourself as a strong brand delivering value to the organisation from Day 1 onwards

First you need to upload your current CV – challenge:

Very often the basic CV is NOT good enough. This is where the career consultant comes in to set the stage with you. I know when a CV is good enough. My clients do not know when exactly it is good enough.

You can start by saying: please generate a Harvard level CV or a London Business School level CV on two to three pages based on my CV.

Your Career Consultant validates the results. In our Career Consulting Practice our clients learn how to use Chat GPT. Please contact me if you wish to learn how to use it.

I usually practice using Chat GPT with my client in our sessions (Zoom call). This work is highly individual and confidential.

Investment 290 Dollars for 1.5 hours. 20 percent for Gated Talent.

We redo your CV in session 1 and I answer all your Chat GPT related questions, and we practise. I give you homework.

Here's a sequence of ChatGPT-style prompts you can use—one for each major stage of your job search:

1. Upload Your CV

“Please upload your current resume/CV (Word or PDF). I'll review its structure, content, and formatting to identify quick-win improvements.”

2. Industry & Market Research

“What are the leading trends, growth areas, and key challenges in [your target industry]? Summarize top reports, influencers, and recent news.”

3. Define Career Goals

“Help me articulate my short-term (next 1 year), mid-term (2–5 years), and long-term (5+ years) career goals based on my skills, values, and passions.”

4. Craft Your CV & LinkedIn Profile

“Using my uploaded CV, suggest a new headline, summary, and bullet points that highlight impact, metrics, and keywords for ATS.”
“Then, draft a LinkedIn ‘About’ section that aligns with that messaging.”

5. Write Your Elevator Pitch

“Create a 30-second professional elevator pitch that covers who I am, what I do best, and what I'm looking for next.”

6. Define Your Personal Brand & USP

“List my top strengths, unique selling proposition, and personal values. Then help me translate those into a consistent tone, look, and messaging for my ‘brand.’”

“Also describe the corporate cultures I thrive in—e.g., fast-paced, collaborative, mission-driven.”

7. Identify Target Companies

“Based on my goals and values, recommend 8–10 companies that would be an ideal cultural and strategic fit.”

8. Find Relevant Roles

“Search major job boards and company career sites for roles matching my skillset, level, and industry—provide 5–7 live listings with links.”

9. Locate Recruiters & Headhunters

“Identify 5–8 specialized recruiters or headhunters for my industry/role, with LinkedIn profiles or agency websites.”

10. Tailor Your CV per Job Description

“Here’s this JD [paste]. Adapt my CV bullets to echo its keywords, emphasize relevant accomplishments, and address each requirement.”

11. Interview Preparation

“Generate a list of 10 common and 5 role-specific interview questions for this position, and coach me on strong answers using the STAR method.”

12. Research Your Interviewers

“Given their names and LinkedIn profiles, summarize each interviewer’s background, recent posts or publications, and possible interests.”

13. Challenge Questions & Case Prompts

“What are 5 ‘curveball’ or behavioral-challenge questions I might face, and how should I structure my responses?”

14. Draft Application & Follow-Up Emails

“Write a concise, compelling cover letter tailored to this company and role.”

“Then draft a polite thank-you/follow-up email template to send after interviews.”

15. Negotiate an Offer

“Role-play a negotiation: I’ll request X salary and Y benefits—coach me on phrasing and tactics to reach a mutually satisfying agreement.”

16. Set Evaluation Criteria

“Help me define and weight criteria (e.g., compensation, title, culture, growth, commute) so I can objectively compare offers.”

17. Evaluate & Compare Offers

“Here are two offers [details]. Use my criteria to score and compare them and recommend which is the best fit.”

18. Prepare for Onboarding

“Draft 30-60-90-day plan outlining key objectives, learning goals, and success metrics for my new role.”

19. Navigate Your First Weeks

“Advise on how to build relationships, seek feedback, and establish credibility during onboarding.”

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Feel free to tweak each prompt to suit your situation—swap in your industry, role level, or personal priorities as needed.

Good luck with your search!

Recommendations LinkedIn for Anette Jeanne Heinzer-Hiemer



Nora Medina Melean, Senior Medical Affairs Advisor (former Roche, Abbvie) Latin American Markets, Montevideo, Venezuela - recommendation to All LinkedIn members

I am writing to express my deepest gratitude for the impact Anette Jeanne Heinzer-Hiemer has had on my professional journey over the past two to three years. Through her comprehensive career development program and strategic guidance, Anette empowered me to pursue opportunities aligned with my aspirations. Her support through a challenging job search and interviewing process was invaluable. One of the most impactful aspects of Anette's guidance was her assistance transitioning me to a new organization where I could thrive and rediscover my strengths. Anette's strategic counsel, resources, and patience facilitated this transition and instilled in me a newfound sense of confidence and purpose. I wholeheartedly endorse Anette as a visionary international life sciences communications expert, coach, career consultant, and mentor, and I am immensely grateful for her unwavering dedication, encouragement, and mentorship.

Cliff Taylor, former VP HR EMEA Eli Lilly, EMEA, now London, MA Oxford - recommendation to All LinkedIn members

Anette Jeanne Heinzer-Hiemer is a dynamic and results-driven coach, mentor, and expert in career and talent development with particular expertise in intercultural awareness. She has achieved PCC accreditation in coaching, placing her in the top 20 to 30 % of ICF accreditation. Anette has also worked in executive education at INSEAD and London Business School, as well as in talent development for commercial organizations.

Anette has an exceptional ability to use highly creative approaches to help her clients elevate their careers and drive tangible success, particularly in life sciences across Europe, the UAE, and Africa. She brings unwavering determination and resilience to bear, ensuring that she not only supports her clients but also helps them propel themselves toward outstanding results. Her boundless energy, adaptability, and laser-sharp focus on client success enrich every engagement.

Anette's keen intercultural awareness and ability to navigate complex global environments make her an invaluable asset in international career development. Her voluntary leadership with the Healthcare Businesswomen's Association further underscores her deep commitment to making a meaningful impact.

Beyond coaching, Anette excels in business development and relationship management, supporting her clients in building high-value networks and strategically positioning them for maximum success. Anette's creativity and strategic insight set her apart, particularly in personal branding and executive career growth.

Whether she is coaching, consulting, or speaking on topics such as career and business development, branding for coaches, or intercultural communication, Anette consistently delivers exceptional value and measurable impact. I strongly recommend her for any role requiring expertise, cultural sensitivity, and a relentless commitment to excellence.

Anonymous, Medical Director - recommendation to All LinkedIn members

I am immensely grateful for the transformative impact Anette Heinzer-Hiemer has had on my career over the past sixteen months. Before working with her, I was stuck in a work environment where I felt undervalued despite my dedication. Through her tailored eight-month job search program and an intensive six-month onboarding process, Anette gave me the tools to reclaim control of my professional path and secure opportunities that truly align with my strengths.

Her expert guidance and unwavering support helped me transition smoothly into a new role—one where I could finally thrive—and now she is instrumental in guiding my move to a third organization that promises the fulfillment and supportive culture I've long sought. Anette's strategic counsel, patience, and genuine commitment, coupled with her refreshing sense of humor, have not only boosted my confidence but also redefined my career trajectory.

I wholeheartedly endorse Anette as a visionary leader, consultant, and mentor who empowers individuals to overcome challenges and reach their full potential.



Kai Eggers, Senior Business Development Manager, Tech industry - Munich, Germany - recommendation to All LinkedIn members

It is with great pleasure that I recommend Anette Heinzer-Hiemer. Anette is a highly skilled Mentor, Consultant, Trainer and Professional Certified Coach (PCC) with the International Coaching Federation, and she holds a Master's degree in Coaching and Consulting for Change from INSEAD. I have experienced how her academic background and extensive professional experience uniquely position her to drive significant transformation and growth in individuals. During our cooperation, Anette has consistently demonstrated her profound understanding of coaching and consulting. She has a remarkable ability to connect with individuals, understand their unique challenges, and guide them toward meaningful solutions. Her coaching style is both empathetic and results-oriented, creating a supportive environment that encourages clients to explore their potential and achieve their goals. Her work has been transformative, significantly impacting my performance and engagement.

Anette Heinzer-Hiemer is an exceptional coach whose expertise, dedication, and passion for her work have made a significant impact. Her profound understanding of coaching and consulting, coupled with her ability to inspire and drive transformation, makes her an invaluable asset to any organization. I highly recommend her to anyone seeking a top-tier coaching professional who can drive meaningful change and foster lasting success. It is with great pleasure that I recommend Anette Heinzer-Hiemer. Anette is a highly skilled Mentor, Consultant, Trainer and Professional Certified Coach (PCC) with the International Coaching Federation, and she holds a Master's degree in Coaching and Consulting for Change from INSEAD.

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Manfred M. Heinzer, General Manager and Vice President Amgen Germany - Munich, Germany - recommendation to All LinkedIn members

I have had the privilege of working closely in a team with Anette over the past 20+ years, and her expertise in career and talent development is unparalleled. Anette's guidance, support and strategic advice have been instrumental in shaping my own international career as well as the careers of numerous senior international managers and their accompanying partners as well as

of women in leadership for Glaxo, Roche and many other Fortune 500 companies in six countries and three continents.

Her extensive experience in coaching, mentoring, and onboarding managers at all levels up to executive level has consistently delivered outstanding results. Anette's deep understanding of the intricacies and especially the career challenges of developing an exceptional international career at CEO/General Manager level in the life sciences industry, coupled with her empathetic approach and high degree of professionalism and creativity to enable her clients to find the right approach to a specific challenge has enabled her to provide invaluable support to so many.

Anette's dedication to helping individuals reach their full potential is truly commendable. Her insights, combined with her unwavering commitment to excellence, make her an indispensable resource for anyone seeking professional development and national and international career advancement. In the context of her work, Mrs. Heinzer was able to draw upon her excellent specialist know how in clinical and organisational psychology as well as in intercultural management as a highly reflective and analytical change agent acquired during her studies of clinical and organisational psychology at INSEAD in Fontainebleau, France.

I wholeheartedly recommend Anette to any organization or individual looking to accelerate their growth and achieve their career goals. Her passion for talent development and her proven track record of success make her an invaluable asset. She always walks the extra mile for her clients and has a truly global and growth mindset and a love and passion to develop global leaders in developing and developed countries worldwide.



**Shubhit Sehgal, Director Chempro Group, Executive Master HEC, Paris, France, now India
- - recommendation to All LinkedIn members**

**Pharmaceuticals & Life Sciences | CDMO | Growth Specialist | Business Development |
Global Partnerships | HEC Paris EMBA
Pharmaceuticals & Life Sciences | CDMO | Growth Specialist | Business Development | Global Partnerships | HEC Paris EMBA**

I have had the pleasure of working with Anette Heinzer for (life sciences) career consulting/development, and I can confidently say that her expertise and guidance has been instrumental in shaping my professional journey. Anette's passion, experience and deep understanding of talent development and international job search industry trends, coupled with her strategic insights in terms of accessing and developing my C-level networks helped me navigate complex career decisions with clarity and confidence.

Her personalized approach and unwavering support made me feel valued as a client, and I truly appreciate her dedication to helping me achieve my career goals to develop as a professional to further benefit and generate top value for the organisation I work for. Thanks to her guidance, I was able to increase the value for my current and future organisations which contributes to a highly accelerated international career.

I highly recommend Anette to anyone seeking expert career advice and guidance. Anette truly fills the gaps with regards to how companies seek and hire top talents. Her professionalism, knowledge, and genuine commitment to her clients sets her apart in the field of career consulting. I have had the pleasure of working with Anette Heinzer for (life sciences) career consulting/development, and I can confidently say that her expertise and guidance has been instrumental in shaping my professional journey. Anette's passion, experience and deep understanding of talent development and international job search industry trends, coupled with her strategic insights in terms of accessing and developing my C-level networks helped me navigate complex career decisions with clarity and confidence. Her personalized approach and unwavering support made me feel valued as a client, and I truly appreciate her dedication to helping me achieve my career goals to develop as a professional to further benefit and generate top value for the organisation I work for. Thanks to her guidance, I was able to increase the value for my current and future organisations which contributes to a highly accelerated international career. I highly recommend Anette to anyone seeking expert career advice and guidance. Anette truly fills the gaps with regards to how companies seek and hire top talents. Her professionalism, knowledge, and genuine commitment to her clients sets her apart in the field of career consulting.



Elise Moore Searson, MA Chartered FCIPD, FIoI, London, UK - Associate Partner 2022 – 2024 - recommendation to All LinkedIn members

I have known and worked with Anette for several years now and I am very happy to recommend her as an experienced Programme Manager and Strategic Career Adviser. Anette has a wealth of knowledge, particularly in the design and delivery of coaching and training programmes to cross-cultural groups across the globe and is a respected expert in her field. I have known and worked with Anette for several years now and I am very happy to recommend her as an experienced Programme Manager and Strategic Career Adviser. Anette has a wealth of knowledge, particularly in the design and delivery of coaching and training programmes to cross-cultural groups across the globe and is a respected expert in her field.



Francesca Amisano, - recommendation to All LinkedIn members

I met Anette at a conference some years ago and since then, she has supported me in different stages of my career. As a Career Coach, Jeanne helped me in clarifying what I wanted and what I needed to do, to achieve my plans. Every meeting with Anette has been extremely valuable to me and thank to her superlative work, deep expertise and trustworthy, consistent, reliable support, I could get closer and closer to my goals. I would like to thank Jeanne for the great work!



Anja Serfontein, Coach and Trainer - recommendation to All LinkedIn members

I strongly recommend Anette as she provides powerful solutions to any organization. I've got to know her during our time at the International Coaching Academy. I have approached her as I was intrigued by her book "Living Your Best Life Abroad". Since our graduation as certified Coaches

we have developed a strong working relationship from which we both benefit. Jeanne's strengths as a Coach come from her empowerment and trust that she installs in her clients. Companies, who hire her services can greatly benefit from her know how and experience, efficiency, top-notch organization as well as time-management skills. I'll never forget where she helped me to pull off my first solely organized Coaching workshop in Asia. I strongly recommend Jeanne as she provides powerful solutions to your organization.




Maureen Rabotin, Strength Coach, Executive and Team Coaching, Coach Supervisor and ICF mentor - recommendation to All LinkedIn members

Anette's professionalism, curiosity, and eagerness to share are just a few characteristics that made it a pleasure to collaborate with her. The knowledge that she has brought to our projects and her ability to research any additional resources have greatly increased my desire to endorse her and look forward to working with her again soon.

Want to Go Further?

 **Book your 15 - 30-minute AI Job Search Strategy Audit**

 Email me at jeanne.heinzer@insead.edu

 Or message me on WhatsApp: +49 172 266 1612

Please note: Heinzer Consulting is currently undergoing a rebranding and website relaunch. For now, direct contact is the best way to book your session or request more information.

Feel free to tweak each prompt to suit your situation—swap in your industry, role level, or personal priorities as needed.

Good luck with your search!