



Episode 263: HR News: As the Labor Market Heats Up, So Does RTO and AI Slop with Jimmy Taylor Discussion Starter

Use this guide to spark conversations
with your HR team

1. Peak office utilization is now at 80% globally, and companies that have succeeded in return-to-office efforts have paired flexibility with intentional redesign of physical spaces. How well does our current office environment actually support the kind of work that benefits from being in person?

2. Historical parallels — like the internet's predicted elimination of insurance agents, real estate agents, and recruiters — suggest AI will ultimately be a net creator of jobs, even as it transforms existing ones. How are we preparing our people for the transformation rather than just reacting to the fear?

3. AI-generated resumes are flooding candidate pipelines with polished but substance-free applications that pass keyword screening while masking real skill gaps. What changes could we make to our screening process to evaluate what candidates can actually do rather than what their AI can write?

4. The skills most employers say they can't find — clear written communication, phone confidence, relationship-building, handling difficult conversations — are eroding across all generations, not just younger ones. What are we doing to actively develop and reward these human skills inside our organization?



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