TOP ECHELON RECRUITER COACHING SERIES

YOU'RE USING AI LIKE GOOGLE

The 3 levels of AI recruiters, and how to move up one today

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QUICK POLL

HOW DO YOU USE AI TODAY?

A. I ask it questions, like a better Google

B. It writes my emails and job posts

C. It does work while I’m not there

WHERE ARE YOU?

THE 3 LEVELS OF AI RECRUITERS

Level 1

Search bar

Default model, one-line question, takes whatever comes back.

Level 2

Assistant

Right model, right effort, real inputs. You check its work.

Level 3

System

It works overnight. You wake up to finished work.

Today: see the gap between 1 and 2, leave at Level 2, and see what Level 3 looks like.

THE TEST

ONE JOB. THREE RESUMES. WHO DO YOU CALL FIRST?

The job

Senior Transportation PM, Kansas City. Active PE license required. One more thing: **Mark works at one of your clients.**

Mark Davis

16 years · $80M+ in DOT work · team of 8 · wins business

Maria Lopez

12 years · PM on $14M and $11M DOT projects · team of 4

David Chen

8 years · licensed · ambitious · mostly city projects

All three candidates are made up. Want the full test to run yourself? Email cody@rhaven.ai.

LEVEL 1: WHAT MOST PEOPLE DO

ONE LINE IN, CONFIDENT ANSWER OUT

Which of these 3 candidates is the best fit for a Senior Transportation PM role in Kansas City? PE required.

“**Mark Davis is the best fit.** He’s the only candidate with the seniority the role implies: 16 years, a team of 8, and active PE licenses in both Kansas and Missouri.”

Mark works at your client. You just got told to recruit from your best account.

Real AI answer from our test, October 2026, shortened. Candidates are made up.

LEVEL 2: SAME AI, SET UP RIGHT

IT PROTECTED THE CLIENT WITHOUT BEING ASKED

"**Mark Davis: off-limits. Do not recruit.** He currently works at Midwest Infrastructure Group, one of your clients. Your rule wins.

Call first: Maria Lopez. Passes 3 of 4 must-haves; office schedule not proven. Ask her: can you be in the KC office 3 days a week?

Question for you: do you also want past client employees screened? Mark worked at another of your clients until 2016."

Real AI answer from our test, October 2026, shortened. Same resumes as Level 1.

HOW TO GET TO LEVEL 2 TODAY

4 CHANGES. NO TECH SKILLS.

1 Pick the right model
Thinking model for judgment calls.

2 Turn up the effort
Let it think before it answers.

3 Set it up once
Your niche, your off-limits clients, your voice.

4 Give it the real stuff
The full job order, not one line.

SAME IDEA, THREE BRANDS

THE MODELS, DECODED

Use it for	ChatGPT	Claude	Gemini
Fast: quick rewrites	Instant (free: Luna)	Haiku	Flash-Lite / Flash
Everyday: most work	Sol, Medium effort	Sonnet	Flash, Thinking on
Thinking: judgment calls	Sol, High effort	Opus	Pro
Heavy lift: paid tiers	Pro (Astra)	Fable	Argon

Names as of October 2026. They change often; look for the model menu at the top of the chat.

THE SECOND DIAL

EFFORT: HOW HARD IT THINKS

Low

Answers right away. Rewrites, subject lines, quick facts.

Medium

Plans before it writes. Job postings, outreach, summaries.

High

Checks its own work. Ranking candidates, call prep, fee strategy.

Tool	Where the dial is
ChatGPT	Effort slider: Instant, Medium, High, Extra High
Claude	Extended thinking switch in the chat’s tools menu
Gemini	Thinking setting (Deep Think on top plans)

Higher effort = slower and uses more of your plan’s limit. Worth it when the answer matters.

SET IT UP ONCE: COPY, FILL IN, PASTE

YOUR SETUP TEMPLATE

I’m an independent recruiter placing **[roles]** in **[industry]** across **[region]**. My fee is **[__%]**.

Write like me: **[short, direct, no exclamation points]**.

Off-limits: never recommend anyone who works at my clients: **[client list]**. Check every must-have against evidence.

If you’re missing information, ask me before you guess.

ChatGPT: Custom instructions or a Project · Claude: a Project · Gemini: a Gem

SCREENSHOT THIS

THE RECRUITER CHEAT SHEET

Task	Brain	Give it
Rewrite an email or voicemail	Fast	Your draft
Write a job posting	Fast	The job order
Compare candidates to a job	**Thinking**	Resumes and job order
Prep a marketing call	**Thinking**	Company site and openings
Notes to candidate presentation	Everyday	Your raw notes

Every task runs inside your saved Project or Gem.

LEVEL 3

LEVEL 2 STILL WAITS FOR YOU.

You pick the model, paste the inputs, every task, every day. I got tired of that. So I built a system that does it overnight, on top of the tools my team already uses.

EVERY MONDAY, 7 A.M.

IT COACHES MY RECRUITER FROM HER REAL CALLS

Kandi’s weekly coaching · this week’s one thing

When John Smith said he’s **“kind of comfortable,”** you said “no problem” and wrapped up.

Next time: “I heard a ‘kind of.’ What part isn’t a yes yet?” Then stay silent for three seconds.

It listened to every call she made that week. Nobody typed a prompt.

Example adapted from a real Rhaven coaching email. Candidate name changed.

WHILE WE SLEEP

FINISHED WORK BY 7 A.M.

Daily

A call list, built

Who replied and hasn’t heard back. Which client went quiet. Who just got promoted.

408

New jobs, read

Postings in one client’s niche last week, with pay and who’s on a hiring surge.

25

Follow-ups, drafted

Personal emails waiting in Outlook. Nothing sent until he says so.

Real numbers from Rhaven’s October 2026 runs for my firm and a client.



RHAVEN

Level 3 for small recruiting desks. Works on top of the ATS you already use.

rhaven.ai

Free 30-minute AI strategy call

We'll map what Level 3 looks like for your desk. Email: cody@rhaven.ai

MOVE UP ONE LEVEL TODAY

Paste the setup template, switch to the thinking model, and rerun the Mark Davis test yourself. Email me for the full test kit.

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