

How can gamers best present their skills when applying for positions; and, how could businesses assess gaming ability and relate to work goals/productivity?

I think that this is a difficult thing to assess. Similar to when someone applies to a job and lists their personal skills, it is an impossible thing to verify for certain without credentials or assessment that display them. Therefore the applicant's skills must be displayed through some other means, for example if an applicant wants to show the employer that they possess skills such as "Strong problem solving abilities" or "A persistent attitude", there is no way to truly measure this per individual without some form of verification or assessment.

So, if you cannot simply take an applicant's word for their abilities, then they would need to undergo an individual test/assessment. When looking into this I remember and came across multiple events in which employers/recruiters for both public and private companies, used different forms of testing in order to assess the abilities of applicants.

One well-known example of this idea was implemented by an organization only known as "Cicada 3301", this organization is speculated to have been either an undercover government group or a secret group with the goal of recruiting highly capable individuals. Over the period of 2012-2013 (?) they have been known to have posted extremely difficult puzzles relating to data security, cryptography and encryption/data concealment. Although this project has a much higher/specific entry level than what would be expected of an average company, it is relevant to mention as it could be seen as a practical example of having applicants prove their abilities with tasks relevant to their skills.

Another more relevant example is the American company "Marriott Hotel" created a small game in order to pick out talent for multiple positions in their

hotels, it was a basic management game in which you just manage costs and customer needs as you serve food, it keeps track of customer satisfaction as a form of score counter. After seeing the scores of high performing players they could be taken to a higher level of screening for a job position at the hotel. By producing a virtual workplace to test a candidate's suitability for the position, it gave the company an approximation of how they would perform in real life situations or how they would handle certain tasks, and it also gave the applicants a chance to display abilities/skills that they otherwise would not be able to in a conventional interview.

The best way to assess a candidate's ability in a specific field is to produce an environment in which they can display them (in the case of gamers presenting their skills by playing specifically tailored or relevant games e.g a puzzle solving game to show adaptability and abstract thinking), I think that it is not very economically viable for an average small-to-medium sized company to produce a game for the specific purpose of assessing a single skill or for a single position.

Are there any businesses out there taking gaming ability seriously?

Video game & software businesses obviously take this type of experience seriously, for example game development and publishing companies, game review companies and game retail companies. Outside of gaming oriented companies though, I believe that companies that have a more modern or open approach to their business tend to view skills from all areas equally valid or useful, within reason. Companies such as google have been known to hire employees based off of their personal traits and abilities rather than their academic qualifications. The idea of thoroughly testing their candidates on many factors, one of which being personal skills, can definitely prove to be relevant for a number of generalist roles.

Among the countless industries media groups or outlets appear to be more receptive to the gamification approach during the recruitment process. Although it certainly appears to be gaining traction as a concept in other fields i.e. banking and finance, e-commerce etc.

Gaming has been around a long time, why now is it becoming more reported? Are we reaching a peak?

Due to the increased exposure (both good and bad) gaming has been getting, over time more and more people are aware of gaming culture.

The increased accessibility through smartphones and abundance of video games both as entertainment for players and viewers (in the case of streams or videos), has definitely helped make video games more mainstream. The younger generations are certainly at the forefront of this. However the growth eSports is attracting the “older generations” to the scene and they are adapting their knowledge of sports to help manage and grow the eSports industry. Many companies known for backing real life sports also support and sponsor eSports teams (Coca Cola, Audi, Mobil 1, Red Bull, T-Mobile).

With so many new technologies becoming easily available to consumers, for example VR technology, powerful consoles and computer systems, I believe that the industry will only continue to grow and become even more accessible to all ages, preferences and abilities. I think that gamification is definitely going to become more and more relevant as the younger generations grow up and begin impacting the workings of the world around us.

References:

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