

Love, Lies, and LinkedIn: On Ghosting, Bread-crumbling, Catfishing, and Workplace Dynamics

Examining online dating platforms and user behavior holds clues for employee well-being challenges.

Values (flipsides of complaints)	Complaints about dating sites	Complaints about employees	Complaints about candidates	Impact	How Can Tech, esp AI & Gen AI Help?!
Reliability and predictability	Lack of responsiveness Hard to find good matches	Unreliability reduces productivity and slows down workflow = poor work output and missed deadlines	Not enough good quality applicants Drop the ball after follows ups or don't show up to interviews	Makes people feel disrespected – that they are lesser than. In then in turn they might do it to the other party by spamming likes and job applications	Building closure workflows to respond to every candidate. Use AI algorithms to nudge the HR personnel for response. Gen AI can build custom responses based on keyed in criteria
Accountability	Blaming the platform for our loneliness?	Blaming others for our mistakes	Risk of high turnover because of unmet expectations	Makes people feel powerless and angry, which in turn might make them less committed to the desire to improve to work at relationships	Using Gamification models to encourage and incentivize accountability. Tech can help build custom models and track progress
Clarity and transparency	Unmet expectations – people are not what we think they would be. Fraudulent representation	Poor communication skill and low professionalism: do not involve people they should and are not clear	Poor disclosure of disabilities or neurodivergence (candidates have reasons to do so but hamper matching)	Lowers trust across the system making matches less likely and less likely to lead to sustained relationships	Professional Credit Scoring... or, a version of Uber ratings for both Drivers & Riders.
Flexibility	People respond to stereotypes and apps let them reinforce those	People are set in their ways – hard to get employees to change	Candidates more demanding in their criteria (work life, purpose-driven)	Rigidity can often be met with rigidity or no matches	Tech can replicate 'Nudging' (the Behavioral Science concept) that is used at scale by Social Media platforms, to help people adapt to their work and build flexibility at workplace
Adequacy	Lack of relevant experience in candidate pool Lack of soft skills or good communication skills	Being presented poor matches (or that don't match ego)	Poor resumes Gaps in experience or inconsistencies or discrepancies General lack of care or attention to detail	Inadequate self assessment on behalf of all parties of the importance of quality presentation	Gen AI-based evaluation and filtering platform can be the first layer of assessment of adequacy, both in terms of claimed and required skills
Initiative	Dating app fatigue – people not responding	Employers claim they want more initiative and people proactively helping			Gamification and Incentivization models. Tech to scale, monitor and assess... and even build custom models.
Positive attitude	Users harass or get harassed especially when rejected	Employees complain and nothing is very good enough	Poor cultural fit or sarcasm High salary expectations	Negativity breeds negativity, also Dougherty and emotional contagion stuff	Virtual Person of Trust or Virtual Buddy at work. Personality Types and Interests-based internal Social Networking platform.
Honesty	People's profiles aren't their own	More presenteeism, fraud, side work, quiet quitting	Inflation of credentials		Internal, cross-functional work-based Projects Marketplace for employees to apply/bid for.

	Catfishing Or outright fraud and scams – lending money to strangers		Deception in interviewing process		Encourage internal moonlighting for extra income and/or better appraisal ratings.
Conflict resolution	Ghosting – avoid potentially painful conversations Or harsh rejection – harder to do when the person is not heartbroken in front of you	People are finding it hard to work in teams Do not bring up difficult topics Do not keep supervisors informed		Muted feelings and lack of closure and opportunity to grow and evolved	Person of Trust or Ombudsman in the company. Technology can help supplement these professionals' work... and can be used to even build Virtual avatars, for handling frequent and/or most common issues.