

STARRY FOXX TRANSFORMS

8-PAGE PREVIEW · 90-PAGE PROFESSIONAL EDITION



THE 2026 JOB SEARCH, ATS & AI INTERVIEW FIELD MANUAL

Get Hired in the AI Era

A real operating system — not a 42-page slide deck. Target a role that can actually hire you, write materials software can parse and a human can believe, interview with evidence, and convert the yes into income, capital, and status.

35

CHAPTERS

9

SYSTEMS

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DAY PLAN

0

FAKE ATS SCORES

PREVIEW OF THE COMPLETE GUIDE · PERSONAL FILE COPY

WHY THIS GUIDE EXISTS

The hiring game changed. Your strategy has to change with it.

Candidates can draft a resume in minutes. Employers can collect thousands of applications, parse them with ATS, run assessments, and screen video before a human speaks to you. Volume is cheap. Proof is not.

ATS

Collects, routes, and searches applications. Not a secret universal score.

AI SCREENING

Summarizes, flags gaps, scores structured answers. Humans still own the hire.

ASSESSMENTS

Work samples, timed tests, recorded prompts. Old tools with new vendor names.

HUMAN ROUNDS

Judgment, communication, and whether people want to work with you.

A job is not just a title. It is four assets — if you treat the search as a transaction, not a plea.

INCOME

A paycheck that covers the floor and funds the next move.

CAPITAL

Match, buffer, paid-down debt, the option to wait.

CAREER REVENUE

Skills and proof that raise the next offer — or a business later.

STATUS

A title, company, and body of work the next recruiter can find.

CORE PRINCIPLE

Stronger signal beats higher application volume. Ten truthful, targeted applications outperform one hundred copy-paste submissions. Your edge is not tricking technology.

ATS · APPLICANT TRACKING SYSTEMS

You do not need to “beat the bot.”

ATS-friendly means readable and relevant — to software and to a person. It is not a paid “98 score,” invisible white keywords, or a Canva graphic the parser cannot see.

THE MYTH

There is one secret ATS algorithm. Stuff every word from the posting and you rank.

THE TRUTH

Workday is not Greenhouse is not Taleo. A recruiter types a skill and a location and wants a list.

WHAT BREAKS YOU

Text in images, two-column layouts, ‘Superpowers’ as a heading, 47 tools you touched once.

WHAT GETS YOU SEEN

Common headings. Body text. Dates a human can parse. Keywords you can defend in a room.

TRUTHFUL KEYWORD METHOD

Term from posting	Classify	Your evidence	Where it lives
Excel / Google Sheets	Yes	Monday stock tracker, 40 SKUs	Skills + bullet 2
Vendor coordination	Yes	PO aging, carrier windows	Experience, title line
Agile thought leader	No	— leave it off	Never
SQL	Related	Exports + lookups, not queries	Translate honestly

WEAK

Responsible for helping customers and doing various tasks as needed.

STRONG

Owned the customer desk weekday afternoons; recovered a 12-case short the day before a B2B event without losing the standing order.

AI AS EDITOR — NOT IMPERSONATOR

Use AI without losing your voice.

AI is the best writing intern you have ever had and the most confident liar. If you cannot explain a sentence in an interview, it does not belong in the application.

STRONG USES

- Extract must-haves from a posting
- Tighten bullets you already wrote
- Flag missing evidence vs. the JD
- Generate likely interview questions
- Critique a spoken answer for fog

DANGEROUS USES

- One-click mass applications
- Invented metrics, jobs, or degrees
- Answers you cannot defend
- Hidden help in a prohibited interview
- Uploading confidential employer files

AI SLUDGE

Spearheaded cross-functional initiatives to leverage synergistic workflows, utilizing data-driven insights to optimize customer-centric outcomes in a fast-paced environment.

HUMAN

Set up a shared tracker so warehouse and customer service stopped arguing over the same late order. Used it daily for three months; missed-handoff complaints left the Monday agenda.

THE ONE-SENTENCE SAFETY MODEL

“Act as an editor. Improve relevance using only facts I supplied. Flag gaps instead of filling them.” Feed it an evidence bank first — or it will invent a career you do not have.

Inside the full guide: the 6-pass humanize checklist, the copy/paste tailoring prompt, evidence-card template, and a Not-done list so the model cannot “helpfully” fill gaps.

PIPELINE, NOT A HABIT

Stop treating every rejection the same.

If screens never come, the leak is targeting or the resume. If interviews die, the leak is stories. Fix one variable. Do not rebuild everything.

01

Discover

Boards, career pages, alumni, referrals — not random scroll.

02

Verify

Real employer. Real domain. No ‘pay us to start.’

03

Qualify

Does the core work match evidence you actually have?

04

Tailor

Keyword method + timer. One truthful version.

05

Apply

Correct file, correct portal, posting saved.

06

Follow up

One note, then stop. Track the date.

07

Interview

Stories practiced before the calendar hold.

08

Decide

Whole-offer math. Terms in writing.

AFTER 20 TARGETED APPLICATIONS, READ THE EMPTY STAGE

If this is empty	The leak is probably	Fix this — not everything
Screens	Targeting or parse/relevance	Role family, keywords, file format
Interviews	Resume proof or stories	Bullets you can defend aloud
Finals / offers	Interview technique	STAR, role knowledge, questions
Yes you want	Offer math / walk-away	Matrix, floor, terms in writing

Inside the full guide: the tracker, scam-recognition rules, recruiter message scripts, and a weekly dashboard that tells you what to change next Sunday — one variable only.

RECRUITER · HIRING MANAGER · AI / VIDEO · PANEL

Prepare before the invite arrives.

S 15%

Situation — place, constraint, who was involved.

T 10%

Task — what YOU owned. Not the team's entire mission.

A 55%

Action — verbs, tools, decisions, conversations.

R 20%

Result — scope, what changed, what you learned.

SAMPLE STAR — CUSTOMER RECOVERY (ADAPT, NEVER MEMORIZE AS YOURS)

S: A B2B customer's pallet was short 12 cases the day before their weekend event. Warehouse had closed the dock. **T:** I owned the customer desk. Make them whole without promising inventory we did not have. **A:** Pulled the order, pick ticket, and driver's photo. Twelve cases still in aisle 4. Asked the lead to stay 20 minutes, called with a real ETA, texted the driver's name, logged the miss. **R:** Cases arrived that evening. Standing order kept. We added an "event-date" flag so the dock would not treat those orders as ordinary.

60-SECOND "TELL ME ABOUT YOURSELF"

Present (what you own now) → Past (the two experiences that built this job's skills) → Future (one fact about them, why this seat is a sensible next step). 60–90 seconds. Need is not a strategy. Fit is.

AI / RECORDED INTERVIEW

Light in front of you, not behind. Quiet room. Look at the camera, not your own face. Answer in STAR, then stop. Follow the employer's AI rules. Hidden live help is a career risk, not a tactic.

Inside the full guide: 8–10 story cards, failure-story rules, role-knowledge drills, questions that actually evaluate the job, thank-you and timeline scripts.

EVALUATE · NEGOTIATE · CONVERT

Getting an offer is not the end of the process.

The fattest base salary can be the poorer year. Score the bundle. Then ask with a business case — market + proof + a specific number — not rent or what you “deserve.”

OFFER A · LOOKS RICHER

\$62,000 · \$280/mo health · no match for a year · 40-minute commute · rotating Saturdays · famous brand.

OFFER B · MAY WIN THE YEAR

\$58,000 · \$90/mo health · 4% match from day 90 · 15-minute commute · weekday days · manager you trust.

Put a number on status, premiums, and commute. Then decide with your eyes open. Ask for the offer in writing. Do not accept in the same call unless the matrix is already done.

NEGOTIATION, SAID OUT LOUD

“I’m excited about the coordinator role. Based on PO aging, carrier windows, and the customer desk — and on ranges for similar seats in this city — I was targeting \$58k–\$62k. Is there room to move base from \$55k to \$60k? If the band is tight: earlier match, a small signing bonus, or a 90-day title review. I want to say yes.”

\$5,000 left on the table

is not a one-year event. Raises start from current base.

Capture the match

Immediate return. Contribute enough to get all of it.

Lag lifestyle 90 days

The raise is not a restaurant personality.

DO NOT BEGIN WITH MASS APPLICATIONS

Four weeks to a system — then keep running it.

WEEK 1**Foundation**

Target card, floor, evidence bank, master resume, LinkedIn, 20 companies, 25 names. Do not spray.

WEEK 2**Quality applications**

Qualify, tailor with a timer, verify the employer, send, warm outreach only.

WEEK 3**Interview-ready**

8–10 STAR stories aloud, tool drill, camera test, mock, questions you will actually ask.

WEEK 4**Diagnose**

Count the funnel. Find the leak. Change one variable. Keep the pipeline moving.

IF YOU ACTUALLY COMPLETE THE FULL FIELD MANUAL

- A target role card with a real pay floor
- Evidence bank AI cannot hallucinate on top of
- A funnel you can diagnose instead of guessing
- Master resume + a tailored version you can defend
- 8–10 STAR stories practiced before the invite
- Offer matrix and a first-90-days money plan

This preview is 8 pages. The complete edition is 90 — every template, script, sample resume, and worksheet.

Open the field manual. Fill the workbook. Save the full PDF to your files. Stronger signal beats higher volume.

Educational preview. No resume, ATS tactic, AI prompt, or interview method guarantees employment or a salary number. Never falsify experience, credentials, identity, or work authorization. Not legal, tax, or financial advice. STARRY FOXX TRANSFORMS is not affiliated with Workday, Greenhouse, LinkedIn, HireVue, or any employer used as an example.