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# AI tools used by candidates


How are candidates using AI in the hiring process?







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**The tools out there**



## AI tools used by candidates

The game is changing fast and adoption of AI tools is growing in the UK.

53% of candidates are using AI to help them in their search

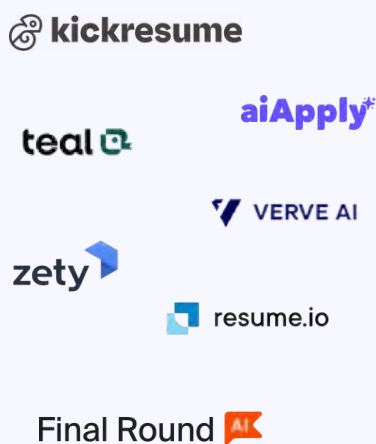
Of those who are using AI, 77% say they have leveraged it to exaggerate or lie about their skills

27% have used AI to complete a test assignment or skills assessment

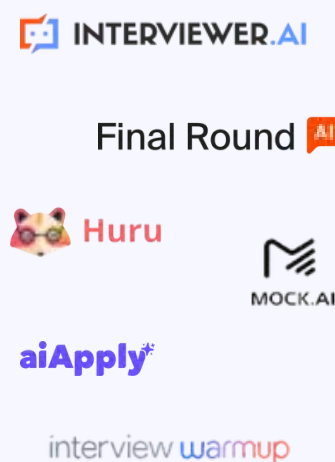
What follows are our future guidelines on how to embrace this change.

It's on us to decide where we adapt our interview processes, to level up our teams, and hiring managers to make great hiring decisions for the business.

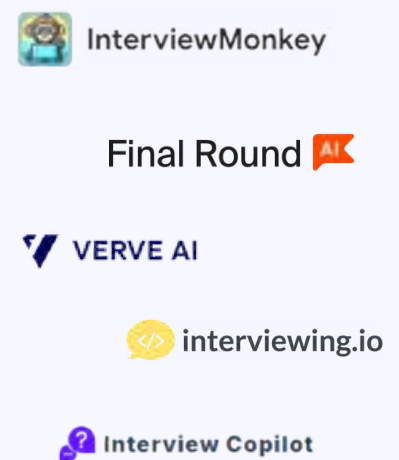
### Writing CV



### Interview prep



### Interview: Technical / Culture





## Writing CV

Is fabricating experience anything new?

Has the CV always been flawed?

On the one hand AI tools help candidates present their most relevant information succinctly. This is great for recruiters screening them right? If that's easier to do though, spotting the stand out talent becomes harder?

On the other hand, AI can be used for clever fabrication, making screening processes even more important, and maybe more human...



Kickresume helps engineers avoid resume pitfalls such as 1) Including irrelevant information 2) Using overly technical jargon 3) Failing to tailor the resume to the specific job.



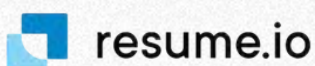
Used to identify and address knowledge gaps in CV. Keyword Optimization with the right key words tailored to pass ATS systems.



Teal's AI scans job descriptions for in-demand skills and flags areas where an applicants resume may be lacking, such as industry-specific software or certifications.



Helps list core technical skills strategically / organize skills into categories / describe projects with technical detail / include in-demand skills acquired through courses.



Can be configured to automatically apply for roles meeting set criteria. Hands off applications amongst other CV writing efficiency features.



## Interview Prep

Every interview top tips guide will point to preparation being key. However, candidate preparation is becoming more sophisticated now through these tools.

They can highlight everything from unconscious visual cues, tone and cadence tips alongside rigorously training a candidate for competency style assessments.

If everyone's doing this, interviews will be better and more enjoyable for both parties. We've all been in an interview we wish could just end...

If the lower end bar is lifted though, it could place more emphasis on our scoring matrices and gut feel for making decisions?

 INTERVIEWER.AI MOCK.AI

Engage in coding challenges, behavioural assessment, algorithm practice and simulated whiteboard challenges with step-by-step guidance. Real-time feedback and performance scores

 Huru

Personalised interview prep to master the art of answering tough questions and showcasing candidates strengths. Tailoring interview prep answers to person/job.

 aiApply

Support to develop a natural interview style to the most common interview questions and ability to tailor practice to specific job role.

 interview warmup

Google's free tool to practice and get feedback on a wide range of interview questions. Speech input and automatically transcribed and analysed.

 Final Round AI

Simulates a real interview with an AI recruiter in a remote call setting. It simulates the "toughest" interviews in the world from companies like Microsoft, Netflix, OpenAI



## Interview: Technical / Culture

Real time, in interview, response support creates a blurring of the lines between what a candidate knows and what they are able to present as knowledge.

Will deeper questioning and more left field questioning be necessary to spot who really knows their stuff?

Will the average hiring managers knowledge of technical disciplines, situational leadership experience etc need to rise to counteract this?

Does the opposite impression get left by candidates using these tools? If everyone replies with very similar and “ideal” responses that lack personality and charisma, do you fail to stand out?

We should remain open minded about where we do want candidates to evidence and ability to use gen AI to augment how they work as well.



Co-pilot style extension that provides contextualised answers to the recruiters question. Near real time support for answering questions.



Co-pilot style extension that provides contextualised answers and real time transcription in 29 different languages.



Instant, accurate solutions for all coding Interviews. From logic puzzles and mathematical equations to coding challenges.




AI crafting polished responses in real-time, tailored for your live interview.





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# Future guidelines



# Future guidelines

## Shaping the future now

There is always some anxiety around the unknown. However, we have to lean into this topic, embrace a situation that isn't going to change and adapt our approach accordingly.

With an increasingly AI augmented workforce there will be scenarios where we welcome the use of tooling throughout the hiring process and those where we don't.

These tools have the power to level the playing field for neurodivergent candidates, but also raise ethical, moral and legal considerations. We use AI tools in our day jobs so should expect others to.

What follows is perhaps the first guide specifically tackling this emerging conversation and an opportunity for you to get ahead of it now.

**Best practice**

**#1**

**Interview adjustments**

**#2**

**Hiring manager training**

**#3**

**Legal considerations**

**#4**



#1

# Best practice

## 1 Don't fight it, embrace it

Research the tools out there, understand them and empathise with candidates who are using them for the right reasons.

## 2 Be transparent

Tell candidates in the job advert where the use of AI is encouraged and where it's not fair game. Grade roles for AI use and work with hiring managers to get this right.

## 3 Strengthen scoring matrices

Better prepared candidates raises the bar and the narrowing of the candidates relative performance points to beefing up our scoring matrices.

## 4 Probe deeper and manipulate the boundaries

Asking deeper questions around experience will be key. Getting candidates to think more on the spot will reveal their genuine experience and cognitive ability.

## 5 Consider the legal implications

The "Employment Rights Bill 2024-25" points to employees being protected from day 1 against unfair dismissal. Making getting decisions right even more important.

## 6 Upskill the team and hiring managers

Risk needs to be shared with hiring managers over getting decisions right and business partnering with them on the process key. Your team must be clued up too.

## 7 Don't forget candidate experience

Decide what adjustments are appropriate to support a diverse set of candidates and remind yourself that in future a hot market for candidates will return.

## 8 Build agility into your interview processes

This is just the first generation of tools. They will get more sophisticated and the changing nature of our workforce means a constant evolving process is required.



#2

# Interview adjustments

The rise of robotic answers, very similar scores on technical assessments and that feeling in the pit of your stomach...have I really selected the best person for the job?

We need to take a step back, think, and ensure we adjust interviews to hire the best candidates for the business.

A no AI / everyone interviewed face to face approach would be blunt, misguided and expensive. That ignores situations where we will be looking for people who can evidence augmenting themselves with AI tools.

For example in a customer service rep role, we want to keep costs very low whilst ensuring customers queries are answered. In this context, using AI heavily in an interview might be actively encouraged given the nature of the downstream day to day role.

We also need to think about the implications of the adjustments we make. Are we heading back towards a much more human approach, with more human effort and stages and more cost?

**This small but powerful team outlined how they would approach interview adjustments at a recent micro event in London**





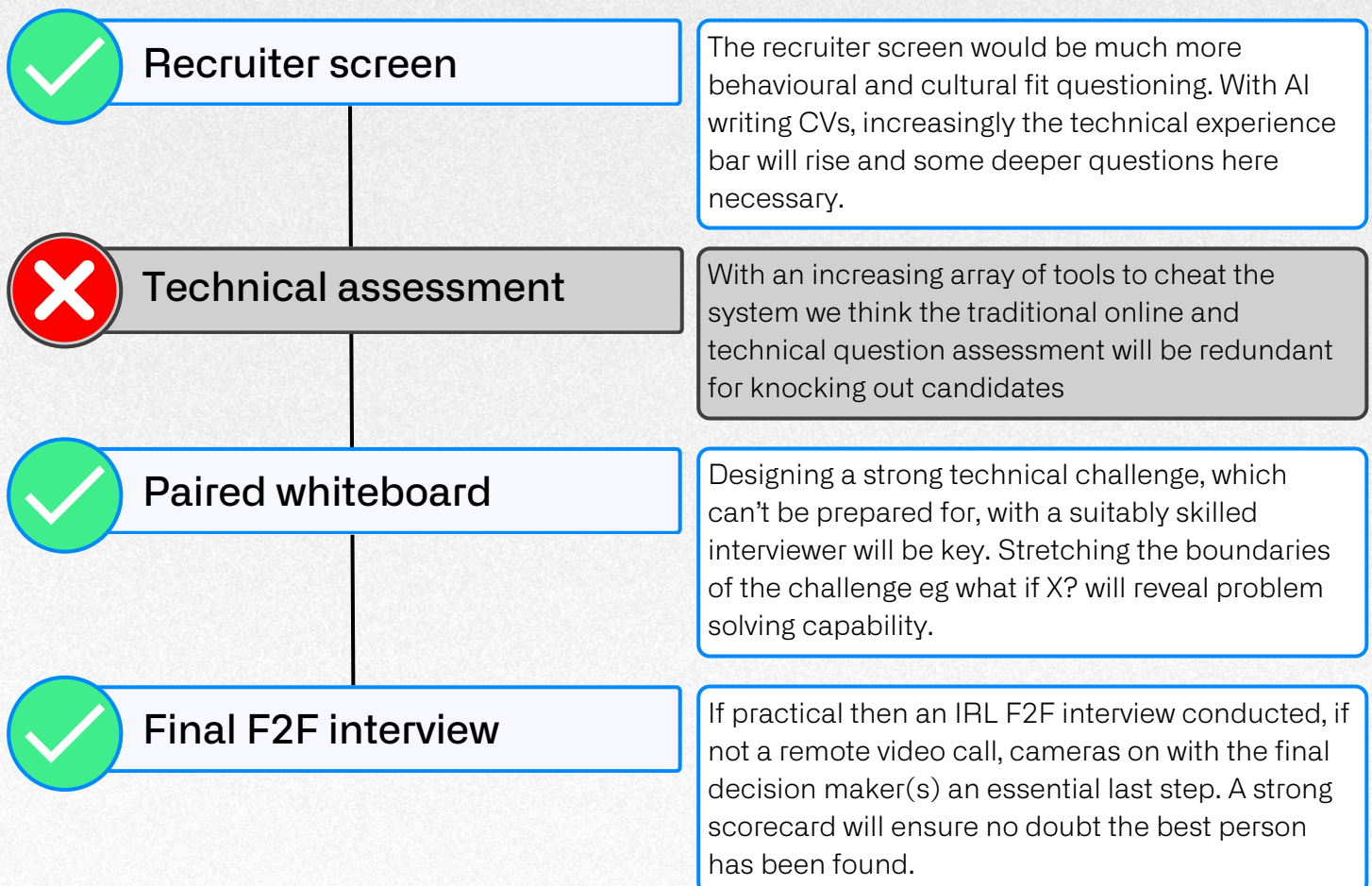
# Interview adjustments

Technical/Analyst role

Core competencies

- Problem solving
- Technical capabilities and working knowledge
- Innovation

High AI impact





# Interview adjustments

**Managerial role**

**Core competencies**

- Project / time management
- Stakeholder management
- Communication
- Performance / people management

Medium AI impact



✓ **Recruiter screen**

Question marks as to how effective a recruiter screen is for this role profile. Deep questions around the candidates experience will be necessary to weed out inflated experience.

✓ **Case study / presentation**

This stage should be earlier in the process. For such a human role we'll need to see candidates speak, influence and convince us they have what it takes to drive business forwards.

✓ **Competency interview**

The questions will need to be more bespoke and have the opportunity to stretch the parameters. Use of AI would be discouraged here but doing so would mitigate use that goes under the radar.

✓ **Personality assessment**

Although there is limited merit in pretending to be someone your not, we can see system hacking occurring here too. Products like Arctic Shores could become a mainstream solution for TA teams.



✓ **Case study / presentation**



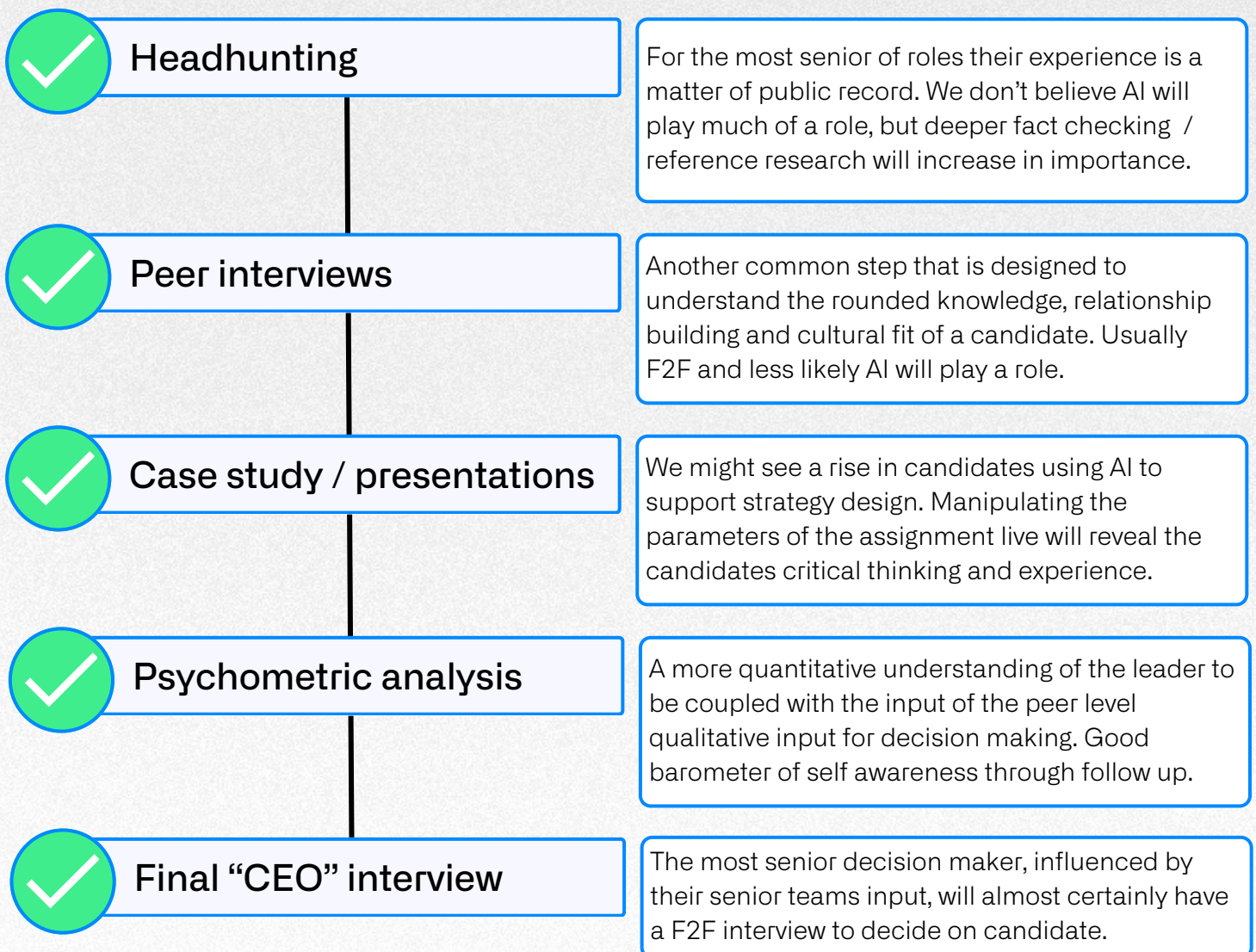
# Interview adjustments

Leadership / Exec level role

**Core competencies**

- Commercial acumen
- Strategic thinking
- Change and risk management
- Situational leadership

Low AI impact





# Hiring manager training

Risk needs to be shared with hiring managers over getting decisions right and business partnering with them on the process key. Your team must be clued up too.

1



## Awareness training

Walking hiring managers through the tools candidates are using, what your business is specifically concerned by. Then share the onward plan of attack and modified business partnering ways of working to respond effectively.

2



## Role briefings

Hiring manager consulted at role briefing stage:  
Q - what level of AI use would be expected in that role?  
Q - where would we be comfortable candidates using it?  
Q - what does the scoring matrix need to look like?

3



## Interview design

Re-engineer the broad process for the specific role(s) and ensure everyone involved crystal clear. Introduce deeper questioning training + how to stretch parameters in live settings. Build paired sessions design training too.

4



## Job adverts

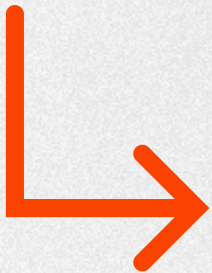
Make it explicitly clear on the resulting job adverts and in headhunting approaches where AI use is fair game and where it is not. Explain what the process will look like for candidates with special requirements too.



#4

# Legal considerations

The “Employment Rights Bill 2024-25” points to employees being protected from day 1 against unfair dismissal. Making getting decisions right even more important.

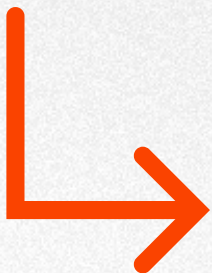


Who’s responsibility is it to ensure the person interviewing is who they say they are?

Where does your process stress test the skills and experience the candidate will need to be successful in role?

What scoring matrix / set of stages mitigates the risk of a “bad hire”?

Equality Act, a condition must be a ‘physical or mental impairment’ that ‘has a substantial and long term adverse effect’ on a person’s ‘ability to carry out normal day-to-day activities’



Do you have a crystal clear and comprehensive “reasonable adjustments policy”? Both internally and externally facing.

Where does your process empathetically understand and cater for disability?

What training does everyone involved in the end to end process have?



# Where next...

The community is co-created and we will always design the value add experiences you need.

Reach out to the team to kick around your future focused ideas...

**Ben Rutter**

Founder of House of Visionaries  
Managing Director @BondGlobal



**Lauren Peake**

Managing Partner @BondGlobal




**Robert Hussey**

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