

HOW TO SPOT A.I. USE IN AN ONLINE INTERVIEW

PROCESSING DELAYS

A.I tools take a moment to generate responses. There might be unnatural pauses followed by instant scripted responses.

ODD ENGLISH

Answers seem overly perfect but use unnatural English words or phrasing. Language might feel “textbook” rather than conversational.

EYE MOVEMENT

If your candidate’s eyes are darting to different areas of the screen or are hard fixed to the screen in an unnatural way, this could be a sign that they are reading an AI-generated script.

PROBING TEST

When you actively challenge or question their answer, they become unsure, give vague answers and struggle to elaborate.

MISSING DETAILS

Their answers lack personal experience or specific details naturally. They can’t connect their answers to real-life situations.