

Builders

Stage 3 — Standards in place

AI-First is embedded in the process. Role-specific standards exist, interviewers are trained, and take-home challenges are designed to surface process artifacts, not just results.

SIGNALS YOU'LL RECOGNISE

- Every role has a written AI-First skills profile.
- Interviews test for leverage — does the candidate build systems or just do tasks?
- Take-home challenges require a process artifact alongside the result, so blind trust is visible.

THE RISK IF YOU STAY HERE

Builders can plateau. Without calibration and ongoing review, standards drift and the eval rubric gets stale as tools evolve.

PRIORITY ACTION

- Calibrate quarterly. Re-run scorecards against real hire outcomes and tighten the rubric where it leaked.

OFFLINE CHECKLIST — DO THESE NEXT

- ☐ Run a calibration session comparing scorecards against 90-day performance of recent hires.
- ☐ Track false negatives: which rejected candidates would you hire under today's rubric?
- ☐ Automate the admin around the loop so interviewers spend their time on judgement.