

Experimenters

Stage 2 — Trying things in pockets

AI shows up in interviews here and there. One hiring manager asks about it, another doesn't. There's energy but no standard — so results are inconsistent and unmeasurable.

SIGNALS YOU'LL RECOGNISE

- Some interviewers ask AI questions; most don't.
- Take-home challenges exist but weren't designed for the AI era — they test manual output, not process.
- No shared rubric for what a 'good' AI-assisted answer looks like.

THE RISK IF YOU STAY HERE

Inconsistency creates false negatives. You reject Architects because your process can't tell them apart from Lazy Users, and you never learn why.

PRIORITY ACTION

- Standardise one AI-First interview signal across every role this quarter. We help you pick the signal and write the rubric.

OFFLINE CHECKLIST — DO THESE NEXT

- ☐ Choose one signal (process artifact, leverage, or judgement) and make it mandatory in every loop.
- ☐ Write a one-page rubric with three scoring anchors and share it with all interviewers.
- ☐ Redesign one take-home so it asks for the process, not just the result.