

CODERPAD · AI-AWARE ASSESSMENT

AI-Assisted Interview Format Quick-Start Guide

A structured framework for evaluating how engineers collaborate with AI in realistic development scenarios. Designed for senior+ engineers at companies where AI use is expected and baseline competence must be verified.

INTERVIEW WORKFLOW

PHASE 1
Pre-AI Setup

Frame problem. Ensure candidate plans before coding. Establish understanding of requirements and constraints.

Evaluate: Problem decomposition, technical approach


PHASE 2
AI-Enabled Work

Grant AI access. Observe how candidate uses it. Watch for strategic vs. tactical use, verification patterns, context-switching behavior.

Evaluate: Prompting, validation, integration into workflow


PHASE 3
Ownership Review

Ask candidate to explain output. Probe decisions, tradeoffs. Test whether they understand what was built.

Evaluate: Comprehension, ownership, system-level thinking

STRONG VS. WEAK SIGNALS


STRONG HIRE SIGNALS

- Starts by outlining approach before touching AI
- Uses AI for boilerplate, leaves core logic for themselves
- Validates AI output. Tests edge cases proactively
- Explains code as if they wrote it. Owns tradeoffs
- Iterates on prompts when output misses the mark


WEAK OR CONCERNING PATTERNS

- Jumps to AI before forming a plan
- Blindly accepts first output without review
- Uses AI for core logic without verification
- Cannot explain what generated code does
- Struggles to debug when AI output fails

OBSERVABLE BEHAVIORS DURING THE SESSION


Problem framing

- Breaks problem into sub-tasks before coding
- Considers edge cases and constraints early
- Asks clarifying questions before proceeding


Strategic AI use

- Prompts with intent (specific, scoped)
- Knows when AI helps vs. when to think independently
- Uses AI for exploration, not as a crutch


Validation & testing

- Reviews AI output before integrating
- Tests with realistic data or edge cases
- Catches logic errors or inefficiencies


Ownership

- Can explain design decisions confidently
- Discusses tradeoffs and alternative approaches
- Takes responsibility for output quality

HOW TO RUN THIS INTERVIEW

1

Choose a realistic task

Pick something your team does weekly. **API design, feature extension, debugging, refactor.** Avoid toy problems.

2

Observe work style

Watch **how** they use AI, not just **that** they use it. Do they plan first? Validate output? Explain decisions?

3

Probe understanding

After solution, ask **"Can you explain this?"** and **"What would you change?"** to assess true comprehension.

45–60

minutes
session length

3

evaluation
phases

6

criteria scored
on 5-pt scale

30

points total
score range 6–30
