

## AI FLUENCY INTERVIEWS

# See a candidate's real AI skills, *not just hearsay*.

Traditional non-technical interviews ask candidates to explain what they *would* do. **AI Fluency Interviews** let candidates **actually do the work** — researching, organizing inputs, collaborating with AI, and communicating recommendations in a live, collaborative, recorded session.

A new **Interview type** built to assess non-technical candidates across all functional areas on how they actually work with AI. No setup, no candidate bringing their own LLM, no ad-hoc Google Doc plus screen share — just a recorded, observable session in the same Interview product that 4,000+ enterprises have pressure tested and used for coding.

### WHAT THE AI FLUENCY INTERVIEW DOES

#### Candidates do the work

Instead of hypotheticals, watch candidates research, organize inputs, write, and prioritize competing tasks in real time.

#### See how they use AI

Observe how candidates collaborate with AI, when they verify information, and whether they improve their prompts.

#### Signal you can't fake

Watch how candidates approach ambiguity, explain tradeoffs, and revise their work based on feedback — live.

#### Rubric & scorecard built in

Take notes against the AI Fluency Rubric (Junior or Senior) and copy directly into your ATS scorecard for a clean handoff.

#### Tools for interviewers

Run better interviews with the question, criteria, and AI usage log at your fingertips — then use playback and AI summaries to capture feedback in minutes.

### BUILT FOR NON-TECHNICAL HIRING ACROSS THE BUSINESS

#### Marketing

BRAND & DEMAND

#### Sales

AES & SDRS

#### Customer Success

CSMS & SUPPORT

### SEE IT LIVE · THE INTERVIEW EXPERIENCE

Interviewer and candidate share a doc-style editor with embedded AI chat — the candidate researches, organizes inputs, drafts, and revises in real time while you watch the work happen.

AI FLUENCY PAD · LIVE INTERVIEW SESSION

REAL-TIME COLLABORATION

FILES

brief.md

customer\_data.csv

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 response.md

notes.md

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### Win-back email plan

Draft a 3-touch sequence for churned mid-market accounts using the provided customer data.

**Touch 1** — Re-engage with usage-based hook

**Touch 2** — Address top cancellation reason

**Touch 3** — Offer + clear CTA

AI Assist

Summarize the top 3 cancellation reasons from the CSV, then draft Touch 2.

I'll analyze **customer\_data.csv**, surface the top reasons, then draft a targeted Touch 2 around the leading one.

Ask something...

GPT-5.4

Candidates can access **realistic work files** like they would on the job.

Candidates can access the **latest LLMs** from OpenAI, Anthropic, Google, and Meta. **AI Assist** has context on all of the files and how the interview is progressing.

**Assess real work, not just knowledge.**

See how AI Fluency Pads reveal how candidates actually perform in today's AI-enabled workplace.

[Book a Demo](#)