

Proof Over Polish

Standard interview processes often evaluate an applicant's acting skills rather than their actual competence. Use this checklist to systematically eliminate "Interview Theater" from your hiring pipeline and prioritize methods that accurately predict on-the-job success.

~/hiring_process



Eliminate Predictable Behavioral Scripts

Discard traditional STAR-method questions and prompts that ask candidates to describe past behaviors. These formats primarily test an applicant's ability to memorize an AI-generated script. Require candidates to demonstrate their skills in the present rather than describe them.



Implement Authentic Work Sample Tests

Replace theoretical puzzles and hypothetical constraints with authentic, role-specific working sessions. Work sample tests are the highest predictor of future job performance. Utilize real, anonymized company data or backlog items for these sessions.



Evaluate Real-Time Collaboration & Friction

Do not merely grade the final output; assess the candidate's process. Introduce tough feedback or unexpected constraints during the working session to observe how the candidate thinks, collaborates, and adapts to real-world friction.



Anchor Evaluation to the Work Sample

Eliminate the "Vibes Trap" by removing "culture fit" scoring, which often masks similarity bias and rewards conversational charm. Instead, score candidates using a standardized rubric based strictly on their performance during the skills audit, their ability to adapt to real-time feedback, and their objective problem-solving approach.