Candidates: The AI Interview Playbook

Your Core Strategy: Demonstrate Judgment, Don't Hide Tools

The paradox is simple: 83% of companies use AI to screen resumes, 65% of candidates use AI to write them, and everyone's drowning in sameness. Your edge isn't avoiding AI or using it more cleverly—it's demonstrating irreplaceable judgment alongside it.

The Three Moves That Actually Work

1. Build Your Proof-of-Work Packet (3 Pages Max)

- **Context Box**: List your actual constraints—missing data, tight deadlines, compliance limits
- **Decision Log**: Document 3 key calls you made, trade-offs considered, risks accepted
- **Before/After Evidence**: Screenshots, metrics, diagrams showing real change
- **Critical**: Include one "ugly" artifact—failed experiment, iteration history, scratch notes

2. Master the STAR-C Framework Transform every story to lead with constraints:

- **Situation**: Open with the hardest constraint you faced
- **Task**: Define success with measurable criteria
- **Action**: Detail decisions where you chose A over B and why
- **Result**: Quantify impact with hard numbers
- **Constraints**: What you'd do differently with different resources

3. Be Specific About Your AI Stack Don't say "I use AI tools." Say: "I use Claude for research synthesis, GPT-4 for code generation, and validate through manual edge-case testing. I reduced API costs 38% by pre-computing embeddings."

Tools That Actually Work (Under $30)

- Beyz AI ($29.99/month) - Clean interface, real-time suggestions that sound natural
- Ama Interview ($20-30/month) - Excellent for practice, not live use
- Google Interview Warmup (Free) - Basic but effective preparation

Avoid Final Round AI (too generic).

The Bottom Line

Interviewers can spot AI-generated answers in seconds. Own the process. Show your constraints, document your thinking, prove your judgment. That's how you stand out when everyone has the same tools.