

**Interviews
are hard**



Photo by MChé Lee



The New York Times

<https://www.nytimes.com> › [hardfork-ai-action-plans](#) ⋮

A.I. Action Plans + The College Student Who Broke Job ...

21 Mar 2025 — Then, a **Columbia** undergrad explains why he built a tool that lets coders use **A.I.** to **cheat** on job interviews. And finally, we climb aboard the Hot Mess ...



TechCrunch

<https://techcrunch.com> › [2025/04/21](#) › [columbia-studen...](#) ⋮

Columbia student suspended over interview cheating tool ...



How AI Became a Cheating Tool for Tech Interviews

YouTube · Economy Media

1 month ago



Interviewing in the age of AI

Photo by MChé Lee



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 Cluely

Final Round 



ParakeetAI



LockedIn AI



ShadeCoder



```
const dfsIter = (graph: Map<number, number[]>, start: number) => {
  const [visited, stack, result] = [new Set(), [start], []];
  while (stack.length) {
    const node = stack.pop()!;
    if (!visited.has(node)) {
      visited.add(node);
      result.push(node);
      stack.push( ... (graph.get(node) || []).filter(n =>
!visited.has(n)));
    }
  }
  return result;
};
```



```
const bfs = (graph: Map<number, number[]>, start: number) => {
  const [visited, queue, result] = [new Set([start]), [start],
[]];while (queue.length) {
    const node = queue.shift()!;
    result.push(node);
    (graph.get(node) || []).filter(n => !visited.has(n))
      .forEach(n => (visited.add(n), queue.push(n)));
  }
  return result;
};
```

What are we evaluating?

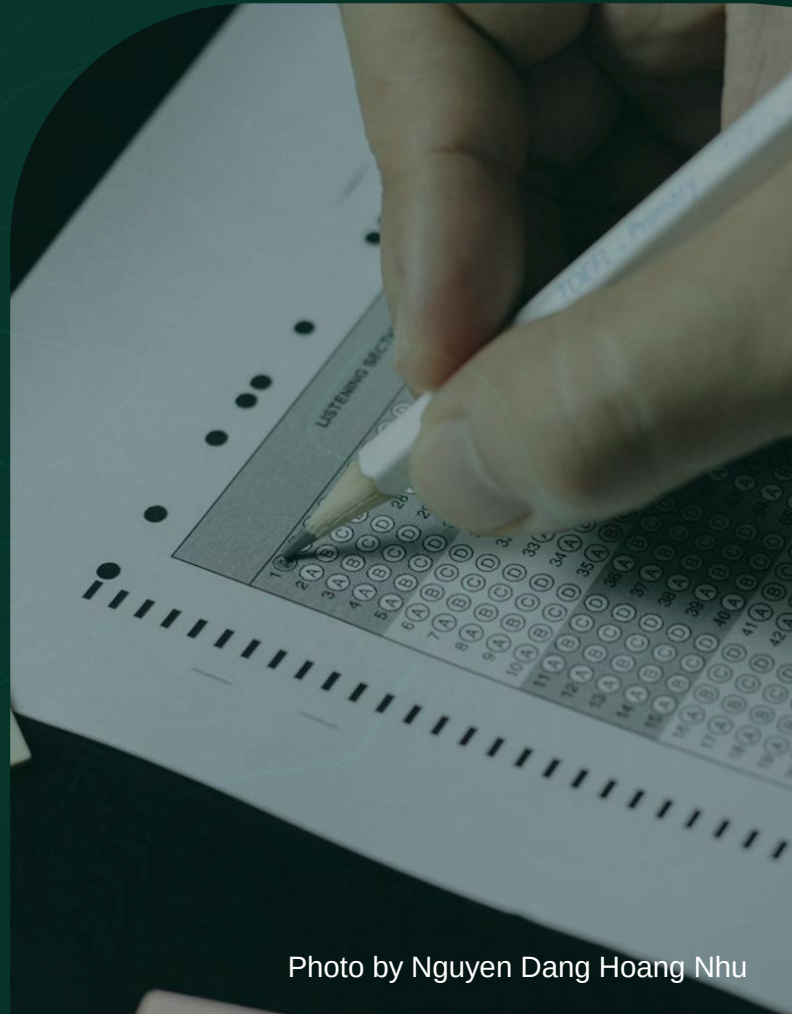


Photo by Nguyen Dang Hoang Nhu

Speed over depth

Trivia over understanding

Puzzle Solving vs Problem Solving

Polish over process

Individual Perf over Collaboration

Speed over depth



Individual Perf over Collaboration

Purpose & Principles

Evaluation Criteria

Competency Model

Candidate Experience

Assessment Methods

Fairness & Consistency

Structure and Sequencing

Feedback & Iteration

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Redefining The Framework

Photo by Karolina Grabowska

Purpose & Principles

- The interview process isn't about who can outsmart AI.
- It's about finding engineers who can debug reality, navigate ambiguity and collaborate with humans.
- We should evaluate what endures.

“Working with Ambiguity”

- Does the candidate ask clarifying questions to uncover hidden assumptions?
- Can they restate the problem in their own words?

“Debugging in the Wild”

- Can they **form hypotheses** about possible causes?
- How do they **narrow the search space** (logs, reproductions, isolation steps)?

“Evaluating Trade-offs”

- Can the candidate articulate options clearly?
- Can they explain why a decision is “good enough” given context?

“Collaboration & Communication”

- Do they adapt explanations for different audiences?
- Can they receive critique gracefully and revise their stance?

“Human Judgment & Creativity”

- Can they adapt solutions from other contexts or disciplines?
- Are they willing to challenge assumptions?

Bonus: “AI Proficiency”

- How do the candidate leverage AI Tooling available?
- Does the candidate know when AI can accelerate work?



GIPHY

Let humans do what humans do **best**



Photo by Annie Spratt