

AI Applicant Red Flag Checklist

A Recruiter's Guide to Spotting AI Deception & Synthetic Candidates

In an era of "Interview Copilots" and synthetic identities, HR must look beyond the screen. Use this checklist to verify your candidate is genuine.

1. RESUME & PRE-INTERVIEW SCREENING

- ☐ **The "Perfect Match" Paradox:** The resume mirrors the job description word-for-word. (Sign of AI reverse-engineering).
- ☐ **Non-Existent Digital Footprint:** The candidate has a polished LinkedIn profile with no external mentions, verifiable colleagues, or historical activity.
- ☐ **The "Instant" Follow-up:** Technical test submissions that are returned within minutes with "perfect" code or copy that lacks human stylistic inconsistencies.

2. LIVE VIDEO INTERVIEW RED FLAGS

- ☐ **The "Latency Gap":** There is a consistent 2–3 second pause before answers, often indicating a real-time AI "Copilot" generating responses.
- ☐ **Unnatural Eye Tracking:** The candidate's eyes are constantly reading from a specific spot on the screen rather than looking at the camera or your face.
- ☐ **Audio/Visual Desync:** The candidate's lip movements don't perfectly align with the audio, or their voice sounds "flat" and robotic.
- ☐ **The "Shadow" Effect:** Subtle digital blurring or "halos" around the candidate's head when they move quickly—a common tell of real-time deepfake filters.

3. BEHAVIORAL "STRESS TESTS" (THE BOT-CHECKS)

- ☐ **The Non-Linear Pivot:** Interrupt their flow with a specific, granular follow-up (e.g., "Wait, tell me exactly what software version you used for that specific 2022 project?"). AI tools struggle with sudden context shifts.
- ☐ **The Screen Share Request:** Ask the candidate to share their screen and perform a simple, live task. Fraudulent candidates or those using "Copilots" will often experience "technical difficulties" to avoid this.

4. THE ULTIMATE DEFENSE: IDENTITY VERIFICATION

Even the most seasoned recruiter can be fooled by modern AI. The only way to guarantee a hire is to verify the human behind the screen.

- **VeriCorp Liveness Detection:** Does the candidate pass a biometric "liveness" check to ensure they aren't a video injection or a deepfake?
- **Government-ID Cross-Referencing:** Has the candidate's identity been verified against official records before the final offer?
- **VeriCorp Secure Onboarding:** Ensure the person who interviewed is the same person who shows up for Day 1.

Don't let AI compromise your culture and security. Protect your hiring funnel with ID Verification!