Interviewing in the Age of AI



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Do you allow candidates to use the Internet during technical interviews?



Do you allow candidates to use AI during technical interviews?

require

Do you ~~allow~~ candidates to use AI during technical interviews?

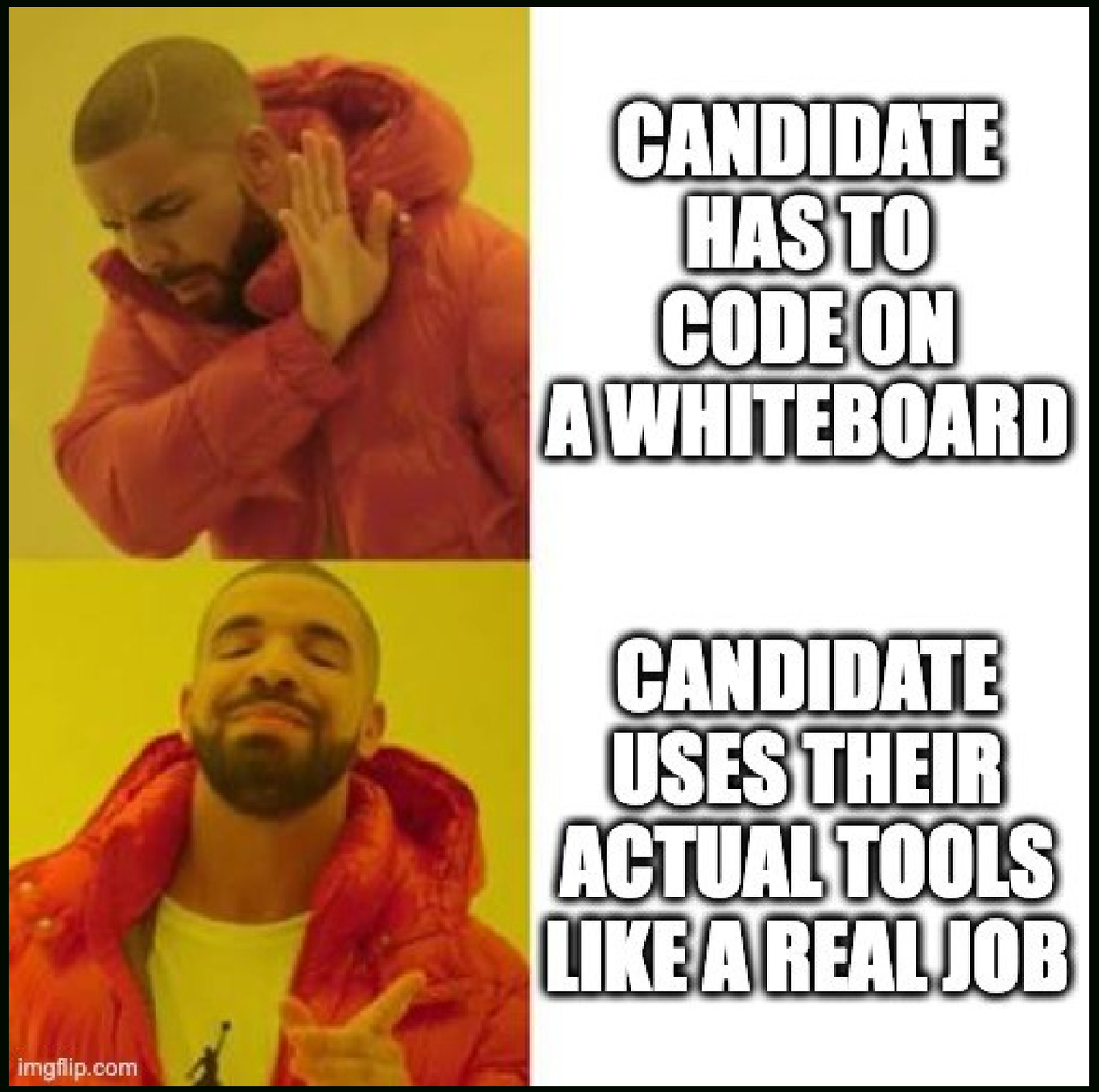
AI is going to take my job



People who know how to use AI effectively will take the jobs of people who don't.

What Most Companies Are Doing Right Now

"If we can catch them using AI, we know they can't really code."



Your candidates are already using AI every day



Stop trying to catch cheaters

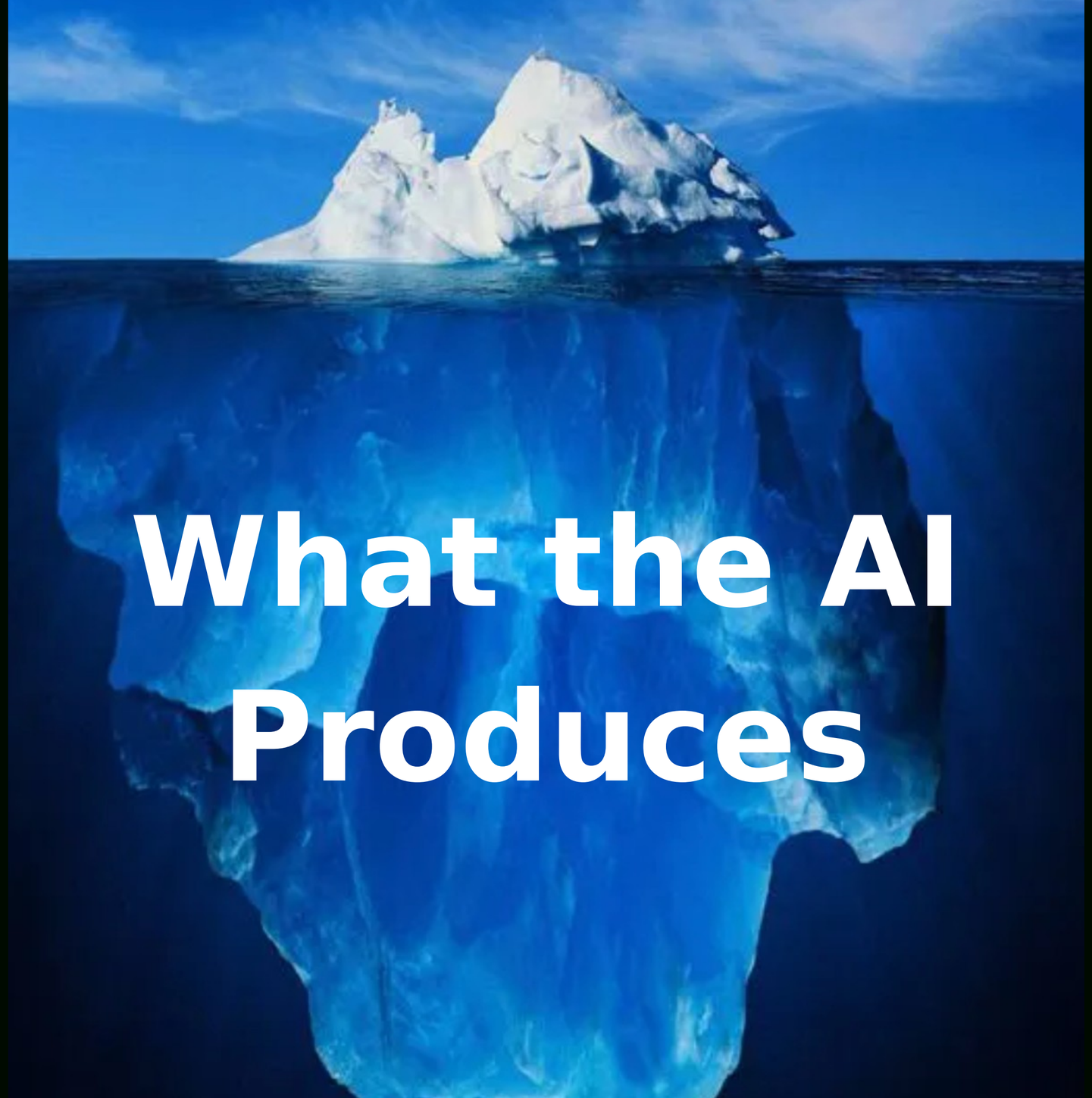
The Confident



The Format:
Two Acts

Act 1: The Prompt

Generate a Terraform configuration for a Private AKS cluster that uses a custom Private DNS Zone for name resolution.


What the AI
Produces



Act 2: The Single Question

Now the Interview Begins

Failure #1: The Happy Path Fallacy



Does the candidate accept the code, or do they check whether everything actually connects? The strong candidate will say 'I need to verify the integration points.' The crutch user will say 'looks good to me.'"



Failure #2: The Default Trap

Does the candidate say 'I'd never ship this with 0.0.0.0/0'? Or do they just keep talking?

Failure #3: The Time Traveler

Does the candidate check the documentation or do they blindly trust the AI?



What Are We Actually Testing?

Rolling This Out

What do we value in engineers now?

Questions



https://duffy.xyz/

https://www.linkedin.com/in/duffy0/