FACT SHEET

Gen AI Opportunity & Risk Assessment Audit

What is it?

Candidate usage of Gen AI tools like Chat GPT during online assessment activities is creating concern about the validity of assessment results and the quality of hiring decisions.

Our Gen AI Opportunity & Risk Assessment Audit tests your exposure to Gen AI, following the candidate journey end to end. Each assessment decision point is identified to give granular insight into where the opportunities and risks exist, highlighting how it might be impacted by Gen AI.

As experienced assessment psychologists and designers, we bring scientific scrutiny to every element. We thoroughly stress test each decision point, challenging assumptions about security and exposure. We help you make fully informed decisions—not only to identify and implement mitigating actions but also to uncover potential opportunities to capitalise on AI advancements.

We'll help you understand the resilience of your current assessment process, allowing you to focus on taking the most effective actions at the correct points to preserve and enhance the integrity, validity and fairness of your hiring decisions.

Why Do You Need It?

- You suspect your process could be vulnerable to Gen AI, but you need more information to take the right steps to mitigate negative impacts and take advantage of opportunities

- You want to know what will work best for your recruitment - to accept the use of AI tools by candidates, to try to prevent their use or to adapt your process to capture the benefits of their accessibility

- You have concerns that use of AI tools by candidates will mean you can't sift out candidates who are not suited to the role

- You want to change the elements of your process that are most at risk to protect your candidate pipeline, assessment resources and calibre of hire.

- You want to understand more about if, how and where use of AI and GPT tools might reduce the diversity or inclusion of your process

- You want to change what you are seeking in your candidates to capitalise on the potential of AI and GPT tools within the roles you are assessing.

Benefits

- Systematic review and granular summary of the AI opportunities and exposure risks within an assessment process, including each decision stage.
- Identification of the specific nature of the present opportunities and risks, including for pipeline management, accuracy of selection decisions and fairness/diversity.
- Confirmation of the AI resilience of specific decision points and recommendations for corrective action or monitoring to evolve and future-proof your assessment process.

Why Choose PeopleScout?

Psychological expertise & lens
Our highly experienced and qualified assessment psychologists stay up to date with the latest AI innovations and their impact on assessment processes.

Always truly independent
We maintain an agnostic approach to all our evaluations and reviews. Whether AI use is beneficial to your organisation or not, we support you in highlighting the risks and opportunities with an unbiased approach.

Critical and scientific approach
We use rigorous and pragmatic data collection to uncover and test our insights.

Breadth & depth
We consider all angles when reviewing your assessment methodology. We go deeper to identify the influential issues and recommend the best course of action for your needs.

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How It Works

- Audit of a single role assessment process with up to five decision points

- Meeting with the PeopleScout team (1.5 hours) to establish materials, stakeholders and access

- Audit plan development and sign-off by client

- Desk-based review of assessment process, content, materials and decision points, including an AI-policy touchpoints

- Desk-based review of assessment criteria and frameworks

- Assessment process and methodologies stress test including the live completion and analysis for online assessment stages

- Client stakeholder interviews

- Report featuring:
  - Gen AI opportunity and risk ratings
  - Primary areas with potential impact,
  - Recommendations for protecting the validity, integrity and fairness of the process and capitalising on AI potential

- 30-minute Q&A call following report delivery

⏳ 2-3 weeks

💰 £9,200

🎯 Out of Scope

- Verbal presentation of recommendations
- Changes to the audit plan once agreed (i.e., increased interview data collection)
- Gamified assessments review
- Stress testing of third-party assessments
- Interim updates on findings

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