

Hiring evidence versus anecdotes

How Cicero Interview screens job-ready talent you can defend



Quality of hire is now the top focus for 75% of HR leaders, outranking time to hire and cost per hire. Most organizations still struggle to consistently hire people who can actually do the job. **Cicero Interview closes this gap at the front of the hiring funnel.**

What early stage hiring looks like today

- Weeks of wasted interviews**
Recruiters and managers lose massive time to “gut feel” first rounds.
- Polished stories, shaky performance**
Rehearsed answers to “tell me about a time...” don’t always predict success.
- New risks: deepfakes and proxies**
AI-written answers and impersonation erode trust in what you see.

High effort. High risk. Unclear capability.

From anecdotes to evidence



Traditional early-stage interviews (left):

- “Tell me about a time...”
- Generic question lists
- Gut feel scoring

Capability first with Cicero Interview (right):

- Job relevant scenarios
- Resume aware follow ups
- Structured rubrics

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We moved from ‘Tell me how you did it’ to ‘Show me you can do it now.’

Not just another AI interview bot

Feature	Most AI interview tools	Cicero Interview
Questioning style	✗ Generic, static question banks	✓ Job and resume-aware, dynamic follow ups
Scoring	✗ Opaque “black box” scores	✓ Explainable scorecards with timestamped evidence
Fraud controls	✗ Basic video capture only	✓ ID and liveness checks; flags deepfakes, proxies, AI assisted cheating
Stakeholder trust	✗ “Trust the model” rankings	✓ Evidence-linked shortlists with clips for hiring managers
Audit readiness	✗ Hard to defend in a bias or process audit	✓ Structured and logged, with consistent rubrics for every candidate

Inside a capability-first, AI-powered interview

Step 1

Ingest your workplace reality. Cicero Interview starts from your world: job descriptions, skills frameworks, and examples of top performers.

Step 2

Run structured, resume-aware interviews at scale. Hundreds of candidates interview in parallel, async or live, facing consistent, job relevant scenarios, with follow ups tailored to their resumes.

Step 3

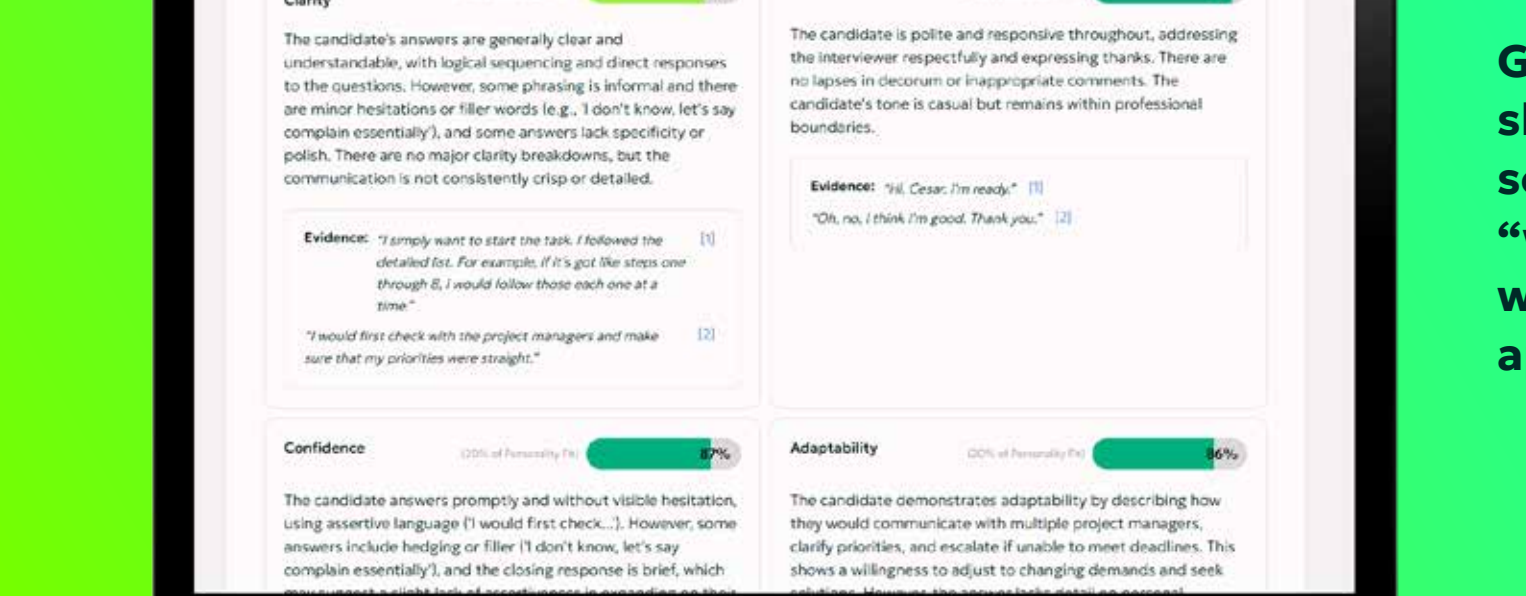
Verify uniqueness and integrity. Government ID-to-face matching, liveness checks, and behavioral signals help deter deepfakes, proxy interviewing, and AI-assisted cheating.

Step 4

Produce explainable scorecards and shortlists. Each candidate gets a capability focused scorecard with evidence-linked clips and notes, so managers can see what happened, not just a number.

Same structure for everyone. Different follow-ups for every resume.

From noise to signals you can defend



Get explainable shortlists, not just “8/10” scores. Understand the “why” behind scores and where true capability appears in the interview.

This is what your hiring managers see: scores, skills, and the exact moments that justify each rating.

Be ready for bias audits, AI fraud, and tough questions

- Bias and fairness**
Structured questions and consistent rubrics that support transparency and bias audit requirements.
- Fraud and integrity**
ID-to-face verification and liveness signals that help flag deepfakes, proxies, and AI assisted answers.
- Defensibility**
Evidence linked records for every candidate, backed by final human approval on hires and rejections.

You don’t just “trust” the model. You can show evidence.

Cicero Interview runs the front end with AI. Talent Acquisition owns the final call.

01

AI-led early-stage screening
High-volume, structured, resume-aware, fraud-resilient interviews.

02

Capability backed shortlists
Candidates who look like your top performers on the skills that matter.

03

Human hiring decisions Managers and recruiters review evidence, run final conversations, and make offers.

04

Trust that Cicero Interview will never auto-advance or reject without human approval.

We don’t replace your hiring process. We accelerate and grow your talent pipeline with evidence-based best candidates.

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