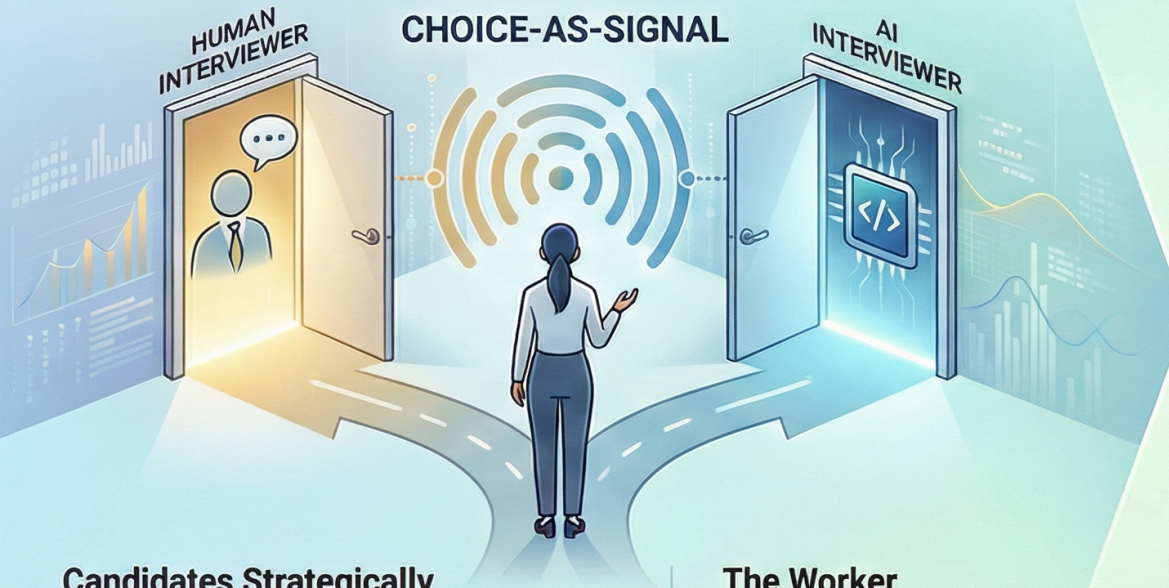


THE CHOICE SIGNAL: RETHINKING AI IN HIRING

THE PROBLEM: WHEN CHOICE BECOMES A SIGNAL



Candidates Strategically Self-Select



High-ability candidates prefer accurate screeners.



Weaker candidates may seek "noisier" evaluations.

The Worker Protection Paradox



Granting choice can harm low-ability applicants if firms use the choice itself to make hiring decisions.

THE SOLUTION: DESIGNING SMARTER SCREENING SYSTEMS

Hybrid Systems Radically Improve Outcomes



↓ Reduce Involuntary Separations by
~24%



↑ Increase Job Offers by
~7%



Play to Strengths: Specialize Your Screeners



**HUMAN
PRECISION
SCORE**



**AI
PRECISION
SCORE**

Assign interview tasks based on comparative advantage to improve accuracy and efficiency.

Language Skills



7.95



7.86

Analytical Skills



7.55



9.66

Build Trust Through Transparency



Disclosing AI use and keeping a human-in-the-loop for final decisions improves fairness.