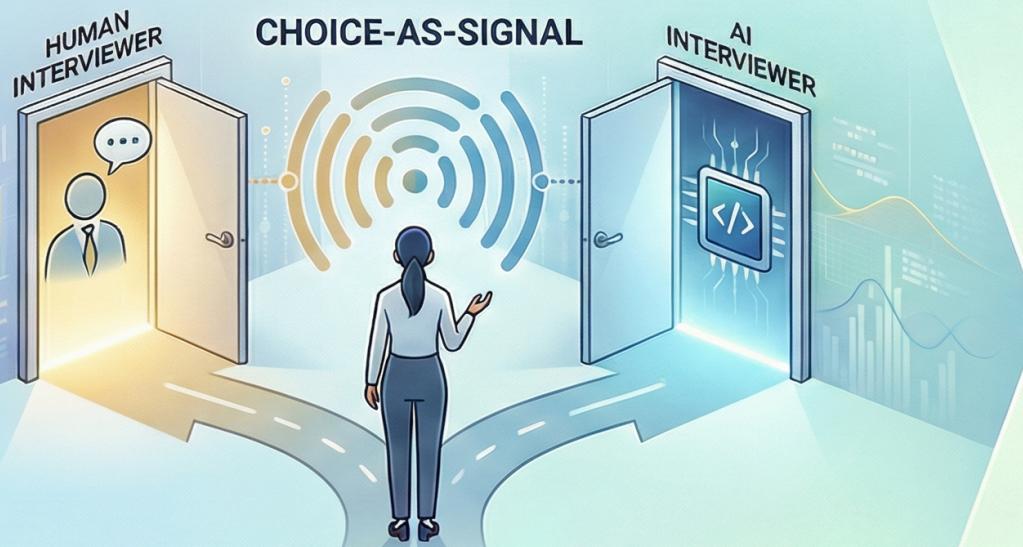


THE CHOICE SIGNAL: RETHINKING AI IN HIRING

THE PROBLEM: WHEN CHOICE BECOMES A SIGNAL



Candidates Strategically Self-Select



High-ability candidates prefer accurate screeners.



Weaker candidates may seek "noisier" evaluations.

CHOICE-AS-SIGNAL

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



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.