Whole Candidate Evaluation with AI: Prediction of Job Success without the Bias

In this presentation, analysis of Video Interview answers and Game play behaviors will be used to describe the way AI methods (e.g., Natural Language Processing, Semantic Analysis, and Emotion Categories) are used to generate competency profiles for job applicants. We will present construct validation evidence of these psychological measures along with criterion validation evidence from a variety of studies. Finally a discussion of AI and bias will be provided and how algorithmic bias can be mitigated if planned for and monitored.