Free for hiring teams

30 interview questions to see who's actually good with AI.

"Do you use ChatGPT?" isn't a test. Everyone says yes. Better questions ask about the moment the AI was wrong, and what the person did next.

AI skill

Do they brief the AI well, break the work into steps, check what comes back, and notice when it's confidently wrong? The same in every role.

Skill at the job

Do they know what good looks like in the role, so they can tell a good answer from a plausible one? Different in every role.

Pick three or four from **Any role** and two or three for the role you're hiring. Ask for a specific example every time. A vague answer is the signal.

Any role

AI skill

How well they work with the AI itself. The same for every role.

	Question	Listen for	Watch out for
1	**When did AI last get something wrong in your work? How did you notice?**	A specific moment, and the check that caught it.	"It's usually right."
2	**Share your screen and show me a prompt you used this week. Why did you write it that way?**	Context, constraints, an example, and what done looks like.	One line, and hoping.
3	**When do you choose not to use AI?**	Clear limits: sensitive data, judgment calls, things faster by hand.	"Never", or "always".
4	**What do you check before AI-made work goes to someone else?**	Concrete checks: sources, tests run, numbers spot-checked.	"I read it over."
5	**Which AI tools do you use for which jobs, and why?**	Chat, agents and AI inside other tools, with a reason for each.	One tool for everything, no reason.
6	**Tell me about a task you broke into steps for the AI instead of asking once.**	Splits the work and checks each step before moving on.	Everything in one giant prompt.
7	**What does an AI answer have to look like before you trust it?**	It can be verified, and it matches what they already know.	Trusts it when it sounds confident.
8	**What have you built to reuse: templates, custom instructions, a workflow, an agent?**	Something that saves them time every week.	Starts from scratch every time.
9	**What did you try to do with AI that didn't work? What did you do instead?**	Honest about the limits, and changed approach.	Can't name one.

10	**How has your work changed in the last year because of AI?**	More time on decisions, less on first drafts.	“I’m just faster.”

Engineering

Skill at the job

Can they tell a real fix from one that only looks right?

	Question	Listen for	Watch out for
11	**The AI’s fix makes the failing test pass. What do you check before you merge it?**	Whether it fixed the cause or only hid the symptom. Edge cases. Reads the whole diff.	“The test passes, so it’s fixed.”
12	**How do you review a 400-line pull request the AI wrote?**	Reviews it like a stranger’s code, asks for it to be split, runs it.	Skims it and approves.
13	**When do you let an agent run on its own, and when do you go step by step?**	Depends on the risk and whether it can be undone. Tests as the guardrail.	Always lets it run, or never does.
14	**How do you give an agent context on a codebase it hasn’t seen?**	Points it to files, conventions and examples. Keeps a project instructions file.	“It figures it out.”
15	**Tell me about a bug the AI introduced that you caught late. What would have caught it earlier?**	Names the gap, and what they changed afterwards.	Can’t think of one.

Product

Skill at the job

Can they make the call the AI won’t make for them?

	Question	Listen for	Watch out for
16	**You have 15 user interviews. How do you use AI to pull out themes, and how do you know it’s right?**	Reads some themselves, traces each theme back to quotes, watches for rare but important signals.	Uses the summary as it comes.
17	**The AI gives you a roadmap that keeps every stakeholder happy. What’s wrong with it?**	There are no trade-offs. A plan that says no to nobody isn’t a plan.	“Nothing, it looks good.”
18	**Which parts of a spec do you let AI write, and which do you write yourself?**	Writes the problem and the why themselves. AI for structure and edge cases.	Lets AI write all of it.
19	**How would you test an idea with AI before engineering builds anything?**	A quick prototype or mock-up in front of users.	Waits for engineering.
20	**A stakeholder sends you an AI-made analysis that supports their feature. What do you do?**	Checks the inputs and the method before the conclusion.	Judges it by who sent it.

Marketing

Skill at the job

Do they know which claims, audiences and channels are real?

	Question	Listen for	Watch out for
21	**The AI's draft launch post has a great statistic in it. What do you do before publishing?**	Finds the source, or cuts the number.	Keeps it because it sounds right.
22	**How do you stop AI-written copy from sounding like everyone else's?**	Customer language, their own examples, a clear point of view.	Doesn't think it does.
23	**How do you use AI for competitor or customer research, and where does it mislead you?**	Knows it fills gaps with confident guesses, and checks real sources.	Treats it as fact.
24	**Walk me through planning a campaign with AI. Where do your own decisions come in?**	Picks the audience, channel and budget themselves, and has a plan B.	Lets the AI pick the channel.
25	**You have 20 AI-written ad variants. How do you test them without wasting budget?**	Narrows down first, tests a few, decides beforehand what counts as a win.	Runs all 20 at once.

Data

Skill at the job

Do they know when a clean number is wrong?

	Question	Listen for	Watch out for
26	**The AI writes a query that returns a clean number. How do you know it's right?**	Checks row counts, joins that duplicate rows, and known totals.	"The number looks reasonable."
27	**When wouldn't you let AI choose the analysis method?**	When the method decides the answer, or the data has quirks it can't know about.	Never thought about it.
28	**The CFO asks "how do you know?" about a finding you made with AI. What do you say?**	Explains the method and the checks, without leaning on the AI.	"The AI calculated it."
29	**How do you give AI the context of your data model and metric definitions?**	Shares definitions and schemas, plus examples of correct output.	Pastes in the raw table and asks.
30	**Tell me about a number that looked right and wasn't.**	A specific story, and the check they now always run.	Can't name one.

Answers can be rehearsed. The work can't.

With Hour, a candidate does one real task with their own AI tools, and you see how they worked: what they asked, what they checked, and what they caught. A person who has done the job checks every result.