

woven

The AI Hiring Trap: 7 Hidden Time-Wasters Costing You Top
Engineering Talent


Why trust Woven?

Woven works with hundreds of software engineering teams to **evaluate, verify, and vet technical talent at scale**, faster and more accurately than traditional hiring processes.

Our platform has helped clients like Kodak, Scratchpad, 15Five, Pilot, and other tech startups find their best engineers while **uncovering fake candidates, AI resume hallucinations, and interview cheating tactics** that even seasoned recruiters miss.

We've reviewed **thousands of real-world assessments** and we've seen what works (and what quietly wastes your team's time).

This guide will expose **7 silent killers** of engineering efficiency in this new AI-driven era and how you can avoid them.



1. Résumé Bullet Points Are Now AI-Generated—and Hallucinated

Before ChatGPT, bullet points were embellished. Now they're hallucinated. Engineers are using LLMs to generate impressive, but **completely fictional, experience blurbs**.

"Built scalable Kubernetes deployment systems for millions of users."

Reality: They shadowed someone who did.

Why it matters:

Screening based on resumes has never been more misleading—and in 2025, it's worse than useless. You can no longer trust what's listed unless it's verified through real-world performance.

2. Prestige Is a Stronger Signal Than Ever—But Only if Used Right

New data from Woven and Interviewing.io suggests recruiters are leaning harder on recognizable brands—top schools, FAANG companies, unicorn startups—as **filters for trust**.

But here's the twist:

Our analysis shows **engineers from high-prestige companies also cheat more frequently** in remote interviews.

Use prestige as a filter? Fine. But verify every time.



3. Live Interviews Are Being Cheated—In Real Time

Startups like **Cluely** have raised millions by helping candidates **game live technical interviews**, supplying AI-powered whispering tools, remote control setups, and even real-time answer feeds.

At Woven, we've seen it firsthand:

A candidate who aced a live pair programming round with suspiciously perfect answers... and then froze on a follow-up Slack Q&A.

Live doesn't mean honest anymore.



4. International Crime Rings Are Now Engineering Candidates

No joke! We helped uncover a **fake candidate syndicate** that infiltrated over 30 companies—including several VC-backed startups.

- 300+ apps from fake engineers
- Dozens passed phone screens
- “Camera problems” and “traveling” excuses
- Deepfaked videos
- IP logins traced to Pakistan

One candidate was “hired” in Texas... while logging in daily from Karachi.

The cost? Over 320 wasted hours of interviews in a single quarter.

Most teams never know they’ve been fooled—until it’s too late.



5. Code Review Is Still King—and Predictive of Success

Woven's internal benchmarking shows that **real-world code reviews** (with live playback and scorecards from engineers) are the **#1 predictor of on-the-job success**—even over take-homes or live interviews.

One customer cut 90% of their engineering team...and doubled product velocity.

Why?

- AI bug fixes handled the low-hanging fruit
- Clear CI/CD pipelines
- LLM-assisted QA
- **Code quality was the only signal that mattered**

In an AI-assisted world, your engineers must **own architecture, testing, and iteration—not just write clever code.**



6. You Don't Know How to Interview for AI Skills—Yet

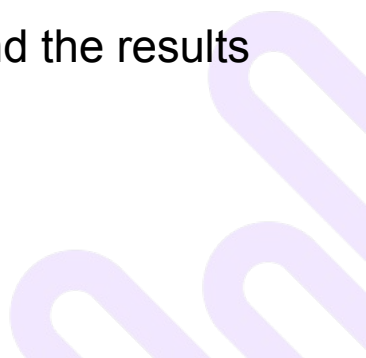
You probably shouldn't even try.

Anthropic bans AI use in interviews and take-homes. Claude's team said explicitly: *“There's no good way to test for responsible AI use, so we eliminate it entirely.”*

Take-home tests?

We've seen candidates **prompt their way through them**, submit LLM-generated results, or even pay freelancers to finish the work.

Unless you plant honeypots (yes, we do this), assume AI will be used—and the results will be... artificially impressive.



7. But If You *Do* Want AI-Native Engineers... You Need New Signals

Some teams want engineers fluent in AI tooling. But the best ones don't just "use ChatGPT"—they build internal copilots, write custom pipelines, and leverage token limits like they're hardware constraints.

Take Shopify:


They **tracked which engineers used Copilot the most—and rewarded them.**

Their fastest-moving teams were also the highest-token users.

Want AI-native talent?

Look for **tooling fluency**, not just ChatGPT hacks.

We're building a stand-alone report on this. For now, start with these signals:

- Do they have examples of AI automation in their workflow?
 - Have they built or modified LLM pipelines?
 - Do they know prompt engineering... or prompt **debugging**?
- 

Wrap-Up: The Hiring Game Has Changed. Has Your Process?

You don't need more interviews. You need **smarter signals**.

Woven helps companies:

- Detect fraud and AI misuse
- Evaluate real-world skills in less time
- Predict performance—not just assess potential

If you'd like learn more let us know!

