

# CorGTA

## Top 5 AI Threats for Hiring and Considerations for the Future

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### Employment Verification and Digital Footprint Checks

AI and online tools have lowered the barrier to creating fake professional identities, including fabricated LinkedIn profiles, references, certifications, employers, and project portfolios.

#### Considerations:

- ✓ Implement structured verification processes
- ✓ Require references from **verified** corporate emails
- ✓ Use tools to analyze digital footprints and detect inconsistencies across profiles

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### Video Interview Risks, AI-Assisted and Deep Fake Interviews

The shift to virtual interviews has introduced risks such as AI-assisted responses and deepfake candidates.

#### Considerations:

- ✓ Incorporate simple **live validation techniques** (e.g., gestures on camera over the face)
- ✓ Request screen sharing to identify hidden tools or multiple monitors
- ✓ Ask detailed, experience-based questions that require real context and can be verified not AI generated

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### AI Resume Building and AI Auto Selection Sourcing

Candidates increasingly use AI to optimize resumes for keyword matching, often resulting in generic, inflated, or misleading content.

#### Considerations:

- ✓ Look for **specific metrics**, project details, and context as indicators of authenticity
- ✓ Be cautious of resumes that **mirror job descriptions too closely** and use common AI formatting like dashes, paragraph line breaks and emojis
- ✓ Avoid over-reliance on **keyword matching** - titles and roles vary across organizations and regions

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### Future of Hiring Will Shift Toward Work Ethic and EQ (Not Just IQ)

AI tools are leveling access to knowledge, making soft skills and execution more critical differentiators.

#### Key attributes to prioritize:

- ✓ Problem-solving ability
- ✓ Initiative and ownership
- ✓ Communication skills
- ✓ Passion and collaboration

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### AI Adoption in Workforce Planning – Reality vs Expectations

AI is a powerful tool, but it does not eliminate the need for human effort and oversight.

#### Key considerations:

- ✓ AI requires time for prompting, input preparation, and iteration
- ✓ Outputs must be reviewed, validated, and often reformatted
- ✓ Overuse of AI for simple tasks can reduce efficiency
- ✓ AI should be viewed as an **augmentation tool**, not a full replacement

## Final Takeaway

AI is transforming hiring and workplace environments, but it also introduces new risks and complexities. Organizations that succeed will **balance technology with strong human judgment, structured processes, and a focus on authenticity.**

Speak with **CorGTA** to learn how we're implementing these concepts to supply the **best qualified and vetted talent** to our clients.

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