

AI-ERA RESUME REVIEW CHECKLIST

Don't try to spot AI. Look for evidence.

Use these eight questions to look beyond polished language and identify evidence of relevant experience, skills, judgment, and results.

WHAT TO LOOK FOR

ASK YOURSELF

1. Role-Specific Relevance

Is there evidence the candidate has done comparable work, solved similar problems, or has transferable skills relevant to the role?

2. Specificity Over Polish

Can you tell what the candidate actually did, beyond polished or generic language?

3. Meaningful Outcomes

Is there evidence of what changed, improved, grew, or resulted from their work?

4. Realistic Scope

Is there enough context to understand the scale and level of their responsibilities and accomplishments?

5. Progression and Growth

Do you see increasing responsibility, complexity, expertise, or impact?

6. Evidence of Judgment

Are there signs the candidate made decisions, solved problems, navigated challenges, or improved something?

7. Claims Supported by Evidence

Are their strongest claims backed by concrete examples in their experience?

8. Questions Worth Exploring

Does the resume give you meaningful areas to dig into during an interview?