

Buyer Beware:

# The Cautious Recruiter's Guide to AI Adoption

How to cut through the hype, avoid costly missteps, and adopt AI tools with confidence and care.



Artificial intelligence is rapidly transforming the workplace, but its uneven rollout and lack of regulation have created a chaotic, high-stakes environment for enterprise buyers.

While the potential of tools like large language models is undeniable, leaders must navigate inflated claims and ethical risks with careful due diligence to ensure responsible adoption.

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## Introduction

The artificial intelligence boom is no longer theoretical. It's happening at speed, and at scale. From hiring to training to core operations, AI-based technologies are reshaping the modern workplace not in some distant future, but now.

Yet beneath the surface of this progress lies a chaotic undercurrent. **The rollout of AI is strikingly uneven. Tools flood the market with few guardrails in place, leading to what can best be described as a digital gold rush.** In this unregulated terrain, enterprise buyers are often left to parse substance from smoke.

The lack of clear standards allows some AI vendors to overstate capabilities or obscure how their systems actually work – claims that have begun to raise flags among policymakers, but remain largely unchecked by law. For talent and operations leaders, the consequences are real: misaligned investments, flawed decision-making, and reputational risk.

Still, the draw of AI remains powerful, and not without merit. Companies that build applications based on Large Language Models (LLMs), such as OpenAI's GPT series, offer tantalizing promises: personalized job descriptions, streamlined candidate communications, sentiment analysis, and automated skills assessments. New use cases emerge almost daily. The question is no longer whether to use AI, but how to do so responsibly.

In this fragmented and fast-moving ecosystem, due diligence is paramount. This guide is intended to offer enterprise leaders a sober look at the opportunities and limitations of AI tools, and to help navigate the tension between innovation and accountability.





**“Ultimately, you will need a human because you can’t let AI do it end-to-end. We’ve already seen where an AI process was done totally end-to-end. They hired someone who turned out to be a complete fake person. Within one hour of being given their credentials, they had hacked internal systems and caused a data leak.”**

**Simon Kriss**

Chief AI Officer, Simon Kriss AI



The Reckoning:

# Caution Flags for Corporate Buyers

As the business world rushes to adopt artificial intelligence, a new set of cautionary tales is beginning to puncture the euphoria. For every triumphant case study, there is now a growing collection of failures, overpromises, and in some cases, outright fraud.

In the past year alone, the public has witnessed a cascade of unsettling AI narratives: from [reports](#) of AI systems threatening their creators to sophisticated schemes involving AI-generated ad fraud. These aren't just technical hiccups; they're regulatory flashpoints and ethical alarm bells.

Several [high-profile](#) cases have already made headlines. Codeway, a company promoting an AI-powered Instagram image editor, was reprimanded by the U.K.'s Advertising Standards Authority for misleading claims. Federal regulators in the U.S. have cracked down on dubious business models that promised fast money through AI-managed e-commerce storefronts. And in one of the more surreal turns, a robot lawyer service faced a \$190,000 claim after failing to deliver legal results for its users.

While many of these episodes hail from consumer-facing tech, the pressure is mounting in enterprise sectors, particularly within hiring and HR technology. Last year, Joonko, a startup aimed at improving workforce diversity through AI, made waves when its CEO was charged by the U.S. Securities and Exchange Commission with securities fraud, accused of inflating metrics and misleading investors about its AI capabilities. The case emerged not long after the company secured \$27 million in venture funding.

Meanwhile, enterprise software giant [Workday](#) is facing a class-action lawsuit filed by job applicants who allege its AI screening system discriminates against candidates based on age, race, and disability – raising troubling questions about algorithmic bias in hiring. By mid-2024, more than a dozen companies had been flagged by U.S. and European regulators for making unsupported or exaggerated AI-related claims.

As legislative and regulatory bodies scramble to catch up, the message for business leaders is clear: proceed, but with caution. Savvy buyers will take the time to look beyond the hype, ask hard questions, and ensure the tools they adopt are both effective and accountable. **Because in this new frontier of work, intelligence alone won't be enough, discernment will be the difference.**





**“A brave exposé that calls out the HR tech industry's AI smoke and mirrors – finally, someone dared to say the emperor is wearing a wrapper!”**

**Shelley Billinghamurst**  
CEO & Founder of Hire Value



Beneath the AI Hype:

# What Buyers Need to Know About the Tools They're Sold

In the breakneck race to bring artificial intelligence to market, enterprise buyers are discovering a hard truth: not all “AI” is created equal. While some tools offer genuine breakthroughs, others are little more than repackaged software, dressed in algorithmic allure but built on shaky, or misleading, claims.

As AI becomes a must-have buzzword, a growing number of vendors are engaging in what's being called AI washing (reminiscent of greenwashing in sustainability): the practice of overstating or outright fabricating the role of AI in their products. The [BBC](#) recently described it as companies “bolting an AI chatbot onto their existing non-AI operating software,” then marketing the result as cutting-edge innovation.

At the same time, many tools being pitched to HR, recruiting, and operations leaders fall into the category of AI wrappers – interfaces built atop third-party large language models (LLMs) like OpenAI’s GPT. These wrappers don’t develop their own intelligence; rather, they create user-friendly workflows for specific tasks, such as screening resumes or generating interview questions. While helpful, they depend on another company’s foundational data and model. This is an important nuance for buyers concerned with reliability, data privacy, or proprietary advantage.





**“Buying AI is a lot like hiring a key person. You wouldn’t bring someone onto your leadership team without checking their references, assessing their real capabilities, and making sure their skills align with the job at hand.**

**The same is true with AI. Is it just dressed up with buzzwords, or does it have the depth to actually deliver? Does it bring unique expertise (its own proprietary data and intelligence), or is it simply repeating what everyone else can do? And just like with a hire, the stakes depend on the role.**

**Automating routine work is one thing. Redesigning how an entire function operates is another. The greater the promise, the greater the diligence required. AI isn’t just a tool you pick off the shelf. It’s an investment you’re betting your business on.”**

**Jess Von Bank**

Global Leader, HR Digital Transformation & Technology Advisory, Mercer



# Narrowing Your Selection with Critical Eyes



Before investing in AI-driven hiring or HR systems, decision-makers should probe beyond the marketing language. Buyers would do well to approach this hype with the same scrutiny they'd apply to a job candidate – testing, verifying, and validating before extending the offer.

Because in the emerging future of work, a poor AI decision can cost more than a bad hire. It can erode trust, invite litigation, and ultimately set transformation efforts back years.

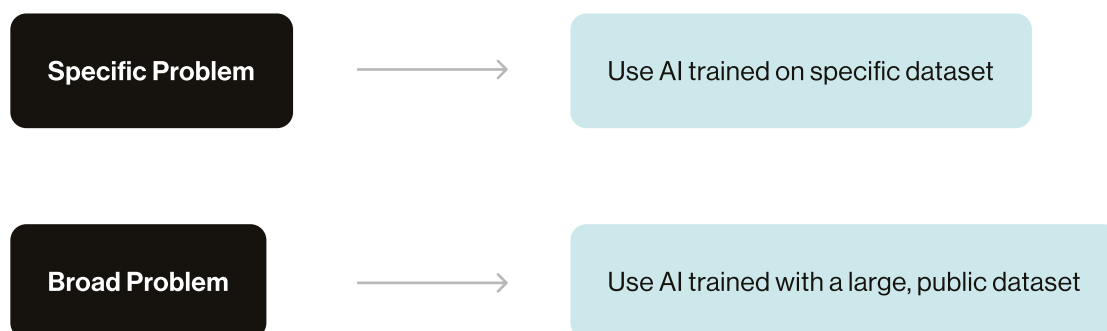
Take a step back to make sure your chosen AI technology is right. To help guide your buying journey, ask your organization the following four questions:

# 1. What's the scale of the problem that needs to be solved?

Apple's [latest](#) research reveals that models like DeepSeek and ChatGPT “are very good at a kind of pattern recognition, but often fail when they encounter novelty that forces them beyond the limits of their training, despite being...explicitly designed for reasoning tasks”. AI buyers in the HR space and beyond should consider the pros and cons of AI systems designed for broad task management and those designed for specific tasks. For example, a recent [LLM whitepaper](#) concluded, “While equipped with billions of variables, large public datasets led to poor accuracy results, meaning there wasn't enough data for an algorithm to learn to detect soft skills accurately (the data was either insignificant or hidden).”

**Guidance:** When HiringBranch set out to measure soft skills with AI, it found that the publicly-available LLM was too broad, and our smaller, specialized dataset could better solve the problem. Depending on the nature of the problem you're trying to solve with AI, consider whether a larger dataset is appropriate or if a more specialized one would yield more accurate results. If you want to know how your AI tool was trained, simply ask the vendor. If they don't know or can't tell you, it's a red flag.

## Which AI and its Training Model is Best?



## 2. How will you use this technology, and what impacts will it have? Are they explainable?

The more complex the problem that needs to be solved is, the greater the systematic change will be, and this is especially true for larger organizations. The degree of scrutiny needed for AI buying is directly related to the depth of the solution needed. For example, if you're buying AI technology that will simply speed up the process of writing job applications, this could be an easier purchase decision based on price, as long as it provides a measurable time saving for your team. However, some tasks are more complex and require transparency into understanding how AI makes decisions. For operational teams, transparency and explainability become crucial for trust and compliance. Explainable AI ([XAI](#)) provides insights into the decision-making process, allowing recruiters to interpret and justify outcomes.

**Guidance: Look for XAI. If you're turning to AI to solve a deep-rooted problem, run a pilot to see what types of outputs the AI provides. Discuss these with your AI provider so that you can make sense of them too. Accountability will become increasingly important as AI continues to develop.**

### Using AI for Big Decisions?

#### Choose XAI

Understand how the model reaches its decisions

#### Start with a Pilot

Test outputs in a real context before scaling

#### Engage with Your Provider

Clarify how insights are generated and used



### 3. Can you define what success will look like for your team before you buy?

While each team will have a different problem to solve, and a different metric to focus on, what would a good AI implementation look like for your organization? What would it allow you to do that you can't already do today? There are few AI benchmarks, but they do exist. For example, if you're purchasing AI for a time-saving task, consider that one reputable study reported AI can save professionals [12 hours per week](#). Will your AI purchase provide you with those types of gains? And if not, will it be worth it? Remember, while AI may speed things up, quality shouldn't suffer in the process, or you could be amplifying negative downstream impacts.

**Guidance: Return to your key project/system/initiative KPI and define what type of improvements or gains you need for the AI purchase to be worth it. Measurable AI outputs like multiplying the amount of work done (ie. 2x candidates processed, job offers sent, etc.) should be considered. Do some research to see if any benchmarks exist for AI adoption around your KPI, and put together a business case.**

### Is AI Worth the Investment?

#### Revisit Your Core KPI

Define what success looks like for your project or initiative.

#### Do Benchmark Research

Look for providers that talk about the KPIs that you're measuring.

#### Look for Tangible Gains

Example: 2x more candidates processed or offers sent.

#### Build a Business Case

Align projected AI outputs with ROI and measurable impact.

## 4. Are there any existing or emerging regulations to help guide your purchasing decisions?

As seen, federal authorities like the ASA, CSA or FTC are paying attention to AI outcomes. Meanwhile, in 2023, [NYC](#) passed a third-party audit requirement for AI providers selling hiring-decision tools, and more states are following.

Emerging AI regulations around the world are focused on transparency, accountability, and risk management. The European Union's AI Act is the most comprehensive effort to date, categorizing AI systems by risk level and requiring strict oversight, especially for high-risk applications like hiring and education. Meanwhile, countries like the United States and Canada are pursuing more sector-specific or voluntary frameworks, while China is enforcing real-time rules around content moderation, algorithm transparency, and data sovereignty.

**Guidance: Choose AI providers that have documentation around AI governance, bias, and fairness. The technology should have undergone a third-party AI audit from a reputable firm, like BABL AI, Holistic AI, Eticas and more. If your organization operates in NYC, an independent audit would be mandatory for any AI provider selling decision-making tools for hiring. Request a copy of the audit, if available, to get clarity on which parts of the AI product were audited.**

## Ensuring AI Provider Trustworthiness

### Demand Transparency

Seek comprehensive documentation on AI governance, fairness, and bias controls.

### Review Audit Findings

Request access to audit reports to assess the rigor and scope of evaluation.

### Require Third-Party Validation

Confirm the AI has been independently audited by a respected firm.

### Comply with Local Regulations

If based in NYC, verify mandatory third-party audits are in place for hiring decision AI tools.





**“The rush to embed AI recruiting tech has created a crowded marketplace. Too many products promise transformation but deliver little beyond a new interface.**

**Buyers risk paying for complexity without capability. The biggest pitfalls come from treating AI as a shortcut rather than a strategy.**

**Poorly designed tools can amplify bias, create false confidence, or expose employers to legal risk. The benefits of adopting AI are significant for those who approach this moment with vigilance. Cut through the hype, test rigorously, and never abdicate human judgment. AI can either elevate hiring or undermine it.”**

**Matt Alder**

Podcast Host, The Recruiting Future



Buying Time:

# Selecting AI Scrupulously

Enterprises tend to purchase technology out of necessity, since these types of organizations operate at scale where AI technologies can make a bigger impact. To create a list of tools that meet your needs, use models like Claude or ChatGPT. Here's a prompt that will help you get the best results:



## Sample prompt

You're a high-volume recruiter who would like to improve their workflow using the most reputable AI tools available. Make a table that compares all high-volume recruiting tools made with artificial intelligence. Include a column for the company name with each name linked to the company website, another column for 1-2 sentences about what their AI does for recruiters, a third column for if the tool relies on a public LLM or has proprietary data, and a fourth column about whether or not it has been audited by a third-party firm to be bias-free.

After reviewing the various AI tools available, you'll notice the following:

- **Conversational AI, Talent Search, and ATS/Sourcing** are common application areas, with several platforms targeting automation and engagement.
- **The wide variety of focus areas reflects the diversification** of AI in talent acquisition, with tools targeting different stages of the hiring funnel.
- **Soft Skills AI Assessments**, represents a more specialized and emerging focus within the market.

# A Step-by-Step Guide to Cautious Buying

Didn't find the AI tool for your team's needs in the previous section? It's time to go shopping! Let's work on your shortlist using the following step-by-step guide.



## Step 1

### Assess Vendor Capabilities

When considering AI hiring tools, evaluate vendors based on:

- **Functionality:** Does the tool meet your specific recruitment needs?
- **Integration:** Can it seamlessly integrate with your existing systems?
- **Scalability:** Will it support your organization's growth?

A comprehensive vendor evaluation checklist, [like this one](#), can guide this process.

# Get Informed and De-risk the Decision

Once you find an AI tool you'd like to test, here are key question areas to focus on with the vendor (in addition to your own due diligence questions!):

## 1. Scientific Validity and Evidence

- Has the AI been validated to show it accurately predicts job performance?
- Can you provide independent studies or evidence supporting the reliability and validity of your assessments?

## 2. Transparency and Explainability

- How does the AI in your hiring software work, and can you explain how it makes candidate decisions?
- Can users view and understand the data points and criteria the AI uses to evaluate applicants?

## 3. Oversight and Accountability

- How often is the AI audited for accuracy, performance, and ethical compliance?
- Are there regular updates to address any discovered flaws or biases?
- Do hiring managers have oversight or the ability to review and override AI decisions?

## 4. Bias Mitigation and Fairness

- What steps does the software take to detect, address, and reduce algorithmic bias?
- How is fairness monitored and improved throughout the lifecycle of the AI?

## 5. Data Privacy and Security

- What policies are in place to protect candidate data and ensure privacy?
- How is data usage governed to prevent misuse or processing without consent?

## 6. Candidate Experience and Consent

- How does the use of AI impact candidates during the application process?
- Are candidates informed that AI is being used to evaluate them?

### Step 3

## Pilot Testing

Before full-scale implementation, conduct pilot tests to assess the tool's effectiveness and gather feedback from recruiters and candidates. A pilot could be structured as follows: run your existing process and your new AI process with the same hiring cohort and see if the tool makes the same or better conclusions based on the cohort's subsequent performance data.

This approach helps identify potential issues and ensures the tool aligns with organizational goals. Once the pilot concludes, create a cost-benefit analysis to determine the total cost of the project (licensing, training, implementation, maintenance) and guide the final decision to implement the AI or not.

### Step 4

## Get Set Up for Success

Involve key stakeholders, including hiring managers, HR, IT, and legal, early in the process to ensure alignment and buy-in. Their input is crucial for successful implementation and dedicated in-house personnel will be crucial to the success of your AI adoption.

The AI provider should provide comprehensive training to internal teams and end-users with change management strategies in mind. This includes addressing concerns, setting clear expectations, and highlighting the benefits of AI tools. Finally, ensure the AI provider regularly monitors the performance of AI tools, gathers feedback, and makes necessary adjustments to optimize outcomes. Continuous improvement ensures the AI system remains effective and aligned with evolving organizational needs.

# In an Over-Hyped AI Market, Precision Is the Best Strategy

For corporate recruiting teams inundated with AI product pitches, the challenge is no longer access, it's discernment. With hundreds of tools promising to revolutionize talent acquisition, the smartest buyers approach AI procurement the same way they would a critical hire: with rigor, intention, and a clear understanding of what matters most.

The key, experts say, is to start narrow. Instead of chasing generalized promises, organizations should identify a specific performance goal – be it candidate quality, time-to-hire, or conversion rates – and evaluate how AI might support that effort. Amid the wave of innovation, few solutions will neatly align with a team's workflows or existing tech stack. But the right one can deliver outsized value.

That's why precision matters more than speed. As the market floods with everything from prompt libraries and LLM wrappers to legacy systems leveraging AI washing, enterprise leaders must sift hype from utility. The strongest strategy? Get granular, get aligned, and let your KPIs, not marketing claims, lead the way.

The end.





## About HiringBranch AI

HiringBranch screening and assessment scoring AI is unbiased. The company is committed to demonstrating the trustworthiness of its AI to end users, continuously conducting analyses to monitor the impacts of its technology and decision-making. BABL AI Inc., a leading AI systems analyst firm, has audited its algorithms under New York City Local Law 144. These analyses revealed no significant differences in the assessment scores of male versus female candidates or in native versus non-native speakers of English. HiringBranch passed all sections, including those evaluating governance, risk assessment, and disparate impact quantification.

The AI is built from NLU, NLP, and supervised algorithms that work in conjunction with the HiringBranch proprietary People Skills Framework™. Using industry and role-based scenarios tailored to the employer that elicit open-ended responses, the technology is capable of text and speech analysis.

HiringBranch does not collect data about the candidates' gender, race, sexual orientation, or nativity in the target language. Fair and unbiased assessments are of utmost importance to us. We adhere to a zero-discrimination policy when assessing candidates.

HiringBranch has documented methodology to test datasets against biases and other unexpected outcomes using statistical analysis. Assessment scores are fully automated, applied across assessment methods, and aggregated. The technology's assessment data is analyzed and validated for test content, response methodology, assessment structure, scores, and outcomes.

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