

“User Manual” for “Humans at Work”

The Interview “Vibe-Check” Audit



The Interview "Vibe-Check" Audit

Research shows that traditional interviews are often "social aptitude tests" rather than "skill aptitude tests." For many neurodivergent individuals, the "vibe check" is where systemic bias lives. "If we hire for 'vibe,' we are simply hiring for 'familiarity.' To find true talent, we must look past the social performance and audit the actual potential."

The "Social Polish" Trap shows that traditional interviews reward:

Sustained eye contact	→	which can be physically painful or distracting for some
Rapid-fire verbal processing	→	which penalizes those who think deeply/slowly
"Small talk" and charisma	→	which are rarely the core skills needed for the actual job

Goal : Matching the right brain to the right task, not the right personality to the right lunch table.

The Inclusive Interview Checklist for Pre-Interview Transparency



Send Questions in Advance: Send 3–5 core technical questions 24–48 hours early. This allows candidates to prepare substance rather than panicking over delivery.



The "What to Expect" Guide: Send a PDF explaining:

- Who exactly will be on the call/in the room (with LinkedIn photos).
- The exact schedule (e.g., 10 mins intro, 30 mins technical, 10 mins Q&A).
- A statement that notes, stimming (fidgeting), or looking away to process thoughts are welcomed and will not be penalized.



Sensory Control: If in-person, ensure the room has no buzzing lights or strong scents. Offer water immediately.



Virtual Safety: Encourage the use of "Blur Background" to reduce visual noise for the candidate.

The Bias-Correction Scorecard

Interviewers should fill this out immediately after the session to catch "vibe-based" bias.

Question for the Interviewer	Reflective Check
"Did they make eye contact?"	Does it matter? Will this person be staring at people's eyes while they code/write/analyse data?
"They seemed nervous/awkward."	Anxiety is not Incompetence. Was the "awkwardness" actually just a different communication style?
"They didn't answer quickly."	Processing Time. Did the quality of the answer improve because they took 10 seconds to think?
"They aren't a 'Culture Fit'."	The Danger Zone. Are you looking for a "Fit" (someone just like you) or a "Culture Add" (someone who brings a new perspective)?



Thankyou!
Click to get in touch!

Call us!

Email Us!

Join our network!

