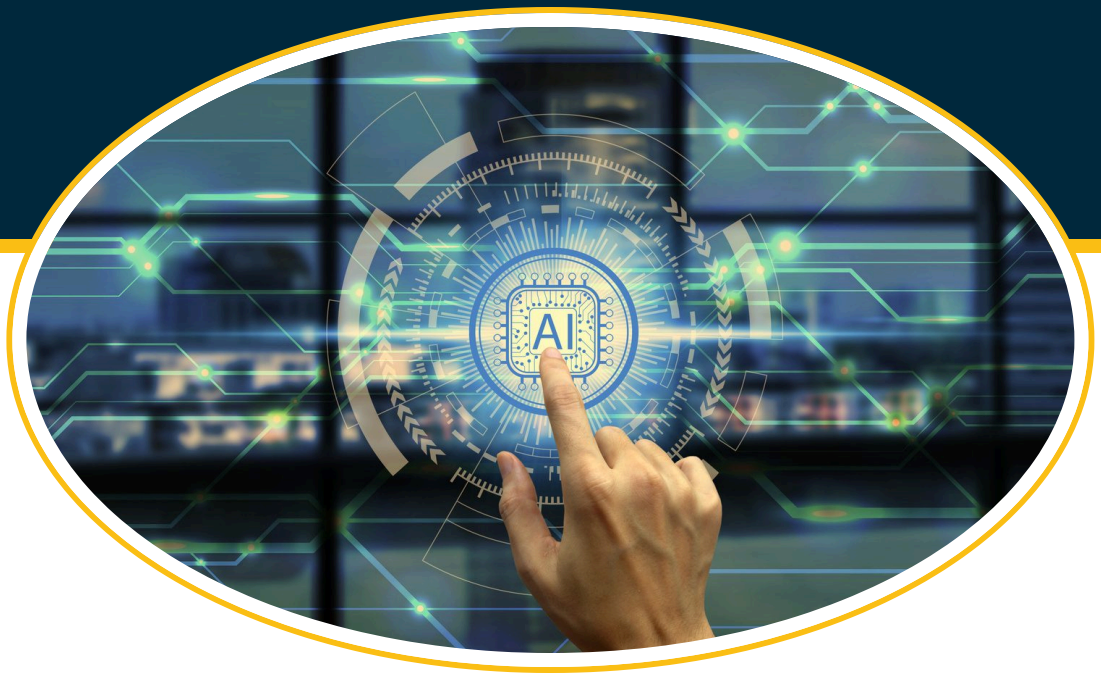
AI ETHICS QUIZ

Teaching Students Responsible AI Use in Career Development



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Talent Transformation Whisperer, LLC | transformwithttw.com

Audience: Career Services Professionals | Adaptable for student use, advising sessions, or standalone workshops

ABOUT THIS QUIZ

I developed this quiz for a for credit career readiness and professional development course in higher education, and I have used it with learners well beyond campus. It introduces students to five ethical principles for AI use in career contexts: transparency, fact checking, recognizing bias, staying responsible, and protecting privacy.

It is designed to be used as a graded assessment, a discussion starter, or a self evaluation tool. All questions include rationale that can be used for facilitation. Adapt freely with attribution.

Facilitator Notes

Recommended use: Administer before students use any AI tool for career purposes. For courses, this works well in Week 1. For workshops, it can open the session.

Format options:

- Graded quiz (multiple choice, individual)
- Small group discussion (present each scenario, discuss before revealing the answer)
- Self assessment (anonymous, used to generate group discussion data)

Time required: 10 to 15 minutes for individual completion. 25 to 30 minutes if used with full rationale discussion.



QUIZ QUESTIONS

Question 1

A student uses ChatGPT to write their entire cover letter and submits it without reading, editing, or disclosing that AI wrote it. Which ethical principle does this violate?

- **A)** Fact checking
- **B)** Transparency and responsibility
- **C)** Protecting privacy
- **D)** Recognizing bias

Question 2

You ask an AI tool to list the qualifications for a specific job. The AI confidently lists several requirements, but when you check the actual job posting, two of them are not there. What does this illustrate?

- **A)** AI bias
- **B)** Privacy concerns
- **C)** A formatting error
- **D)** AI hallucination: outputs that sound confident but are inaccurate

Question 3

A student pastes their full resume, including their home address, their Social Security number, and a former supervisor's private contact information, into a free AI chatbot. Which principle is being violated?

- **A)** Protecting privacy
- **B)** Transparency
- **C)** Fact checking
- **D)** Recognizing bias

Question 4

Using the GPS metaphor: which of the following best describes the appropriate role of AI in a student's job search?

- **A)** AI is the driver: it makes the decisions and the student follows along
- **B)** AI is the destination: the student should aim to produce whatever AI produces
- **C)** AI is the GPS: it suggests routes and provides information, but the student drives and makes every decision
- **D)** AI is a passenger: it observes but does not contribute

Question 5

A student asks an AI tool to help write a LinkedIn connection request to a recruiter. The AI generates a polished message. What is the most ethical next step?

- **A)** Review the message, revise it in your own voice, and add a specific personal detail from your interaction with the recruiter
- **B)** Send the AI generated message as is, since it is professional and polished
- **C)** Discard it entirely and write from scratch
- **D)** Ask the AI to make it more formal before sending

Question 6

Which of the following is an example of appropriate AI citation in a professional context?

- **A)** No citation needed, because AI is just a tool like spell check
- **B)** Crediting ChatGPT as a co author
- **C)** Citing only if the employer asks
- **D)** A footnote noting "AI assisted drafting, revised and verified by [Name]"

Question 7

An AI tool consistently produces resume language that centers on skills and experiences that reflect a narrow, traditionally dominant workforce. What ethical issue does this represent?

- **A)** Privacy violation
- **B)** AI bias reflecting uneven training data
- **C)** Hallucination
- **D)** Transparency failure

Question 8

A student uses AI to research a company before an informational interview, generates a list of potential questions, then rewrites those questions in their own words based on what genuinely interests them. This is an example of:

- **A)** Academic dishonesty
- **B)** Over reliance on AI
- **C)** Appropriate AI use as a thinking and research tool
- **D)** A privacy violation

Question 9

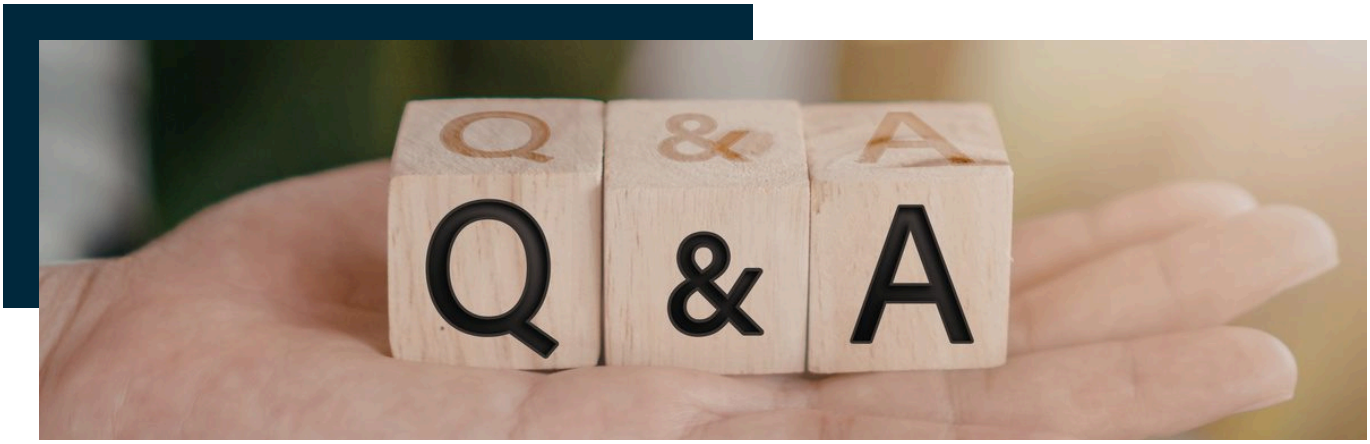
A student's AI generated resume scores well in Jobscan and looks professional. However, the student cannot explain several of the accomplishment statements when asked about them in an interview. What is the core problem?

- **A)** The student needs more interview practice
- **B)** The resume lacks keywords
- **C)** Jobscan is unreliable
- **D)** AI replaced the student's voice and thinking rather than supporting it

Question 10

Which of the following is the most important reason to verify AI outputs in career documents?

- **A)** Students are ultimately responsible for the accuracy and authenticity of everything they submit under their name
- **B)** AI tools frequently produce outdated information
- **C)** Employers use AI to detect AI generated content
- **D)** AI tools charge fees for inaccurate outputs



ANSWER KEY AND RATIONALE

Use this section to debrief with students or to guide small group discussion.

QUICK KEY

1. B **2.** D **3.** A **4.** C **5.** A **6.** D **7.** B **8.** C **9.** D **10.** A

Q1: Correct Answer **B**

Submitting AI generated content without disclosure violates transparency. Submitting it without review also surrenders personal responsibility for the accuracy and authenticity of the final product. Fact checking is part of that responsibility, which is why the broader principle is the best answer.

Q2: Correct Answer **D**

AI tools can produce confident sounding but factually incorrect information (hallucinations). Every AI output that makes a factual claim must be verified against the original source.

Q3: Correct Answer **A**

Sensitive personal and third party data should never be entered into free AI tools. Users have limited control over how that information is stored, used, or shared by the platform.

Q4: Correct Answer **C**

AI is a navigation tool. It can surface options, highlight patterns, and do research legwork. The student remains the driver: they set the destination, evaluate every suggestion, and own the outcome.

Q5: Correct Answer **A**

Appropriate AI use means using the output as a starting point, not a final product. Personalizing with your own voice and a specific detail reflects the authentic relationship the message is meant to build.

Q6: Correct Answer **D**

AI should be treated like any other source and disclosed clearly. Noting that AI was used for drafting, with human revision and verification, is transparent and professionally responsible. AI cannot take accountability for the work, which is why it is not listed as a co author.

Q7: Correct Answer **B**

AI systems reflect the data they were trained on. If that data underrepresents certain communities, career fields, or language patterns, the outputs may not accurately reflect, and may even work against, students from underrepresented backgrounds.

Q8: Correct Answer **C**

The student used AI to accelerate the research phase, then applied their own judgment and voice to the output. AI did the legwork; the student did the meaning making. This is the GPS principle in practice.

Q9: Correct Answer **D**

When AI generates content the student did not write and did not internalize, the student cannot stand behind it. The goal of AI assisted resume work is to help students articulate their own story more effectively, not to create content they cannot defend.

Q10: Correct Answer **A**

Regardless of whether an employer can detect AI use, the student's professional credibility rests on the accuracy and integrity of what they submit. Responsibility does not transfer to the tool.



SUGGESTED DISCUSSION PROMPTS

Which of these scenarios have you encountered in your own career exploration?

Where do you think the line is between using AI as a tool and letting AI replace your thinking?

What would you do if a recruiter asked you to explain a section of your resume that AI generated?

How might AI outputs affect students from backgrounds that are underrepresented in typical training data?

KEEP GOING: THE FULL SERIES

Every guide in this series is free at transformwithttw.com. They share one governing question, could you defend every word of this in an interview?, and one principle behind it: AI navigates, and you drive.

For career advisors, educators, and coaches

AI Ethics Quiz. *(you are here)* A ten question quiz that builds a shared foundation in five ethical principles for AI use.

Critical Evaluation Framework. Five lenses for judging what AI produces before it reaches a student or employer.

Can You Defend Every Word? A Constraint Design Guide. How to design courses, assignments, and agents that keep the thinking with the student.

Organize, Don't Replace. Three ways to build AI tools that help students organize their own thinking, never write for them.

For job seekers

How to Conduct a First Time Job Search. A guided, fillable workbook for anyone starting their first search.

Your AI GPS Career Toolkit. The full guide to hiring systems, application materials, and AI, for every career stage.

GO DEEPER WITH THE TEXTBOOK

These guides are free and stand on their own. When you want the full framework behind them, I brought it together in my textbook, *Can You Defend Every Word? Ethical AI for Career Advisors Who Coach, Teach, and Build* (Talent Transformation Whisperer, LLC, 2026). Chapter 4 sets the five student principles behind this quiz beside five practitioner commitments, within the full framework.

Available now on Amazon. Search the title or ISBN 9798140001568.

AI-Assisted Content Disclaimer:

This document was developed with AI assistance and has been reviewed, verified, and approved by Megan O'Connor, SHRM-CP, CPRW, as the human expert of record. Final content reflects the author's professional judgment and subject matter expertise.

