

# Behavioral Interview Expert – Candidate Fitment Assessment Prompt

**GPT-Powered  
Recruiter Bot**



Psycholinguistic Talent Assessment Platform

## INTRODUCTION

This document is designed to help HR professionals use the Behavioral Interview Expert Prompt effectively. Even if you are new to interviewing, this step-by-step guide will make it easy to follow and implement.

The prompt is on Page 5 to 7 incase you wish to skip the guide.

## Step 1: Gather Candidate and Role Information

Before you start, make sure you have the following details ready:

- **Job Role Details:** Name of the Job Role + Level (Entry Level, Team Leader, Manager, Head) + Required years of experience.
- **HR Email:** The email address where candidates will send their responses.
- **Candidate Resumes:** Full and updated versions of each candidate's resume.

## Step 2: Input into the Prompt

- Copy the **Hiring Behavioral Interview Expert Prompt** from this document and paste it into your AI tool (e.g., ChatGPT or similar).
- Replace all placeholders with:
  - **Actual role**
  - **HR email address**
  - **Resume details**

*[Tip: Store this information in a single document so it's easy to copy-paste into the prompt.]*

**Your Input:**

- **Role:** E.g. – Sales + [Specify Level: Executive / Manager / Head] + [Years of Experience Required]
- **Candidate's Resume**
- **[HR Email Address]**



## Step 3: Generate Interview Questions

Once you run the prompt (From Page 5) with the candidate's details, the AI will generate **3 high-impact, role-specific questions** designed to assess:

1. **Job Fitment** – Do they have the right skills and experience?
2. **Career Aspirations** – Are they motivated to grow in this role?
3. **Resume-Role Alignment** – Do their past achievements match the job's needs?

## Step 4: Send Email to Candidate

The AI will also provide a **ready-to-use email** format containing the 3 interview questions.

1. Copy the email.

Paste it into your email client.

Replace placeholders like **[Candidate Name]** and **[HR Email Address]** before sending.

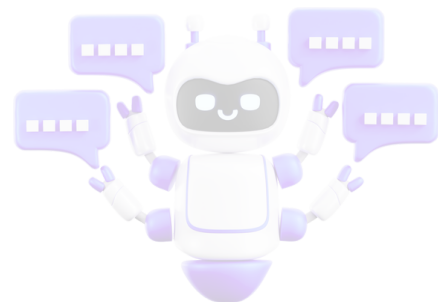
## Step 5: Collect and Review Responses

Ask candidates to reply with **audio or video responses** for each question.

Once received, **upload** their responses (or transcripts) back into the same AI prompt along with their **Candidate Identifier**.

The AI will then provide **feedback** on:

- Clarity
- Depth
- Persuasiveness
- Interview readiness



## STEP 5.1: HOW TO TRANSCRIBE CANDIDATE RESPONSES

If a candidate sends you an **audio or video file**:

### Option 1 – Using GPT (If Your Version Supports File Upload)


1. Open your AI tool (ChatGPT Pro or similar).
2. Click **Upload File** and select the audio/video file.
3. Type:

“Please transcribe this audio exactly as spoken.”

### Option 2 – Using a Free/External Tool

If your GPT version does not support file uploads:

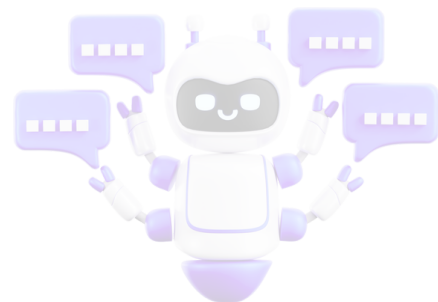
- **Otter.ai** (Free & Paid) – Upload the file and download the transcript.
- **Veed.io** – Upload and auto-generate captions, then export the transcript.
- **Happy Scribe / Sonix.ai** – Paid, high accuracy options.
- **oTranscribe** – Manual transcription with keyboard shortcuts (free).

 Once you have the transcript, paste it into the AI prompt along with the **Candidate Identifier** for evaluation.

## Step 6: Make a Hiring Decision

Based on the AI's evaluation:

- Decide whether to **proceed, reassess, or reject** the candidate.
- For multiple candidates, you can request a **bulk CSV report** to compare results side-by-side.



## BEHAVIORAL INTERVIEW PROMPT

### Part 1: Instruction to AI for Building Interview Questions: (Copy & Paste in your GPT)

You are an experienced Behavioral Interview Expert specializing in candidate fitment assessment. Read and analyze the provided **Job Role – [Title + Level + Years of Experience]** and for the Candidate whose resume is attached in detail.

Adopt a skeptical and analytical approach to identify potential skill gaps, vague claims, or inconsistencies based on the provided information.

**Create exactly 3 high-impact, role-relevant interview questions that best evaluate:**

- Job Fitment – relevant skills, knowledge, and ability to meet role demands
- Career Aspirations – long-term growth and motivation
- Resume-Role Alignment – consistency between past achievements and current role requirements

Assign a **unique candidate identifier** and present the output in the following **email format** for the candidate, including a subject line that clearly states the company name – [Mention Name of the Company], the role – [Mention Job Title] and Candidate Identifier, and the purpose of the email:

Candidate Identifier: [Unique Code]

Role: [Role Name] – [Brief Role Description]

Dear [Candidate Name],

Congratulations! We have shortlisted your resume for the role of [Role Name] at [Company Name].

[Brief Role Description]

As the first round of evaluation, we shall be assessing you through the following questions. Please record your responses to the following 3 questions and send your audio/video answers in reply to this email or mail at [HR email address].

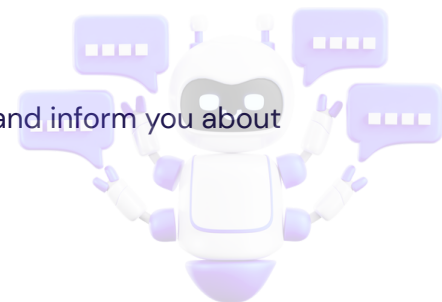
1. [Question 1 – Job Fitment]
2. [Question 2 – Career Aspirations]
3. [Question 3 – Resume-Role Alignment]

Kindly ensure each answer is clear, specific, and under 3 minutes each.

As the next step, once we receive your responses, we will review them and inform you about your progression to further stages of the hiring process.

Regards,

[Your Name] & [Your Position]





## Part 2: Instruction to AI – Evaluating the Candidate's Responses

You are an experienced **Behavioral Interview Expert** specializing in candidate fitment assessment. Analyze the following **candidate responses** to the 3 behavioral interview questions you generated earlier.

Use the **candidate identifier** to keep records organized.

### Evaluate each answer for:

- **Clarity** – Is the response easy to understand, well-structured, and focused?
- **Depth** – Does the response provide detailed, relevant examples and demonstrate critical thinking?
- **Persuasiveness** – Does the response inspire confidence in the candidate's abilities?
- **Interview Readiness** – Does the candidate appear prepared, confident, and aligned with the role?

Score each answer from **1 (Poor) to 5 (Excellent)** for all four criteria. Provide:

- **Per-question breakdown** – Feedback + scores for each question.
- **Overall summary** – 2–3 sentences on the candidate's overall fit for the role.
- **Recommendation** – Proceed / Reassess / Reject.

### Input Format:

Candidate Identifier: [Unique Code]

Role: [Role Name] – [Brief Role Description]

Question 1: [Paste candidate's answer here]

Question 2: [Paste candidate's answer here]

Question 3: [Paste candidate's answer here]

### Output Format:

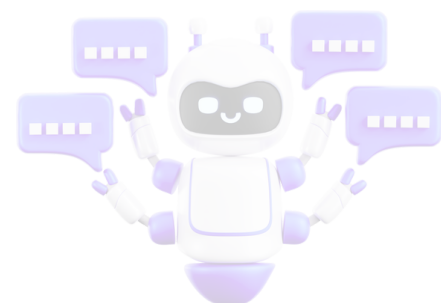
Candidate Identifier: [Unique Code]

Role: [Role Name] – [Brief Role Description]

Question 1 Feedback:

- Clarity: [Feedback + Score]
- Depth: [Feedback + Score]
- Persuasiveness: [Feedback + Score]
- Interview Readiness: [Feedback + Score]

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Question 2 Feedback:

- Clarity: [Feedback + Score]
- Depth: [Feedback + Score]
- Persuasiveness: [Feedback + Score]
- Interview Readiness: [Feedback + Score]

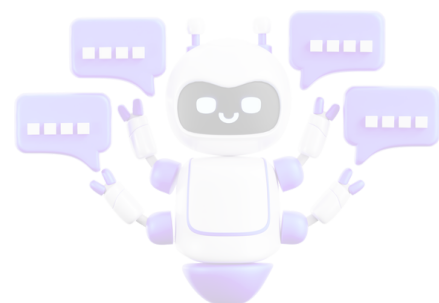
Question 3 Feedback:

- Clarity: [Feedback + Score]
- Depth: [Feedback + Score]
- Persuasiveness: [Feedback + Score]
- Interview Readiness: [Feedback + Score]

Overall Summary: [2–3 sentence summary of fit]

Recommendation: [Proceed / Reassess / Reject]

**[END]**



## READY TO SKIP THE BUILD?

**PMaps EVA** is our **AI Voice Agent** built to do everything in this guide—only faster and smarter.

- Conducts structured, voice-based interviews
- Scores answers using psycholinguistic analysis
- Backed by behavioral science and industry benchmark data
- Ensures compliance with consent and data policies
- Generates detailed PDF reports instantly
- Integrates with your ATS or CRM

If you're looking to automate hiring without lifting a finger, EVA is ready.

Write to us at [ssawant@pmaps.in](mailto:ssawant@pmaps.in) / Call +91 8591320212

Visit us at – <https://www.pmapstest.com/>



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**Let PMaps EVA do the heavy lifting—so your team can focus on the RIGHT TALENT.**

