

Colleagues Debate AI Hiring Ethics

Listening · C1 · Conversation · 3 speakers (Sarah, Tom, Alex) · 470 words

NAME: _____ CLASS: _____ DATE: _____ SCORE: _____ / 30

1 Multiple Choice

Listen and choose the correct answer (a, b, c or d) for each question.

- 1 What practical gain does Tom say the tool would bring?
 - a) It would remove any need for interviews with people.
 - b) It would guarantee that shortlists contain no prejudice.
 - c) It would free time later for genuine human contact.
 - d) It would stop applications arriving in such large numbers.
- 2 What risk does Alex see in the data these systems are trained on?
 - a) The data have already been proved to favour native speakers.
 - b) The data will make confident candidates seem unenthusiastic.
 - c) The data may cause some groups to be screened out unfairly.
 - d) The data come only from the company's own employees.
- 3 How does Sarah answer Alex's worry about bias?
 - a) She claims diverse data make discrimination lawsuits impossible.
 - b) She says she has personally checked the datasets for prejudice.
 - c) She notes that the vendor claims the tool has been audited.
 - d) She argues that their recruiters have no unconscious bias.
- 4 Why does Alex refer to Amazon's earlier hiring system?
 - a) To report that their own firm has already lost a lawsuit.
 - b) To recommend copying a method he now considers safe.
 - c) To show that women were favoured by mostly male resumes.
 - d) To show how unchecked training data can discriminate.
- 5 What does Tom propose as a way to deal with opacity?
 - a) The tool should measure only technical skills, not warmth.
 - b) The system should be required to explain its reasoning.
 - c) Candidates should be allowed to rewrite their own scores.
 - d) Developers alone should be trusted to interpret the scores.

- 6 What course of action do the three of them settle on?
- a) Introduce it across the company before competitors do.
 - b) Trial it on a small scale, with oversight and checks.
 - c) Wait until every model can be fully unpacked.
 - d) Reject the tool because it reduces people to data.

2 True / False

Listen. Tick (✓) True or False for each statement.

	True	False
1 Sarah states that the proposed AI tool analyses video interviews for soft skills such as confidence and enthusiasm.	☐	☐
2 Tom believes the system could identify the leading candidates within minutes rather than hours.	☐	☐
3 Alex fears the technology might systematically exclude native speakers or extroverts.	☐	☐
4 Alex notes that Amazon's AI learned to penalise men because its training data was mostly female resumes.	☐	☐
5 Tom maintains that Alex favours people who look and talk like himself.	☐	☐
6 Sarah offers to pay for the coffee if the tool flops.	☐	☐

3 Note Completion

Listen and complete the notes.

What the software assesses

Earliest trait cited: (1) _____

Possible discriminatory effects

Second group named as vulnerable: (2) _____

Earlier corporate failure

Company named in the anecdote: (3) _____

Demographic the model punished: (4) _____

If the experiment fails

Item the speaker will provide: (5) _____

4 Matching

Listen. Who says each thing? Write one letter for each statement.

- | | | | | |
|---|---|----------------------|----------|-------|
| 1 | Predicts that the top candidates could be identified in minutes rather than hours, thereby saving time for subsequent human interactions. | <input type="text"/> | A | Sarah |
| 2 | Asserts that the vendor has audited the system for bias and currently uses diverse datasets. | <input type="text"/> | B | Tom |
| 3 | Warns that discrimination lawsuits could follow if such a system were introduced without sufficient scrutiny. | <input type="text"/> | C | Alex |
| 4 | Argues that the technology would augment rather than replace staff and that instant feedback would be advantageous for candidates. | <input type="text"/> | | |
| 5 | Undertakes to monitor the trial with the intensity of a hawk. | <input type="text"/> | | |

5 Sentence Completion

Listen and complete each sentence with 1-3 words you hear.

- The woman says the tool can pick up qualities such as _____ from candidates' video interviews.
- A sceptical man asks if the technology could systematically sideline _____ together with introverts.
- A sceptical man recalls that a notorious hiring program had learned from data consisting mostly of _____.
- The sceptical man also imagines a strong minority applicant being labelled _____ for failing to smile enough on camera.

6 Short Answer

Listen and answer each question in no more than three words.

- Alongside enthusiasm, which soft skill does Sarah say the hiring tool analyses in video interviews?

- Rather than hours, in what unit of time does Tom say the top candidates could be flagged?

3 Which company does Alex recall in connection with an AI debacle a few years back?

4 Whom does Alex say the AI learned to penalise because the training data was mostly male resumes?
