The Unscripted Interview Challenge Sheet

Protocol: Zero-Trust Verification | **Updated:** 2025

Instructions for the Interviewer: Deepfake candidates rely on script adherence and static positioning. To verify a human, you must introduce **latency**, **movement**, and **unpredictability**. Use these 10 challenges during the video interview. If a candidate refuses 2+ requests with technical excuses, flag for immediate ID verification.

Category A: Spatial & Physical Integrity

Tests the AI's ability to map the face onto a moving 3D body.

1. The "Profile Check"

- **The Prompt:** "I'm hearing a bit of an echo. Could you turn your head fully to the left, then fully to the right, so I can check your headset positioning?"
- **The Tell:** Deepfake models are trained primarily on frontal images. Look for the "mask effect"—blurring at the ears, or the face "detaching" from the neck when they turn 90 degrees.

2. The "Sip Test"

- **The Prompt:** "Grab a sip of water if you have one nearby; I want to ask a long scenario question next."
- **The Tell:** Watch the glass or bottle pass the lips. While hands (occlusion) are solvable by AI, transparent objects (glass) and liquid physics often cause the mouth overlay to glitch or disappear entirely.

3. The "Stand and Stretch"

- **The Prompt:** "We've been sitting for a while. Let's do a quick stand-up stretch. Can you stand up and adjust your camera so I can see you?"
- **The Tell:** Full-body rigging is computationally expensive. A deepfake candidate often has a "floating head." They will refuse to stand, claiming the room is messy or the camera is fixed.

Category B: Cognitive Stress Testing

Tests for "Audio Injection" and "Prompt Pilots" (someone feeding answers).

4. The "Rapid Interrupt"

- **The Prompt:** (Interrupt them mid-sentence) "Wait, sorry—what color is the wall behind you?"
- **The Tell:** A real human processes this instantly. A deepfake actor listening to a feed (or reading an LLM output) will have a 2-3 second "reset lag" as they switch contexts.

5. The "Whiteboard Diagram"

- **The Prompt:** "It's hard to visualize this code. Can you grab a piece of paper and a pen, hold it up next to your face, and draw that architecture for me?"
- **The Tell:** This is a double trap.
    1. It forces **Object Interaction** (paper next to face creates complex occlusion).
    2. It forces **Spatial Reasoning** (drawing while talking), which breaks the concentration of a low-skill actor.

6. The "Physical Fetch"

- **The Prompt:** "Do you have a book or a branded mug on your desk? Can you pick it up and show it to the camera?"
- **The Tell:** Watch the fingers. When fingers wrap around an object *quickly*, real-time AI often blends the fingers into the object or the background.

Category C: The "Nuclear" Options

Use these if suspicion is high.

7. The "Mobile Switch" (The Ultimate Validator)

- **The Prompt:** "The connection quality is dropping on my end. Can you please leave this meeting and rejoin immediately using FaceTime or WhatsApp video on your phone?"
- **The Tell:** High-fidelity real-time deepfakes require powerful GPUs (PCs). They rarely work on mobile OS. If they refuse to switch to mobile, the probability of fraud is >90%.

8. The "Light Shift"

- **The Prompt:** "You are a bit backlit. Can you take your phone/laptop and rotate so the window/light is hitting your face directly?"
- **The Tell:** Drastic changes in lighting often "break" the skin tone matching. The AI face may remain one color while the real neck/hands change brightness.

9. The "Smile Snap"

- **The Prompt:** "Hold on, I want to check something—can you give me a huge, teeth-showing smile and hold it for 5 seconds?"
- **The Tell:** Look at the teeth. Deepfake teeth often look like a solid white bar (no gaps). Also, look for "shimmering" or vibrating teeth during a sustained smile.

10. The "Eye Contact" Drill

- **The Prompt:** "Look directly into the camera lens, not the screen, and tell me about [X]."
- **The Tell:** Ask them to move their eyes (look up/left) without moving their head. Deepfake eyes often track perfectly with the head movement; independent eye movement is a common failure point.

Assessment Scorecard

- **Pass:** Candidate complied with all requests; no artifacts.
- **Caution:** Candidate struggled with 1 request; audio lag present. (Proceed to Reference Check).
- **Fail:** Candidate refused "Mobile Switch" or significant visual glitching occurred. (Terminate Interview).

Disclaimer: *These tests are for identity verification purposes. Always ensure your requests accommodate candidates with legitimate physical disabilities. If a candidate claims a disability prevents a specific action, move immediately to an alternative verification method (e.g., Notary).*