

Adaptive AI-Powered Framework for Technical and Behavioral Interview

Dorale Aarti, Kedari Rameshvari, Diwan Priya, Prof. S.A. Dhage

U.G. Student, Department of Computer Engineering, VACOE Engineering College, Ahilyanagar, India

U.G. Student, Department of Computer Engineering, VACOE Engineering College, Ahilyanagar, India

U.G. Student, Department of Computer Engineering, VACOE Engineering College, Ahilyanagar, India

Associate Professor, Department of Computer Engineering, VACOE Engineering College, Ahilyanagar, India

ABSTRACT: This paper presents the design and implementation of an Adaptive AI-Powered Framework for Technical and Behavioral Interviews developed to provide an interactive platform for interview preparation and performance assessment. The system enables candidates to participate in simulated interview sessions where questions are generated based on the selected domain, skill level, and previous responses. Candidate answers are analyzed using Natural Language Processing techniques to evaluate relevance, understanding, and communication effectiveness. Based on the assessment, the platform generates performance scores and feedback to support continuous improvement. The application is implemented using React and TypeScript for the frontend, while Node.js and Express are utilized for backend services and data management. The proposed framework offers a secure, scalable, and user-friendly environment for conducting interview practice sessions. By integrating adaptive questioning, automated evaluation, and performance tracking, the system enhances interview readiness and provides a practical solution for modern recruitment preparation.

KEYWORDS: Adaptive Interview Framework, Technical Interview Preparation, Behavioral Interview Assessment, Candidate Response Analysis, Natural Language Processing, Intelligent Question Generation, Performance Feedback System, Interactive Learning Platform, Interview Skill Development, Employability Enhancement.

I. INTRODUCTION

Interview preparation has become an important part of the recruitment process, as organizations evaluate candidates on both technical knowledge and interpersonal skills. Along with domain expertise, candidates are expected to demonstrate effective communication, problem-solving ability, confidence, and adaptability. Traditional preparation approaches such as self-study, coaching sessions, and mock interviews provide limited opportunities for personalized assessment and continuous feedback. As a result, many candidates find it difficult to understand their performance level and identify areas that require improvement [1]–[3].

Recent developments in Artificial Intelligence (AI) and Natural Language Processing (NLP) have made it possible to build systems that can automatically conduct and evaluate interview sessions. These technologies support intelligent question generation, response analysis, and performance assessment, creating a more engaging and realistic interview experience. NLP techniques can be used to evaluate response relevance, contextual understanding, and communication quality, enabling a more consistent and objective evaluation process [7], [10], [11].

Various interview preparation platforms have been introduced in recent years; however, many of them focus only on technical interviews or behavioral assessments. In addition, several systems rely on fixed question sets and predefined evaluation methods, limiting their ability to adapt to individual users. The lack of detailed feedback and long-term performance tracking further reduces their effectiveness in supporting continuous learning and skill development [5], [12], [17].

To address these challenges, this work presents the implementation of an Adaptive AI-Powered Framework for Technical and Behavioral Interviews. The proposed system is designed as a secure web-based platform that enables candidates to participate in simulated interview sessions based on their selected domain and performance level.

Candidate responses are analyzed using NLP techniques, and the generated results are used to provide scores and feedback. The platform also incorporates adaptive question generation, allowing interview sessions to become more personalized and responsive to user performance [10], [13].

The system is implemented using React and TypeScript for frontend development and Node.js with Express for backend services. Secure authentication and centralized data management mechanisms are included to ensure reliable operation and data security [16], [18], [19]. In addition, speech-to-text functionality is integrated to support natural interaction during interview sessions and improve the overall user experience [9]. By combining adaptive questioning, automated evaluation, and performance monitoring within a single platform, the proposed framework provides an effective solution for interview preparation. The system also encourages continuous learning through repeated practice and feedback-based improvement, supporting employability and professional skill development [20], [21].

II. LITERATURE SURVEY

Many researchers have worked on developing systems that help candidates prepare for interviews using Artificial Intelligence (AI) and Natural Language Processing (NLP). These systems are mainly designed to provide interview practice, evaluate candidate responses, and improve communication and technical skills.

Shaikh et al. [1] developed an AI-based interview preparation and evaluation portal for conducting mock interview sessions. The system provides feedback based on candidate responses and helps users understand their level of preparation. The study shows that automated interview platforms can be useful for interview practice.

Das and Roy [2] proposed an intelligent interview preparation system that focuses on improving employability skills. Their work uses AI techniques to create an interactive interview environment and provide feedback to candidates. The authors reported that regular practice helps candidates become more confident during interviews.

Nair and Gupta [3] presented a predictive model for evaluating candidate performance in mock interviews. The system analyzes interview data and identifies areas where improvement is needed. Their research highlights the importance of data-driven assessment in interview preparation.

Nagasawa et al. [4] introduced an adaptive interview strategy that changes the questioning process according to the candidate's willingness to communicate. The proposed method improves interaction between the interviewer and interviewee. However, the work is mainly focused on robotic interview systems.

Bhattacharya et al. [5] reviewed different intelligent career guidance and automated interview systems. Their survey discussed the role of AI, recommendation systems, and automated evaluation methods in supporting interview preparation and career development.

Liu et al. [7] studied the use of Natural Language Processing techniques in conversational systems. Their work demonstrated how NLP can be used to understand user responses and improve interaction quality. These techniques can also be applied in interview evaluation systems.

Patel and Sharma [10] proposed a semantic scoring method for evaluating interview responses using transformer-based models. The study showed that semantic analysis can help improve the accuracy of automated response evaluation.

Li and Park [13] developed a dynamic question generation framework that adjusts questions according to user performance. Their approach helps create a more personalized interview experience and improves candidate engagement.

From the literature survey, it is observed that existing systems provide interview practice and automated evaluation features. However, most of them focus on only one aspect of interview preparation and do not offer a complete platform that combines adaptive question generation, response evaluation, performance tracking, and support for both technical and behavioral interviews. Therefore, the proposed Adaptive AI-Powered Framework for Technical and Behavioral Interviews is developed to provide a unified and effective solution for interview preparation.

III. METHODOLOGY

The proposed Adaptive AI-Powered Framework for Technical and Behavioral Interviews is developed as a web-based platform that provides an interactive environment for interview preparation. The system is designed to conduct interview sessions, collect candidate responses, evaluate performance, and generate detailed feedback reports. The overall methodology of the proposed system is shown in Fig. 1. The design of the system is inspired by recent developments in intelligent interview preparation and automated assessment platforms [1], [2], [12].

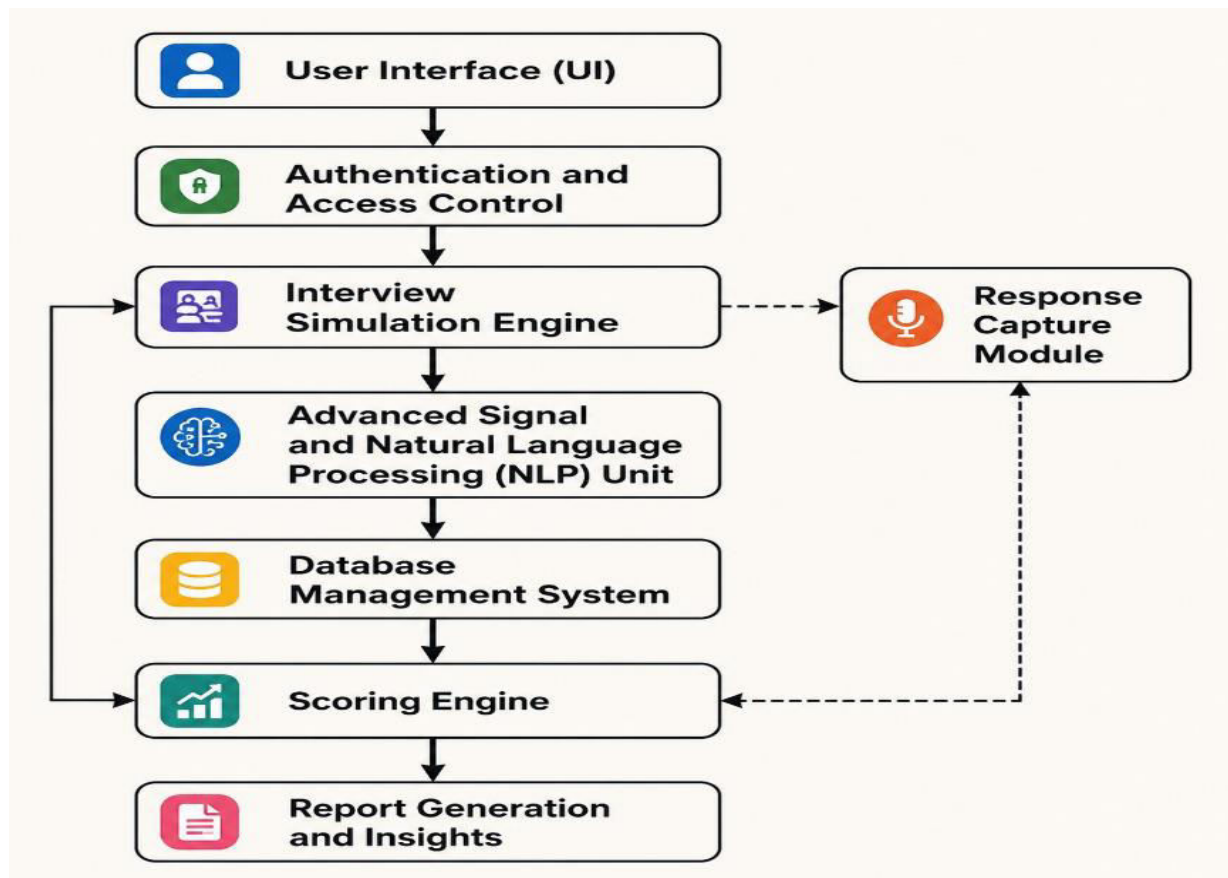


Fig.1

[1] User Interface (UI)

The User Interface serves as the communication layer between the user and the system. It allows candidates to register, log in, select interview categories, attend interview sessions, and view performance reports. The interface is developed using React and TypeScript to provide a responsive and user-friendly experience.

[2] Authentication and Access Control

The Authentication and Access Control module is responsible for managing user authentication and secure access to the platform. JSON Web Token (JWT) based authentication is used to maintain user sessions and protect sensitive information from unauthorized access [18]. This module ensures secure communication between the client and server throughout the interview process.

[3] Interview Simulation Engine

The Interview Simulation Engine manages the complete interview session. Based on the interview type selected by the user, the system presents technical or behavioral questions in a structured sequence. The module controls question delivery and interview flow to create an experience similar to a real interview environment. Similar interview simulation approaches have been discussed in previous studies on automated interview platforms [1], [12].

[4] Response Capture Module

The Response Capture Module records candidate responses during interview sessions. Users can provide answers through text input and, when enabled, through speech-based interaction. The collected responses are forwarded to the evaluation module for further analysis. Speech-based interaction improves the realism of interview practice environments [9].

[5] Advanced Signal and Natural Language Processing Unit

The Natural Language Processing (NLP) unit processes and evaluates candidate responses. NLP techniques are used to analyze semantic relevance, contextual understanding, and communication quality of submitted answers [7]. Semantic scoring methods and transformer-based evaluation techniques are utilized to assess the quality and relevance of responses [10]. These techniques support objective and consistent evaluation of candidate performance.

[6] Database Management System

The Database Management System stores user information, interview questions, response records, evaluation results, and generated reports. Centralized storage enables efficient retrieval of data and supports long-term performance tracking. Proper database management improves system reliability, scalability, and data accessibility [19].

[7] Scoring Engine

The Scoring Engine calculates performance scores using the results generated by the NLP module. Multiple evaluation factors such as response relevance, answer quality, and communication effectiveness are considered during score generation. Similar automated scoring approaches have been reported in AI-based interview assessment systems [10], [11].

[8] Report Generation and Insights

The Report Generation and Insights module creates detailed performance reports based on interview results. The generated reports include overall scores, performance summaries, and suggestions for improvement. Continuous feedback and progress monitoring help candidates improve their interview skills through repeated practice [2], [20].

Working Procedure of the Proposed System

1. The user logs into the platform through the User Interface.
2. Authentication and Access Control verifies user credentials [18].
3. The Interview Simulation Engine initiates the interview session [12].
4. Candidate responses are collected through the Response Capture Module [9].
5. The NLP Unit evaluates the responses and generates assessment results [7], [10].
6. Evaluation data is stored in the Database Management System [19].
7. The Scoring Engine calculates performance scores [10], [11].
8. The Report Generation module produces feedback and performance reports for the user [2], [20].

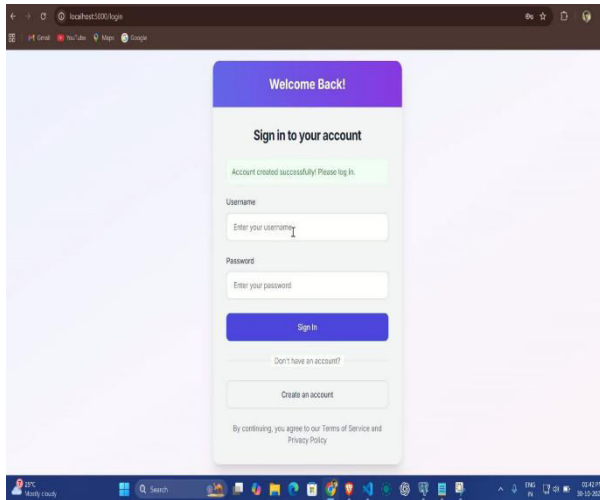
The proposed methodology integrates interview simulation, automated response evaluation, secure data management, and performance analysis within a single platform. By combining adaptive interview practice, NLP-based assessment, and continuous feedback mechanisms, the system provides an effective solution for improving both technical and behavioral interview skills [1], [2], [12].

IV. EXPERIMENTAL RESULTS

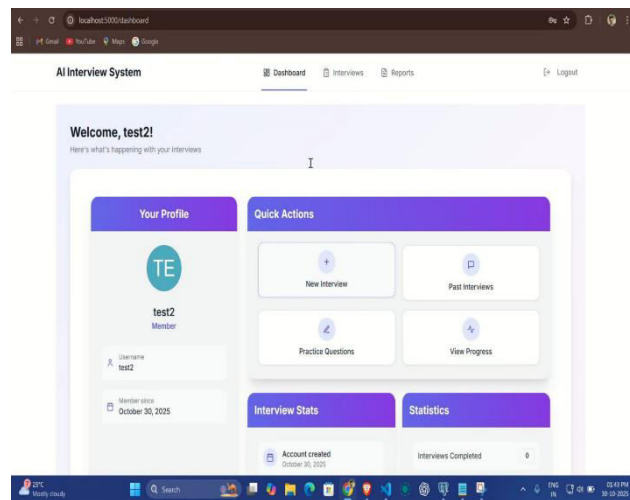
The experimental results demonstrate that the proposed system effectively implements a complete AI-based interview preparation platform with multiple integrated modules. The system provides secure user authentication, a user-friendly dashboard, and personalized interview generation based on selected parameters. It also supports interactive interview sessions using text and speech input, along with features for practice, performance tracking, and interview history review. Overall, the results confirm that the system functions efficiently in delivering a structured and interactive interview training experience.

Fig. (a) shows the login page of the proposed system. Users can enter their username and password to access the platform securely. The authentication module verifies user credentials and allows only authorized users to use the system.

Fig. (b) shows the dashboard page displayed after successful login. It provides quick access to interview sessions, practice questions, interview history, and performance statistics. The dashboard helps users manage interview activities and track their progress efficiently.

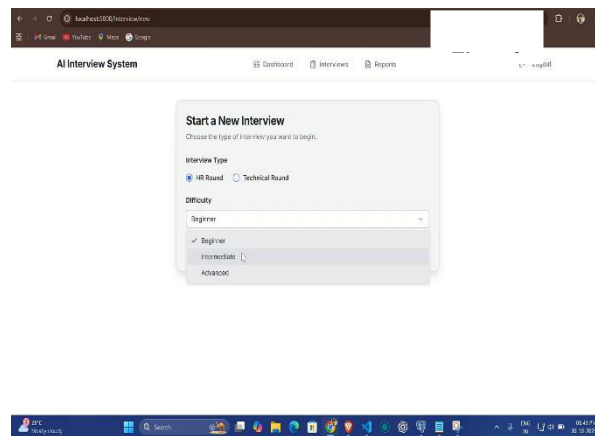


(a)

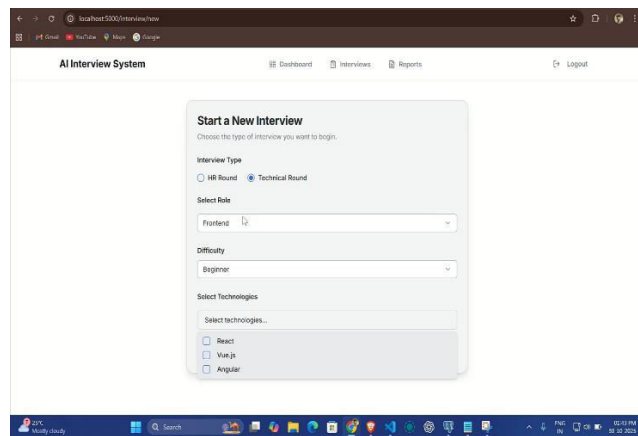


(b)

Fig. (c) and Fig. (d) show the Start New Interview module of the proposed system. This module allows users to configure interview parameters such as interview type, role, difficulty level, and required technologies before starting the session. Based on the selected options, the system generates relevant interview questions and provides a customized interview experience.

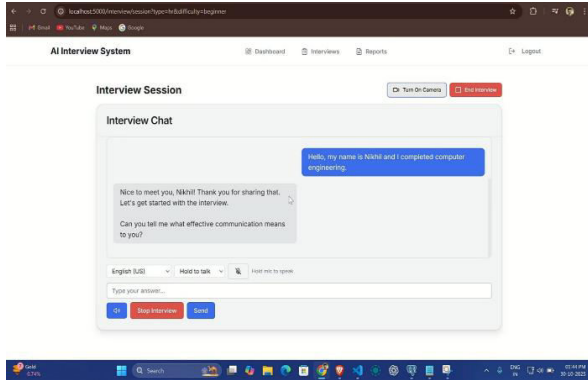


(c)

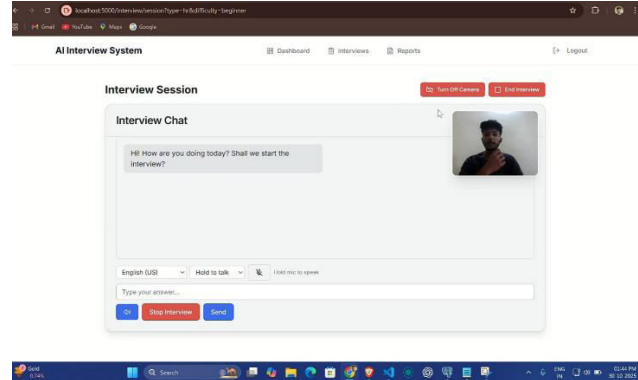


(d)

Fig. (e) and Fig. (f) show the Interview Session module of the proposed system. The module provides an interactive chat interface where candidates can answer interview questions using text or speech. Text-to-speech functionality enables natural communication with the AI interviewer, while the camera feature is included only to create a realistic interview environment and improve user engagement during the interview session.



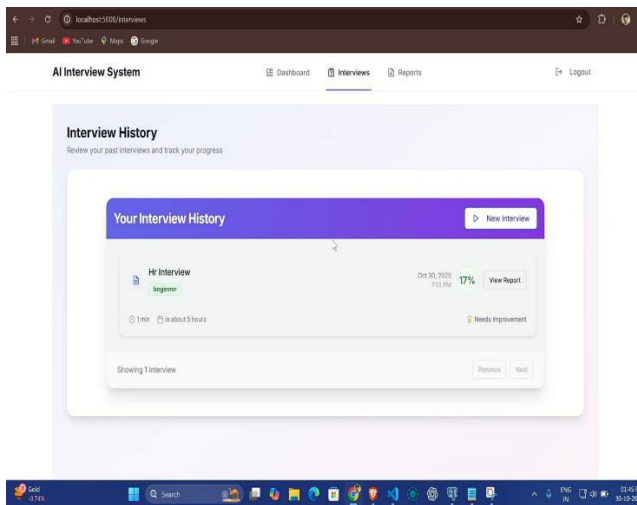
(e)



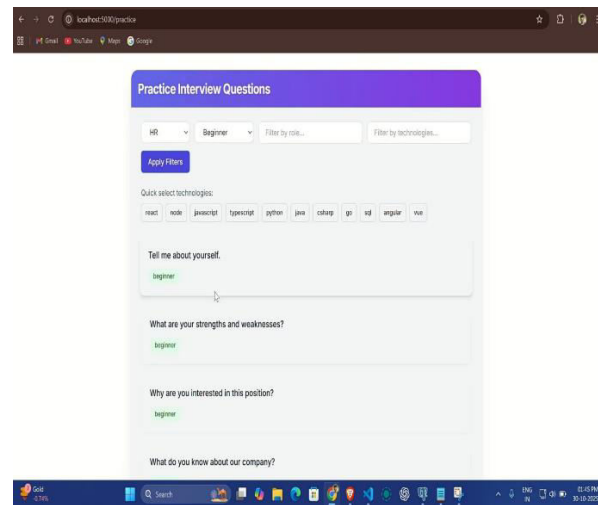
(f)

Fig. (g) shows the Interview History module of the proposed system. It allows users to view previously completed interviews along with performance scores, interview details, and generated reports. This feature helps candidates track their progress and review past interview sessions

Fig. (h) shows the practice question module, where users can explore interview questions based on interview type, difficulty level, role, and technology. This feature helps candidates strengthen their technical and HR interview skills through regular practice and better preparation.



(g)



(h)

Fig. (i) presents the performance progress module, which displays the candidate's interview scores and overall improvement over time. The module provides visual performance analytics, helping users track their strengths, identify areas for improvement, and monitor their interview preparation progress effectively.

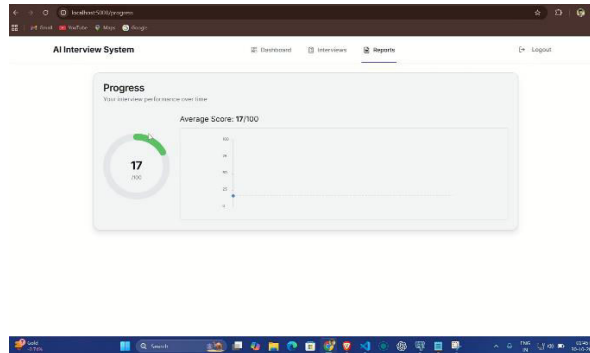


Fig (i)

V. CONCLUSION

This paper presented the implementation of an Adaptive AI-Powered Framework for Technical and Behavioral Interviews. The developed system provides a web-based platform for conducting interview practice sessions and evaluating candidate responses. NLP-based assessment, score generation, and report generation modules help users monitor and improve their interview performance. The system also includes secure authentication and centralized data management for reliable operation. The implemented framework offers an effective solution for interview preparation and skill development.

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