

AVI Challenge 2025

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Asynchronous Video Interviews (AVIs) allow candidates to record responses to predefined questions using digital devices, offering flexibility and enabling remote assessments. Evaluating personality traits and interview performance through AVIs provides organizations with valuable insights into candidates' profiles and helps predict future job performance. We are hosting the ACM MM 2025 AVIs challenge to promote advancements in personality traits and interview performance assessment at ACM MM 2025. This event brings together researchers from psychology, artificial intelligence and affective computing to explore new multimedia AI models aligning with real-life AVI practices for job-related assessment.

We introduce a novel dataset of mock AVIs (3864 videos from 644 subjects) conducted in a simulated job application procedure. Interview questions were designed by psychologists to reflect real-world selection contexts and activate personality traits based on Trait Activation Theory. Annotations for personality traits and job competencies were provided by trained evaluators and professional recruiters, ensuring methodological and ecological validity.

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