

Acceptable AI use in Stryker's hiring process

Use AI to support your best, authentic self

At Stryker, innovation and people come together to help make healthcare better. Artificial intelligence is becoming part of how people learn, prepare and work. We recognize that candidates may use AI tools as part of their job search.

We welcome thoughtful AI use when it helps you prepare, communicate clearly and put your best foot forward. Our hiring process is designed to get to know you: your experience, skills, judgment, ideas and how you think.

Simple rule: AI can support your work, but it should not represent you, replace your own thinking or participate in the hiring process on your behalf.

Specific instructions for an interview, assessment or another step in the hiring process will always take priority over this general guidance.

Using AI throughout your hiring journey

Standard medical assistive technology, such as screen readers, hearing aids, magnification software or captioning tools, is always permitted without advance approval. Other use of medically-necessary assistive technology may be permitted, with advance approval.

Hiring stage	Thoughtful AI use	Not acceptable (limited exceptions)
Resume, CV and application	Improve clarity, grammar, structure or formatting. Translate or better communicate your actual experience. Compare your experience with a job description to identify relevant skills you may want to highlight.	Fabricate or exaggerate experience, education, skills, titles, certifications, accomplishments or other qualifications.
Application questions	Organize your ideas, improve wording or communicate an answer based on your own experience and perspective.	Submit answers that misrepresent your experience, knowledge or capabilities, or that you cannot explain or stand behind as your own.
Interview preparation	Research Stryker, learn about the role or industry, practice potential interview questions, organize examples from your experience or use AI-powered mock interviews to prepare.	Create false examples, experiences or qualifications to use during an interview.
Live interviews, virtual or in person	Be yourself. Use only the materials, tools or resources your recruiter or interviewer has specifically confirmed are permitted, such as your resume.	Use AI or other technology in real time to generate, suggest, display or coach your responses. This includes tools that listen to an interview and provide suggested answers or guidance.
Wearable and connected technology	Use headphones or earbuds for interview audio, or wearable devices for routine functions such as timekeeping or activity tracking.	Use smart glasses, wearable displays, AI-enabled earbuds or headsets, watches, cameras or other connected technology to receive prompts, generate or suggest responses, record or transcribe the interview (without prior authorization) or obtain real-time assistance.
Assessments, case studies and work samples	Use AI only when the instructions specifically permit or require it. When AI is allowed, follow the guidance provided and be ready to explain your approach and your work.	Use AI to complete an assessment, solve a problem or generate work intended to evaluate your independent skills unless the instructions specifically permit it.
Recording and transcription	Use recording, transcription or note-taking technology only when Stryker has given permission or if medically-necessary.	Record, photograph, capture, transcribe or use an AI note-taking assistant during recruiting conversations or assessments without prior authorization.

Identity and participation	Personally participate throughout the hiring process and accurately represent who you are.	Use AI-generated avatars, deepfakes, voice cloning, appearance manipulation, proxy participation or other technology to impersonate you, conceal your identity or materially misrepresent your participation.
Information shared during hiring	Protect information shared with you during the recruiting process.	Record, capture, or upload to an AI tool any confidential, proprietary, personal or otherwise restricted information provided by Stryker into an external AI tool.

When AI may be part of an assessment

AI is becoming part of how work gets done. For some roles, using AI effectively may be relevant to the skills required for the job.

Stryker may occasionally permit or ask candidates to use AI during an assessment or exercise. When that happens, we will provide instructions explaining what is permitted and what we are evaluating.

If AI use is not specifically permitted or requested, assume interviews, assessments and other evaluations are intended to reflect your independent skills and abilities.

Authenticity matters

We want to understand what you would bring to Stryker. Using AI does not make an application less authentic. What matters is how you use it. You should be able to discuss and stand behind the information, ideas and work you submit throughout the hiring process.

You do not need to disclose routine AI use for activities such as research, interview practice, grammar or formatting. If AI materially contributes to an assessment or work sample where its use is permitted, you may be asked to explain how you used it, what decisions you made and what work represents your own contribution.

Protecting the integrity of our hiring process

We ask every candidate to participate in the hiring process honestly and in good faith. Intentional use of AI, wearable technology or other tools to misrepresent your identity, qualifications, experience or performance, or to receive prohibited assistance during an interview or assessment may affect your candidacy and could result in removal from the

hiring process.

Technology can also support accessibility. Standard assistive technology - such as screen readers, hearing aids, magnification software and captioning tools - is always permitted without advance approval and does not require an accommodation request.

If you need an accommodation involving AI, transcription or another tool beyond standard assistive technology, contact your recruiter or accommodations@stryker.com as early as possible in the hiring process so that we may determine what accommodation(s) may be medically necessary, reasonable and do not create undue hardship. Please do not wait until your interview to request your accommodation as this will cause delays in the interview process. This contact information is for accommodations on requests only and cannot be used to inquire about the status of applications.

Our commitment to human decision-making

AI does not make hiring decisions at Stryker. Hiring decisions are made by people.

Technology may support parts of the recruiting and hiring experience, but human judgment remains central to each step of our hiring process. For more information about how Stryker collects, uses and protects candidate information, including the use of automated technologies in recruiting, review the [Stryker Careers Privacy Policy](#).

The bottom line

Prepare with AI. Learn with AI. Use AI to communicate more clearly.

When we evaluate your experience, judgment, skills and capabilities, we want to hear from you. If you are unsure whether AI or another technology is permitted at any stage of the hiring process, ask your recruiter before using it.