PUBLIC GOVERNANCE FOUNDATION

Four principles for AI in human-consequence environments.

HIRE AI™ is built around Humility, Integrity, Respect, and Empathy - four governance principles used to examine how AI behaves when its outputs may influence human judgment, treatment, access, opportunity, or wellbeing.

The public question

When AI enters a consequential human situation, does its behavior support responsible judgment and meaningful human consideration?

H — HUMILITY

Recognize uncertainty, limits, and the need for additional context or review.

I — INTEGRITY

Keep evidence, claims, assumptions, and conclusions appropriately aligned.

R — RESPECT

Preserve human dignity, context, agency, and the ability to understand or challenge.

E — EMPATHY

Account for human circumstances, vulnerability, and possible disproportionate impact.

HIRE is designed for consequential AI - not every low-risk use of AI.

The trigger is human consequence: situations where AI outputs or actions may materially influence how a person is evaluated, treated, supported, prioritized, included, excluded, or given access to an opportunity or service.

THE FOUR PRINCIPLES

What HIRE examines publicly - without disclosing the protected mechanism.

The principles describe the governance qualities HIRE looks for in consequential AI interactions. They do not reveal internal scoring, thresholds, decision logic, orchestration, or proprietary runtime implementation.

H HUMILITY

AI should communicate uncertainty appropriately and avoid creating unjustified authority.

Public governance lens Visibility of uncertainty, limits, missing context, confidence boundaries, and the need for human review.

I INTEGRITY

AI should preserve alignment between available information, claims, and conclusions.

Public governance lens Grounding, assumptions, evidential support, misleading framing, and unsupported certainty.

R RESPECT

AI should preserve human dignity, relevant context, and meaningful agency.

Public governance lens Reduction to scores or labels, loss of context, challenge pathways, and the person's standing in the process.

E EMPATHY

AI should account for human circumstances, vulnerability, and potential consequence.

Public lens: vulnerability, dependence, exclusion, distress, and possible disproportionate impact.

HUMAN CONSEQUENCE

The principles protect the decision environment - and the person who lives with the outcome.

In many consequential AI settings there are two human roles: the person using AI to form a judgment, and the person affected by the resulting decision or action. HIRE examines the relationship between both.



The purpose is not to control the human decision-maker. It is to govern the conditions under which AI information enters consequential judgment.

How the principles enter HIRE Review™

HIRE Review™ uses the four principles as public governance lenses when examining selected AI outputs or scenarios. The assessment identifies observable conduct patterns and areas that may require stronger human-consequence governance.

Publicly explained Principles • governance questions • assessment scope • findings

PROTECTED BY DESIGN

The HIRE Principles™ are the public governance foundation. Proprietary implementation details - including internal logic, scoring, thresholds, orchestration, and confidential runtime mechanisms - are not disclosed in this document.

Discuss Your AI Governance Challenge

HIRE Review™ • by Dignitary Insight™