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DENTONS AI GUIDANCE.

At Dentons, we recognise that AI can be a valuable tool for research and preparing your application, and we encourage you to use it thoughtfully as part of your recruitment journey. As technology shapes the legal profession, we expect our lawyers to embrace innovation and adapt to new tools.

However, we place great importance on individuality. Your application should reflect your own experiences, skills, and motivations. While AI can assist you in organising your responses and making your answers clearer, the ideas and content must come from you. Completing our application form is a two-way process: it allows you to assess whether Dentons is the right fit for you and gives us the chance to understand who you truly are.

This leaflet provides guidance on using AI effectively during our recruitment process, including useful examples of when and in what ways it can be used.

HOW TO USE AI EFFECTIVELY IN THE RECRUITMENT PROCESS.

USE AI AS YOUR STARTING TOOL.

You can use AI to efficiently research and compare law firms, quickly summarising their application requirements, practice areas, and unique qualities. This will enable you to begin shortlisting firms that best match your interests, values, and career goals, making your application process more focused and informed.

However, this should only be your starting point. Once you have shortlisted the firms you are interested in, it is important to research each one in greater detail. Look beyond their graduate recruitment website by attending events, completing virtual work experience programmes, and speaking to trainees or other members of the firm to gain a real insight into their culture and opportunities.

EXAMPLE.

- You can use AI to quickly find and summarise Dentons' application deadlines, helping you stay organised and ensure you submit your application on time.

USE AI TO PREPARE, NOT PERFORM.

Use AI as a preparation tool to build up a question bank, and help ease your nerves during the recruitment process.

EXAMPLES.

- You can use AI to identify the key skills required for the role. After reviewing this list, reflect on your own experiences, and research on what the firm is looking for. Consider specific examples where you have demonstrated these skills.
- You can consult AI for insights into psychometric assessments to reduce anxiety and prepare effectively. For example, you can ask AI for tips on how to prepare for the different types of tests, including situational judgement tests or numerical/logical reasoning assessments.
- You can ask AI about the best practices for time management in assessments and practice applying these tips.

Please note that psychometric tests and assessment centres are designed to help both you and us determine if the role applied for is the right fit, highlighting your natural strengths and personality. You should not use AI to complete these assessments as it may not reflect your true abilities, motivations, or skills, which could result in a poor fit and dissatisfaction in the role. Finding the right match benefits both you and us.

EXAMPLE.

- If you naturally thrive in collaborative environments and enjoy working closely with colleagues, you may find greater satisfaction at a law firm that emphasises teamwork and mentorship. Conversely, if you use AI to complete assessments and it does not accurately reflect your true working style, you might be placed in a firm or team that prioritises independent work and minimal supervision. This mismatch could lead to a less fulfilling training experience and hinder your professional development.

BE YOURSELF.

Your application should showcase your genuine experiences, perspectives, and skills. You can use AI to help support your ideas, but it should not replace your individuality or creativity. We want to see the real you.

EXAMPLE.

- If you are asked to describe a time when you demonstrated teamwork skills, you might use AI to provide examples of how to describe teamwork experiences. Once you have a structure in mind, focus on a real experience from your own life – such as a university project, volunteering, or participating in a sports team. Explain what you did, what you learned, and how it shaped your approach to collaboration. The story, insights, and reflections should be your own, allowing us to see your unique perspective and what you personally bring to the role. Think about how you relate this experience to the question being asked. AI generated answers are often structured rigidly and may diverge from the question posed to you.

READABILITY OF YOUR ANSWERS.

AI can help structure, articulate, and proofread your responses, making your application clearer and more professional, much like using a grammar checker or a calculator.

EXAMPLE.

- You might be asked a question about your leadership skills on the application form. After drafting your response, you can use AI to review your answer for clarity, grammar, and flow. AI might suggest breaking up a long sentence and replacing a vague word with something more specific. You then review these suggestions, make the changes that improve your answer, and ensure the final response still reflects your own experience and voice. This process helps you submit a polished application while keeping your story authentic.

QUICK SUMMARY:

EFFECTIVE WAYS TO USE AI

- You can use AI to help you brainstorm ideas and organise your thoughts, making it easier to plan and structure your responses.
- Turn to AI as a preparation tool to boost your confidence, whether by researching common interview questions, practising your responses, or understanding the different stages of the recruitment process.
- Review the grammar, spelling, and clarity of your answers with AI to ensure your application is ready for submission.

AI PITFALLS TO AVOID

- Don't let AI substitute your own stories and experiences, your application should reflect your genuine achievements and insights. If you want your application to stand out, using a generic AI answer isn't going to separate you from the crowd.
- Avoid using AI to complete assessments that are designed to measure your personality and natural strengths, such as psychometric tests/assessment centres, as these are intended to ensure the role is a good fit for both you and the firm.
- Never copy and paste AI-generated answers directly into your application form, our Early Careers Team is looking for your authentic voice, not generic responses.

At Dentons, we don't use AI or automated software to review applications. Every application is carefully read by a real person. We want to understand what attracts you to Dentons and why you are interested in a career in commercial law. Your individuality and motivations are important to us, and we look forward to learning about your unique perspective.