Using AI in the Application

Dealing with Artificial Intelligence

The use of AI tools is generally permitted. What matters most is that the application truthfully reflects the applicant's personal motivation, actual experience, commitment, and individual goals.

AI may be used to assist in the preparation of the application, but it must not replace the applicant's personal presentation and identity. The use of AI alone will neither result in a bonus nor in a lower evaluation. Any significant use of AI must be briefly noted on the application form.

We do not assess whether AI was used, but rather whether the application conveys the applicant's personality, motivation, and commitment in a credible and authentic way.

1. Permissible AI support—**not subject to labeling requirements**
   - Spelling and grammar checking,
   - Translation,
   - Subtitling and transcription,
   - Accessibility support,
   - Noise reduction and technical video editing,
   - Editing, format conversion, and basic image corrections,
   - Brainstorming or structuring, provided that the personal content originates from the applicant and has been reviewed.

2. Permitted AI Support – **Requires Labeling** –
   - Writing or extensively revising the script,
   - Drafting key passages of the motivational video,
   - Significant changes to the voice, face, or appearance,
   - Writing or extensively revising application materials,
   - Creating images, animations, or music

A more detailed explanation of the last point:

AI-generated images, animations, or scenes may be used to illustrate, symbolize, or creatively design the motivational video. However, they must not give the impression that they document an actual personal experience, the applicant's own involvement, or a real activity on the part of the applicant if this is not the case.

An AI-generated image that, for example, depicts a purported operational scenario—even though it never took place—is not permitted. However, a clearly illustrative depiction of a vision of the future or a personal goal is generally permissible.

If such elements are used in a significant way to shape the design or message of the motivational video, they must be listed on the application form. Their use alone will neither result in bonus points nor in a lower rating.

*"**Important Note:** Resumes submitted must contain only truthful information. Transcripts, certificates, and other supporting documents must not be fabricated, altered, or falsified using AI."*

3. Prohibited Use
   - an AI avatar instead of the actual person,
   - a synthetic voice that gives the impression that the applicant is speaking in person,
   - an artificially generated or manipulated representation of oneself that goes beyond normal technical editing,
   - fictitious or falsified information regarding commitment, professional experience, qualifications, references, or goals,
   - manipulated certificates or other supporting documents,
   - the deliberate concealment of significant AI use if this misrepresents personal performance or identity.

If anything is unclear, the DLG may ask the applicant for clarification. Any significant, undisclosed use of AI or a deliberately misleading representation may result in exclusion from the application process.

Definition of Substantial Use of AI: The use of AI is considered substantial if it generates or alters key personal statements, the presentation of identity, essential content elements, or the defining visual or auditory impression of the application. What matters is not the number of words or seconds generated by AI, but rather the significance of these elements for the assessment of personal performance.