

Life skills for AI readiness

Build judgment, agency and human-AI collaboration.

WHY READINESS

Readiness begins with human capability

AI readiness is more than tool fluency. It is the ability to think, choose, collaborate and stay well while technology changes around us.

147 skill profiles definitions, behaviors and progression	11 active domains interconnected capability areas	L5 impact target Anchor · protect value across learning, wellbeing and work
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The goal is not to compete with AI at everything. The goal is to become more capable of using it without giving away judgment, agency or responsibility.

The Skillspathfinder profiles frame readiness as a combination of cognitive, social-emotional, digital, identity and self-management capabilities. The training materials add practice, reflection and real-life application.

RESEARCH PULSE · 2023 · R1

Productivity gains are real - and task-specific

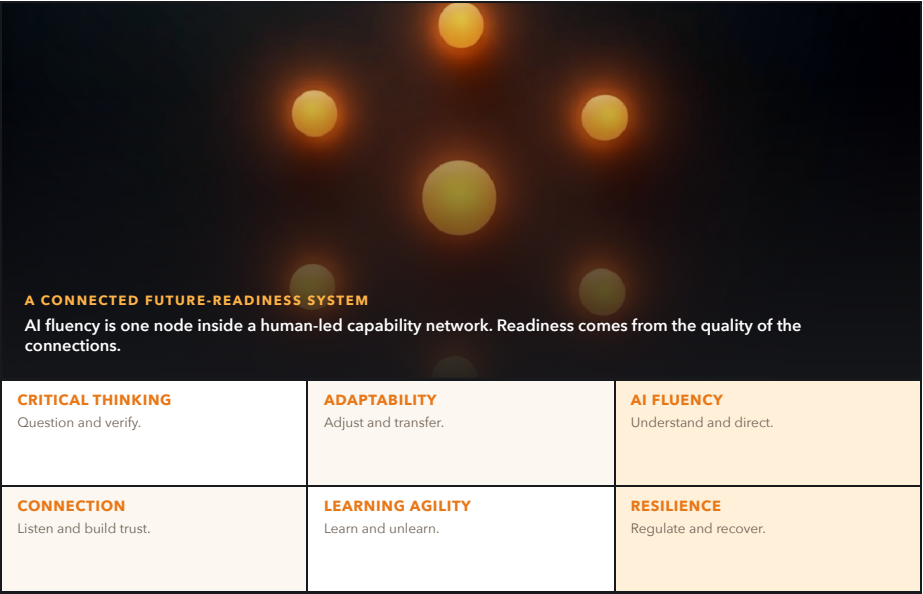
In a preregistered experiment with 453 professionals, ChatGPT reduced time on midlevel writing tasks by 40% and raised rated quality by 18%. The result supports practical AI fluency, but only within the tested task class.

Noy & Zhang (2023), Science · [Experimental evidence on the productivity effects of generative artificial intelligence](#)

A CAPABILITY SYSTEM

Six meta-capabilities, one future-ready system

Readiness depends on the ability to adapt, think critically, keep learning, recover and connect - with AI fluency as one supporting capability.



Readiness principle: A tool skill becomes future-ready only when it is connected to judgment, context and responsible action.

Supplied visual integrated as an infographic; capability labels synthesize Skillspathfinder profiles and the six domains in the SKILL 2.0 future-ready framework.

CORE STACK

The AI collaboration stack

These four profiles form the clearest AI-facing sequence in Skillspathfinder: understand, evaluate, collaborate and create.

SKILL AND ROLE		 HI	 FRI	 IMPACT
AI Literacy Understand AI concepts, uses, limits, bias and data so choices are informed.	IN PRACTICE Explains basic AI concepts and capabilities accurately.	TARGET L3 Build	TARGET L5 Anchor	TARGET L4 Strategic
Critical Thinking with AI Question outputs, assess reliability, verify sources and keep human judgment active.	IN PRACTICE Interrogates AI-generated content and recommendations.	TARGET L4 Strategic	TARGET L5 Anchor	TARGET L4 Strategic
AI Collaboration Combine human and AI strengths with clear instructions, oversight and refinement.	IN PRACTICE Articulates what AI systems can and cannot do effectively.	TARGET L4 Strategic	TARGET L5 Anchor	TARGET L5 Anchor
Creation with AI Use AI to expand creative work while preserving originality, voice and ethics.	IN PRACTICE Crafts effective creative instructions for AI systems.	TARGET L4 Strategic	TARGET L5 Anchor	TARGET L4 Strategic

How to read the marks: each glyph identifies the signal; filled blocks show the audited portfolio target. L4 means Strategic and L5 means Anchor. Targets guide attention; they are not psychometric measures, ratings of people or mastery ceilings.

RESEARCH PULSE · 2024 · R2

Human + AI is not automatically the best team

A meta-analysis of 106 experiments found human-AI combinations performed worse than the best human or AI alone on average. Gains were more likely in content creation; decision tasks showed losses.

Vaccaro, Almaatouq & Malone (2024), Nature Human Behaviour · [When combinations of humans and AI are useful: A systematic review and meta-analysis](#)

DISCERNMENT

Discernment before acceleration

Fast output is useful only after the question, evidence and consequence have been made visible.

1

Frame

State the real question, intended outcome and who may be affected.

2

Source

Ask what evidence is needed and where reliable information should come from.

3

Challenge

Search for gaps, counterexamples, bias and alternative interpretations.

4

Verify

Check important claims using independent sources, calculations or expertise.

5

Decide

Make the choice yourself and record why the result is good enough for this context.

SKILL AND ROLE		 HI	 FRI	 IMPACT
Critical Thinking				
Analyze evidence, assumptions and conclusions.	IN PRACTICE Asks probing questions about information sources and claims.	 TARGET L4 Strategic	 TARGET L5 Anchor	 TARGET L5 Anchor
Information Literacy				
Locate, evaluate and use information ethically.	IN PRACTICE Identifies when additional information is needed.	 TARGET L4 Strategic	 TARGET L4 Strategic	 TARGET L4 Strategic
Media Literacy				
Examine messages, influence and source credibility.	IN PRACTICE Identifies key elements and techniques in media messages.	 TARGET L4 Strategic	 TARGET L5 Anchor	 TARGET L4 Strategic
Data Literacy				
Read, assess and communicate with data.	IN PRACTICE Finds and retrieves relevant data appropriately.	 TARGET L3 Build	 TARGET L4 Strategic	 TARGET L4 Strategic

Skill roles condensed from the four named Skillspathfinder profiles.

AGENCY

Agency keeps the human in charge

The person using AI still needs to notice what is happening, choose a direction and own the outcome.

01

Metacognition

Monitor your thinking in real time, evaluate the strategy and adjust it when results are weak.

IN PRACTICE

Identifies personal thinking tendencies and habits.

02

Purpose

Use meaning and direction to decide what is worth doing, not merely what can be generated.

IN PRACTICE

Articulates clear life direction and goals.

03

Self-Awareness

Recognize strengths, limits, motives and emotional reactions before acting on an output.

IN PRACTICE

Uses specific emotion words to describe feelings.

04

Learning to Learn

Organize learning, overcome obstacles and build the confidence to keep developing independently.

IN PRACTICE

Reflects on what helps them learn best.

Before asking “What can AI do?”, ask “What am I trying to become more capable of doing?”

HUMAN CONNECTION

Social intelligence is not optional

AI can support communication. It cannot take responsibility for the quality of the relationship.

SKILL AND ROLE		 HI	 FRI	 IMPACT
Empathy Understand another person's perspective, feelings and experience, then respond with care.	IN PRACTICE Recognizes when someone is upset, even without verbal expression.	 TARGET L5 Anchor	 TARGET L5 Anchor	 TARGET L5 Anchor
Active Listening Concentrate, understand the complete message and respond thoughtfully.	IN PRACTICE Maintains appropriate eye contact with the speaker.	 TARGET L5 Anchor	 TARGET L4 Strategic	 TARGET L5 Anchor
Building Trust Create reliability and emotional safety through consistency, transparency and repair.	IN PRACTICE Follows through on commitments consistently.	 TARGET L5 Anchor	 TARGET L5 Anchor	 TARGET L5 Anchor
Collaboration Coordinate contributions, perspectives and responsibilities toward a shared goal.	IN PRACTICE Participates actively in group discussions and activities.	 TARGET L4 Strategic	 TARGET L4 Strategic	 TARGET L5 Anchor

HUMAN CONNECTION REMAINS HUMAN WORK

LISTEN FIRST - hear the context. NAME THE NEED - separate efficiency, clarity and support. REPAIR DIRECTLY - do not outsource trust or accountability.

COGNITIVE WELLBEING

Cognitive wellbeing is infrastructure

Sustainable AI use depends on attention, recovery, stress regulation and a healthy relationship with thinking.

SKILL AND ROLE		 HI	 FRI	 IMPACT
Cognitive Wellbeing Maintain mental vitality, manageable load and confidence in your own thinking.	IN PRACTICE Seeks out intellectually stimulating activities.	 TARGET L4 Strategic	 TARGET L4 Strategic	 TARGET L5 Anchor
Attention Control Direct, sustain and shift attention according to goals rather than interruptions.	IN PRACTICE Focuses on tasks without constant reminders.	 TARGET L4 Strategic	 TARGET L4 Strategic	 TARGET L4 Strategic
Mindfulness Attend deliberately to the present with openness, curiosity and less automatic reaction.	IN PRACTICE Notifies and describes present sensations, thoughts, and feelings.	 TARGET L4 Strategic	 TARGET L4 Strategic	 TARGET L4 Strategic
Managing Personal Stress Recognize triggers and use sustainable practices that protect functioning and wellbeing.	IN PRACTICE Identifies personal stress signals in body, emotions, and thoughts.	 TARGET L4 Strategic	 TARGET L4 Strategic	 TARGET L4 Strategic

COGNITIVE WELLBEING PROTECTS THINKING

REGULATE load and emotion - ADAPT strategy to context - RECOVER capacity after strain - REFLECT so experience becomes learning.

RESEARCH PULSE · 2020 · R3

Mindfulness is one evidence-based wellbeing practice

Across 56 randomized workplace studies, mindfulness-based programs reduced stress and burnout and improved wellbeing. Evidence for productivity effects was still limited.

Vonderlin et al. (2020), Mindfulness · Mindfulness-Based Programs in the Workplace: a Meta-Analysis of Randomized Controlled Trials

Skill definitions: Skillspathfinder. Practice inspiration: 20-Day Life Skills Development Workbook on Cognitive Wellbeing. Supplied visual used as the reflective-mind metaphor.

PRACTICE PROTOCOL

Use AI without shrinking your skill

Treat every useful output as a chance to preserve or deepen the capability that produced the task.

1

Attempt

Make a first pass yourself. Define what you know, assume and need.

2

Ask

Give AI a role and constraints. Request options, questions or critique rather than instant closure.

3

Interrogate

Ask what could be wrong, missing, culturally narrow or overconfident.

4

Explain

Restate the reasoning in your own words without looking at the output.

5

Apply

Choose, adapt and act. Keep responsibility with the person or team.

6

Reflect

Name what you learned, what the AI added and what you still need to practise.

Training link: This expands the “Learning to extend your thinking with AI” activity into a repeatable personal protocol.

SEVEN-DAY SPRINT

Make readiness observable

Small experiments turn abstract readiness into evidence you can notice, discuss and improve.

1 Notice Choose one AI-assisted task. Write your own answer before opening the tool.	2 Question Ask the AI for three assumptions in its response. Verify one.
3 Compare Generate two approaches and explain the trade-off in your own words.	4 Create Use AI for variation, then restore your voice, intent and originality.
5 Connect Discuss an AI-supported result with another person. Listen for context you missed.	6 Recover Complete one important task without AI and notice your attention and confidence.
7 Reflect Select one habit to keep, one to limit and one skill to develop next.	+ Keep one behavior Write the behavior, the context and the signal that will tell you it is helping.

SELF-CHECK

Where are you ready now?

Rate each statement from 1 (rarely true) to 5 (consistently true).
Use the result to choose one behavior, not to label yourself.

Readiness behavior	Rarely	Sometimes	Consistent
☐ I can explain what the AI did and where it may be unreliable.	1	3	5
☐ I begin with a clear purpose instead of an open-ended request.	1	3	5
☐ I verify consequential facts or calculations independently.	1	3	5
☐ I can produce a first attempt without AI support.	1	3	5
☐ I notice when speed is replacing understanding.	1	3	5
☐ I adapt outputs to the human, cultural and situational context.	1	3	5
☐ I keep authorship and accountability visible.	1	3	5
☐ I protect attention, recovery and cognitive wellbeing.	1	3	5

8-19 · Build awareness

Choose one task and practise the full protocol.

20-31 · Strengthen consistency

Focus on verification and explanation.

32-40 · Extend to others

Model the behavior and invite feedback.

Next move: My priority behavior is _____ in the context of _____.



Readiness is a practice, not a badge.

Choose one real task. Keep purpose, judgment and responsibility visible. Then reflect on what became easier - and what must remain yours.

About This Material

WHAT THIS IS

This material is part of the Skills Pathfinder learning ecosystem developed by GrowthMindsetBuilder. It presents one or more human skills in a concise, practical format for learning, reflection and training.

It may be used as a standalone learning resource, but it is not a complete course. The broader learning experience—including facilitated activities, practice, feedback and progression—lives within the programmes and client projects from which this material was developed.

RESEARCH FOUNDATION

Skills Pathfinder profiles and frameworks synthesize extensive research, international models and established good practices. They bring together multiple perspectives to make complex ideas accessible and useful in real-life learning and development.

No individual model or study provides a complete answer. Skills Pathfinder should therefore be understood as an evidence-informed framework for reflection and growth—not as a universal or final definition of human capability.

RESEARCH NOTES AND SOURCES

Where used, research callouts marked [R1], [R2] and so on provide short summaries of published studies. Each callout identifies the authors and publication so that you can find and examine the original research.

Research on human skills, AI capabilities and future readiness is developing quickly. Findings may differ across people, tasks, technologies and settings—and conclusions that appear settled today may change as new evidence emerges.

Treat each study as one contribution to the evidence rather than a final verdict. Compare perspectives, explore the original sources and form your own view. Where a source is cited, the original publication—not this summary—should be treated as authoritative.

CONTEXTUAL USE

Every skill profile is contextual. Language, terminology, emphasis and interpretation should be adapted to the cultural, educational, professional and organizational setting in which the material is used.

Local knowledge—and the experience of the people using the framework—is essential for making the material relevant, inclusive and effective.

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Unless stated otherwise, case stories are composites created for learning use and do not describe identifiable individuals.

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Markku Pelkonen

GrowthMindsetBuilder · Growth Resilience Oy

markku.pelkonen@growthmindsetbuilder.com

+358 45 318 7300

growthmindsetbuilder.com · skillspathfinder.com

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