

MINI BOOK • AI-VULNERABILITY

FROM EXPOSED TO UNSTOPPABLE

An honest look at AI exposure, task by task — and how to turn a vulnerability map into an automation map that works for you.

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TASKS, NOT JOBS

1

THE END OF JOBS? NO — THE END OF TASK BUNDLES

Every profession is a bundle of tasks. AI does not apply for your job — it applies for your tasks, one by one.

Labor economist David Autor has shown why automation anxiety keeps misfiring: technology rarely eliminates occupations, it **recomposes** them. The bank teller survived the ATM — by shifting from counting cash to advising customers. What changes is the bundle: which tasks remain, which get automated, and which new ones appear around the technology.

Theory: Autor (2015), task-based framework: occupations = bundles of tasks with different automation potential. Frey & Osborne (2013) ranked occupations by computerisation probability — useful provocation, but the task lens has proven more accurate.

This is why the right question is never “will AI take my job?” but “**which of my tasks are exposed — and what do I do with the hours that frees?**” That question can be answered with data, task by task. The rest of this book shows how.

RECENT EVIDENCE

Eloundou et al. (2023), “GPTs are GPTs”: about 80 % of US workers have at least 10 % of their tasks exposed to LLMs, and ~19 % have half or more. Exposure is broad — but it is task-level, not job-level.

EXPOSURE ≠ REPLACEMENT

2

EXPOSURE IS NOT REPLACEMENT

An exposed task has two futures: it gets automated away from you — or amplified with you. The difference is who moves first.

“Exposure” only means AI *can* perform a meaningful share of a task. What happens next depends on the nature of the task and the choice of the person: routine drafting may be handed over entirely (**automation**), while analysis, planning and customer work typically become faster and better with a human in the loop (**augmentation**).

RECENT EVIDENCE

Anthropic Economic Index (2025): real-world AI usage data across occupations shows usage concentrated in a minority of tasks, with **augmentation dominating when professionals use AI in their own work** (Claude.ai 52 % vs 45 %) — while enterprise API traffic leans to automation. The frontier is jagged: adjacent tasks can differ radically in exposure (Dell'Acqua et al. 2023).

The practical consequence: a high exposure score is not a threat verdict. It is an inventory of **where the leverage lies**. The professions that lose are not the exposed ones — they are the ones that never look.

“Exposure tells you where AI can work. It does not tell you who captures the value. That part is a decision.”

THE MATRIX

3

MEASURE YOURSELF: THE VULNERABILITY MATRIX

No fabricated numbers: your own task list and your own hours are the data.

The GMB diagnosis maps every recurring task on two axes — **time volume** (hours per week) and **AI exposure** (how much of the task current tools can perform) — producing four blocks:

Block	Profile	Move
Automate	High volume · high exposure · low judgement	Hand over first — reclaim the hours
Augment	High volume · high exposure · high judgement	AI drafts, you decide — quality and speed
Anchor	Human-critical: trust, relationships, responsibility	Invest — this is your growing edge
Watch	Low volume or low exposure today	Re-score quarterly — the frontier moves

Two indices summarise the picture: the **vulnerability index** (share of hours in exposed blocks) and the **turn index** (share of exposed hours you have already converted into automation or augmentation). The first describes risk; the second describes progress.

BASELINE

4

THE BASELINE: WHAT THE DATA SAYS ABOUT YOUR FIELD

Self-assessment gains power when it is anchored to occupation-level data.

The GMB baseline maps **22 occupational categories** against published exposure research and real usage data — from Eloundou et al.'s task exposure estimates to the Anthropic Economic Index's observed usage. It answers two questions: how exposed is work *like yours* in general, and how does *your* matrix compare?

The gap is where the insight lives. Scoring far below your field's baseline usually means unclaimed leverage — hours your peers are already freeing. Scoring above it means you are ahead: the question becomes what you do with the advantage.

Method note: baseline figures are index values from research and usage corpora — not verdicts about individuals. The matrix (chapter 3) always overrides the baseline: your work as it actually is beats any category average.

“The baseline tells you what is typical. Your matrix tells you what is true.”

UPDATE 2026

Anthropic Economic Index (Jan & June 2026): analysis of two million real conversations shows AI now delivers its **largest gains on complex, higher-skill tasks** — not routine work — with usage still concentrated (computer & mathematical tasks: 34 % of consumer, 46 % of enterprise use). The new **observed exposure** measure combines capability with real usage. And Stanford's “Canaries in the Coal Mine” (Brynjolfsson, Chandar & Chen 2025) finds employment declines for **ages 22–25 in high-exposure occupations** — reviews note the evidence is still contested (Hamilton Project 2026), but the window for deliberate positioning is real either way.

THE TURN

5

THE TURN: FROM VULNERABILITY MAP TO LEVERAGE MAP

Read one way, the matrix is a threat report. Read the other way, it is the best productivity plan you will ever get.

Every hour in the Automate block is an hour available for the Anchor block — the work that clients actually pay premium for: judgement, relationships, responsibility. The turn is arithmetic, not rhetoric: a professional with 12 exposed hours per week who converts eight of them has gained a full working day for high-value work — every week.

RECENT EVIDENCE

Brynjolfsson, Li & Raymond (QJE 2025): AI assistance lifted productivity 15 % on average and up to 30 % for the least experienced — the gains went to those who used the tools, not those who feared them. The turn rewards movement.

This is also why the diagnosis must never be delivered as a fear exercise. The deliverable is a **turn plan**: which tasks to hand over this month, which to augment this quarter, and which anchor skills to deepen with the freed time.

THREE STRATEGIES

6

AUTOMATE, AUGMENT, ANCHOR

Three moves cover every cell of the matrix — and the third one is the career strategy.

Automate what is high-volume and low-judgement: reporting, formatting, routine drafting, data collection. Do it deliberately — with quality checks — rather than letting it happen to you.

Augment what is high-judgement: let AI draft, research and prepare, while you decide, refine and take responsibility. This is where the +15–40 % quality and speed gains live.

Anchor on what stays human. Labor economics is unambiguous here: as cognitive routine automates, the premium shifts to social and coordination skills — trust, negotiation, leadership, care.

Theory: Deming (2017, QJE): social-skill-intensive occupations grew fastest and pay a rising premium. Polanyi (1966): the tacit, relational core of expertise is precisely what does not transfer to tools.

“Automation decides what machines do. Anchoring decides what you become.”

CULTURE

7

MAKE IT SAFE TO BE EXPOSED

The diagnosis fails in exactly one condition: when people are afraid to answer honestly.

If a high exposure score feels like a redundancy notice, every self-assessment will be gamed downward — and the organisation will plan on fiction. The prerequisite for honest data is a credible promise: **exposure leads to investment, not elimination.** Freed hours are reinvested in anchor work and new capability, visibly.

RECENT EVIDENCE

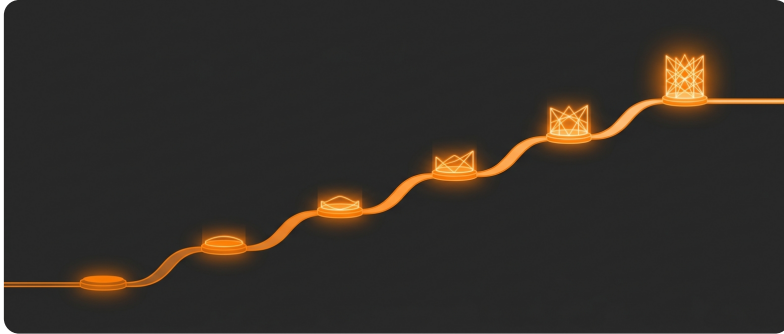
MIT NANDA (2025): ~95 % of enterprise GenAI pilots deliver no measurable benefit — the “learning gap”, not the models. **KPMG–Univ. of Melbourne (2025, n=48,340):** 57 % of workers hide their AI use from their employer. Fear produces hidden usage and false data; safety produces learning. **Edmondson (1999)** named the mechanism decades ago.

Practically: run the diagnosis as a development tool owned by the person, share matrices voluntarily, and celebrate the first automations publicly. The goal is a culture where “I automated a third of my week” is a bragging right.

PROCESS

8

THE DIAGNOSIS IN SIX STEPS



From first workshop to a living rhythm — recommendation: start within a month, while the window is open.

1

Kickoff & task inventory

WEEK 0

Each participant lists recurring tasks and weekly hours — the raw material of the matrix.

2

Exposure scoring

WEEK 1

Tasks scored against current AI capability — calibrated with the 22-category baseline, not guesswork.

3

Matrix & indices

WEEK 1

The 4-block matrix, vulnerability index and turn index — the honest picture, person by person.

4

Turn plan

WEEK 2

Automate / augment / anchor decisions with owners and dates — the map turned into leverage.

5

First automations

MO 1-2

The highest-volume exposed tasks converted first — visible wins fund the culture.

6

Re-score rhythm

QUARTERLY

The frontier moves; the matrix is re-scored quarterly and the turn index tracked like a KPI.

SUMMARY

SEVEN PRINCIPLES

1. **Think in tasks, not jobs.**
Occupations survive; task bundles change. (*Autor*)
2. **Exposure is not replacement.**
Most exposed hours are augmentation opportunities.
3. **Your answers are the data.** No fabricated scores — the matrix is built from your own work.
4. **Anchor on durable human skills.** Judgement, trust and relationships gain value as tasks automate. (*Deming*)
5. **Turn the map.** Every exposed hour is a freed hour — if you claim it first.
6. **Move on three horizons.** Quick wins now, capability in 6 months, position in 2 years.
7. **Make it safe to be exposed.** Psychological safety decides whether people report honestly. (*Edmondson*)



“The most dangerous position is not high exposure. It is not knowing your exposure.”

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GMB method base: AI-Vulnerability Diagnosis (4-block matrix, vulnerability & turn index, 22-category baseline, MSTC & Life Skills linkage, 3-horizon actions).

Added 16 July 2026: Anthropic Economic Index, 4th report (Jan 2026) and "Cadences" (June 2026), anthropic.com/research/economic-index-june-2026-report; observed exposure: anthropic.com/research/labor-market-impacts · Federal Reserve Bank of Dallas (24 Feb 2026): AI is simultaneously aiding and replacing workers, dallasfed.org · Brynjolfsson, Chandar & Chen (2025). Canaries in the Coal Mine, digitaleconomy.stanford.edu · Hamilton Project / Kolko (2026): review — evidence contested, hamiltonproject.org · KPMG–Univ. of Melbourne (2025). Trust in AI (n=48,340): 57 % hide AI use.

Note: This mini book is the master version in the GMB product series. Theory references are real sources. Illustrations: Gemini & FAL.AI, GMB style lock. Client versions are tailored separately (gmb-minikirja skill).

AI will not take your job. It will take tasks — and the only question is whether you hand them over on your terms.

Eight chapters on task-level AI exposure: why occupations survive but task bundles change, how to measure your own exposure without fear or hype, and how the vulnerability map becomes your leverage map — with a six-step diagnostic process.



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