

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

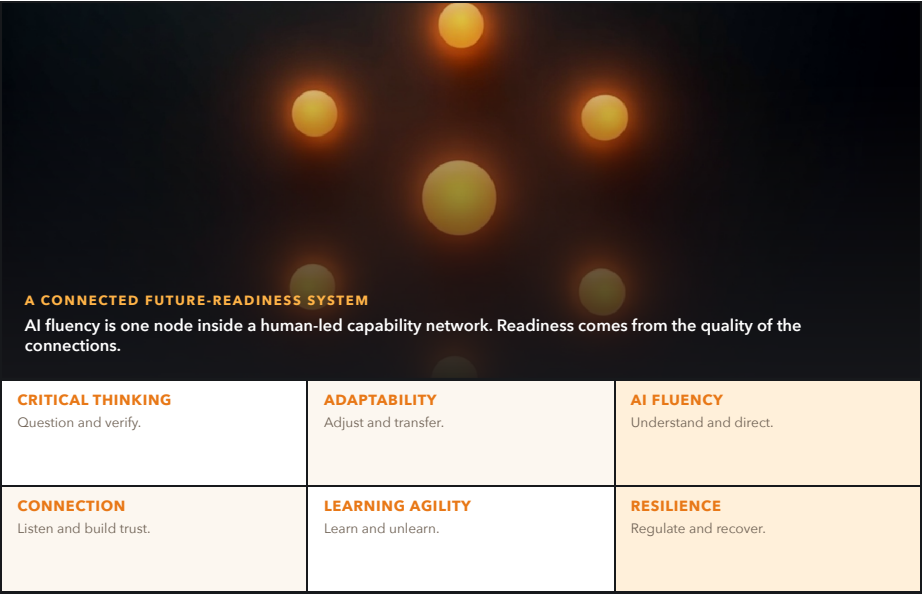
In a preregistered experiment with 453 professionals, ChatGPT reduced time on midlevel writing tasks by 40% and raised rated quality by 18%. The result supports practical AI fluency, but only within the tested task class.

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

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.

Futureproofing ourselves

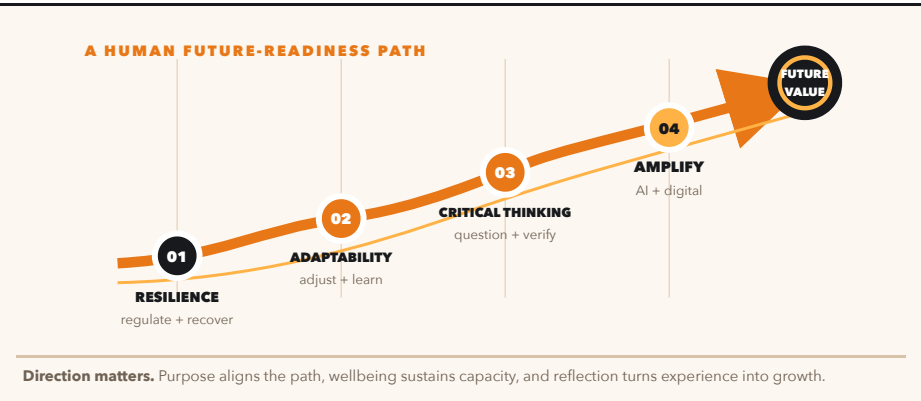
A practical portfolio for change, uncertainty and meaningful work.

A BETTER PREMISE

Futureproofing is a portfolio

No single skill makes a person futureproof. A portfolio helps us adapt, learn, relate and keep direction as conditions change.

 Human intelligence  TARGET L4 · STRATEGIC Strategic human contribution	 Future relevance  TARGET L5 · ANCHOR Anchor for future-readiness	 Impact  TARGET L5 · ANCHOR Anchor across life and work
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Prepare for more than a job description. Build capabilities that move across roles, relationships and life transitions.

The source material emphasizes adaptive growth, authentic identity, resilient agency, strategic self-direction, collaborative influence and future-ready competence. The practical unit is a small set of skills used in real contexts.

READ THE SIGNALS

Three signals, one conversation

The source scores have been converted into audited portfolio targets. This removes false precision and makes the intended level of attention visible.

 HI · Human intelligence Distinctively human value and resistance to displacement.		 FRI · Future relevance Strategic relevance as technology and work evolve.		 IMPACT · Impact Cross-context value in learning, wellbeing, work, social life and risk prevention.	
 L1 · MONITOR Signal is weak or unverified; keep it under review.	 L2 · CONTEXTUAL Relevant in narrower situations; check the task and setting.	 L3 · BUILD Meaningful capability; develop it through deliberate practice.	 L4 · STRATEGIC A cross-context priority; target adaptable, independent use.	 L5 · ANCHOR Essential capability; safeguard, deepen and enable transfer.	

Read a mark in three moves: Which signal? What target level?
What behavior and context justify that target?

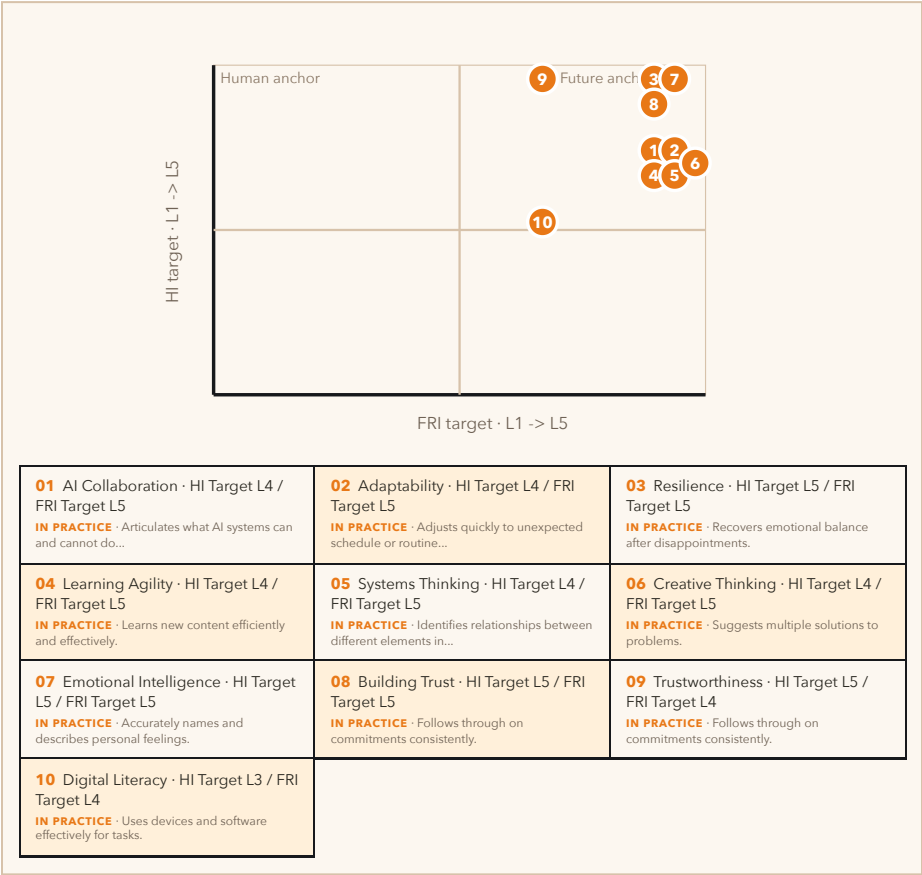
Important: L1-L5 describe portfolio attention, not a person's proficiency. A Target L4 is a strategic development priority; it is not a claim that someone currently performs at Level 4.

Signal labels follow the current Skillspathfinder interface. Targets were critically reviewed against skill roles, observable behaviors and the AI-readiness context; source values remain in SCORE-AUDIT.md.

PORTFOLIO MAP

Human value and future relevance

A futureproof portfolio combines future-facing skills with the human anchors that make their use wise, trustworthy and sustainable.



Illustrative selection of 10 skills. Position uses the audited HI target on the vertical axis and FRI target on the horizontal axis. The map is a conversation starter, not a ranking of people.

Coordinates use the audited editorial targets documented in SCORE-AUDIT.md.

ADAPTIVE CORE

Build capacity for change

Adaptation is not passive acceptance. It is the ability to learn from experience, revise an approach and recover without losing direction.

SKILL AND ROLE	HI	FRI	IMPACT
Adaptability Adjust thinking and behavior when situations, environments or requirements change.	IN PRACTICE Adjusts quickly to unexpected schedule or routine changes. TARGET L4 Strategic	TARGET L5 Anchor	TARGET L5 Anchor
Resilience Recover, adapt and continue through adversity, stress or disruption.	IN PRACTICE Recovers emotional balance after disappointments. TARGET L5 Anchor	TARGET L5 Anchor	TARGET L5 Anchor
Coping with Uncertainty Function with incomplete information while protecting wellbeing and perspective.	IN PRACTICE Remains calm when facing situations without clear answers. TARGET L4 Strategic	TARGET L5 Anchor	TARGET L5 Anchor
Learning Agility Learn quickly from experience and transfer insight into unfamiliar situations.	IN PRACTICE Learns new content efficiently and effectively. TARGET L4 Strategic	TARGET L5 Anchor	TARGET L5 Anchor
Unlearning Recognize and replace knowledge, assumptions or habits that no longer serve current reality.	IN PRACTICE Recognizes knowledge and assumptions that need revision. TARGET L4 Strategic	TARGET L5 Anchor	TARGET L5 Anchor

Audited target: All five sit at FRI Target L5 · Anchor. Their roles differ: flex, recover, tolerate ambiguity, learn and revise.

RESEARCH PULSE · 2024 · R4

Agility is more than speed

A 2024 systematic review of 74 studies found adaptability, proactivity and resilience are widely accepted components of workforce agility, while measurement remains inconsistent.

Alviani et al. (2024), Frontiers in Psychology · [Workforce agility: a systematic literature review and research agenda](#)

THINKING ACROSS CHANGE

See systems, options and consequences

Future-facing judgment moves between the whole system, new possibilities, long-term direction and concrete problem resolution.

01

Systems Thinking

See interconnections, feedback loops, boundaries and unintended consequences.

IN PRACTICE

Identifies relationships between different elements in a system.

02

Creative Thinking

Generate, evaluate and refine original possibilities from multiple perspectives.

IN PRACTICE

Suggests multiple solutions to problems.

03

Strategic Thinking

Anticipate developments and align choices with long-term goals and priorities.

IN PRACTICE

Creates clear pictures of desired future outcomes.

04

Problem Solving

Define a problem, create options, implement a response and learn from the result.

IN PRACTICE

Stops to clearly define the problem before jumping to solutions.

Ask four questions: What system am I in? What else is possible? What matters over time? What can I test now?

HUMAN CONNECTION

Trust is future infrastructure

When coordination becomes more digital and AI-supported, empathy, emotional intelligence and trust become more visible - not less important.

SKILL AND ROLE		 HI	 FRI	 IMPACT
Empathy	Understand perspectives and feelings, then respond with appropriate care.	IN PRACTICE Recognizes when someone is upset, even without verbal expression.	TARGET L5 Anchor	TARGET L5 Anchor
Emotional Intelligence	Use emotional information to guide behavior, decisions and relationships.	IN PRACTICE Accurately names and describes personal feelings.	TARGET L5 Anchor	TARGET L5 Anchor
Relationship Building	Create and sustain positive connections through genuine ongoing investment.	IN PRACTICE Approaches others appropriately to begin interactions.	TARGET L5 Anchor	TARGET L4 Strategic
Building Trust	Align words and actions, communicate transparently and repair when trust is damaged.	IN PRACTICE Follows through on commitments consistently.	TARGET L5 Anchor	TARGET L5 Anchor

TRUST IS BUILT IN DIALOGUE

EMPATHY, EMOTIONAL INTELLIGENCE AND BUILDING TRUST: HI TARGET L5 · ANCHOR. Listen for context, make meaning together and repair directly.



RESEARCH PULSE · 2023 · R5

Emotional intelligence is a career resource

A 2023 meta-analysis synthesized links between emotional intelligence and career-related outcomes, supporting its use as a career-development resource rather than a soft-skills extra.

Pirsouli et al. (2023), Human Resource Management Review · Emotional intelligence and career-related outcomes: A meta-analysis

Definitions: Skillspathfinder segments.json. Displayed levels are audited editorial targets; see SCORE-AUDIT.md. Supplied visual used as the dialogue-and-trust metaphor.

AGENCY AND DIRECTION

Know what you are building toward

A futureproof person is not only adaptable. They can also choose, initiate and reconnect action to meaning.

01

Purpose

Hold an enduring direction that is meaningful to you and consequential beyond you.

IN PRACTICE

Articulates clear life direction and goals.

02

Growth Mindset

Treat ability as developable through effort, strategy, feedback and practice.

IN PRACTICE

Uses growth-oriented language ("I can't do this yet" vs. "I can't do this").

03

Initiative

Recognize an opportunity or need, take ownership and begin without waiting for permission.

IN PRACTICE

Begins tasks without waiting to be told.

04

Self-Efficacy

Build task-specific belief that you can organize and execute what the situation requires.

IN PRACTICE

Volunteers for challenging tasks.

Reflection: What change are you willing to adapt to - and what value, relationship or responsibility should remain non-negotiable?

RESEARCH PULSE • 2022 • R6**Growth mindset works through context and execution**

A meta-analysis of 53 randomized intervention samples found highly variable effects. Benefits were stronger when interventions targeted likely beneficiaries and were implemented with high fidelity.

Burnette et al. (2022), Psychological Bulletin - A systematic review and meta-analysis of growth mindset interventions: For whom, how, and why might such interventions work?

PORTFOLIO DESIGN

Give each skill a job

A balanced portfolio includes skills that stabilize you, extend your reach, connect domains and protect capacity under pressure.

Anchor

A capability that keeps identity, judgment or relationships grounded.

Purpose

Empathy

Ethical Thinking

Amplifier

A capability that increases what you can learn, create or accomplish with technology.

AI Collaboration

Data Literacy

Creation with AI

Bridge

A capability that transfers insight across roles, disciplines and unfamiliar situations.

Learning Agility

Systems Thinking

Communication

Buffer

A capability that protects functioning when pressure, uncertainty or setbacks rise.

Resilience

Mindfulness

Coping Skills

Your portfolio: Anchor _____ · Amplifier _____ · Bridge _____ · Buffer _____

CASE STORY · TRANSFORMATION

The pilot was fast. The learning system was not.

A composite service organization discovered that access to generative AI did not automatically produce sound judgment, better work or shared readiness.

CASE STATUS · This is a fictional composite created for learning. It translates the supplied research baseline and Skillspathfinder behaviors into a realistic organizational journey; it is not a claim about a named company.

CASE

KNOWLEDGE-
INTENSIVE SERVICE
WORK

The starting point

The organization introduced generative AI into proposals, client reporting and internal support. Early drafts arrived faster and local champions found promising uses. Yet the pilot optimized individual output before the organization had defined the capabilities, safeguards and learning routines the new work required.

01

Momentum

People explored quickly. Some tasks became easier and the range of possible solutions widened.

02

Friction

Verification was uneven. Fluent output hid weak reasoning. Private shortcuts, role anxiety and inconsistent quality appeared.

03

Reframe

The goal shifted from “get everyone using AI” to “help people learn, judge, act and collaborate as work changes.”

NORTH STAR

Adaptive agency: the ability to learn, judge, act and collaborate effectively while technology and roles keep changing.

CASE STORY · SKILLS

Five layers moved the work forward

The organization treated readiness as a connected capability system. Each layer carried a question, a skill portfolio and observable behavior in real work.

LAYER	TEAM QUESTION	SKILL PORTFOLIO	WHAT BECAME OBSERVABLE
ORIENT	Core question What is changing, and what does it mean?	Skills activated AI Literacy Systems Thinking	Behavior evidence AI Literacy: Explains basic AI concepts and capabilities accurately. Systems Thinking: Identifies relationships between different elements in a system.
JUDGE	Core question What should we trust and choose?	Skills activated Critical Thinking Ethical Thinking	Behavior evidence Critical Thinking: Asks probing questions about information sources and claims. Ethical Thinking: Applies ethical principles to specific situations.
ADAPT	Core question What must we learn, change or recover from?	Skills activated Learning to Learn Adaptability Resilience	Behavior evidence Learning to Learn: Reflects on what helps them learn best. Adaptability: Adjusts quickly to unexpected schedule or routine changes. Resilience: Recovers emotional balance after disappointments.
ACT	Core question How do we create value and test it?	Skills activated Initiative Creative Thinking	Behavior evidence Initiative: Begins tasks without waiting to be told. Creative Thinking: Suggests multiple solutions to problems.
RELATE	Core question How do people succeed together?	Skills activated Communication Empathy Collaboration	Behavior evidence Communication: Speaks clearly with appropriate volume and pace. Empathy: Recognizes when someone is upset, even without verbal expression. Collaboration: Participates actively in group discussions and activities.

Design decision: Prompting was treated as a tool behavior inside AI literacy - not as the transformation capability itself.

Five-layer system adapted from the supplied baseline. Behavior evidence is sourced from the named Skillspathfinder profiles.

CASE STORY · LEARNING

Learning and unlearning happened together

The team did not only add new AI practices. It also surfaced assumptions and routines that made responsible adaptation difficult.

STEP	CYCLE	CAPABILITY TO BUILD	ASSUMPTION TO RELEASE
1	Notice Learning move	Learn Map the task, affected people, uncertainty and current pain points.	Unlearn Technology adoption is the same thing as transformation.
2	Frame Learning move	Learn Define the problem, quality bar, human owner and verification needs first.	Unlearn Start with a prompt and let the available tool define the problem.
3	Experiment Learning move	Learn Compare a human first pass, an AI-assisted version and a revised workflow.	Unlearn A fluent first output is finished work or proof of competence.
4	Review Learning move	Learn Examine quality, source reliability, recovery from error, motivation and load.	Unlearn Speed alone is success, and errors should stay hidden to protect confidence.
5	Transfer Learning move	Learn Update roles, decision gates, playbooks and practice based on the evidence.	Unlearn Training is a one-off event and effective use can remain an individual shortcut.

EVIDENCE LOOP	Quality · independent explanation · recovery from error · transfer to a second context · trust and wellbeing
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PRACTICE RULE · Every experiment ended with one behavior to keep, one assumption to release and one question for the next cycle.
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Learning-unlearning journey is an editorial application of the supplied baseline, Mape learning practices and Skillspathfinder progression logic.

CASE STORY · LEADERSHIP

Leadership changed the conditions for learning

People were expected to adapt, but leaders accepted responsibility for the safety, time, feedback, standards and incentives that make adaptation possible.

MODEL Make judgment visible Leaders showed their own verification, named uncertainty, disclosed AI assistance and changed a view when evidence improved.	ENABLE Make practice possible Teams received protected experiment time, peer review, coaching, safe escalation routes and tasks with meaningful stakes.	ALIGN Make the system learn Quality gates, role clarity, incentives, documentation and accountability were redesigned around responsible human-AI work.
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FROM PROMPTING	to problem framing, source checking and accountable decisions
FROM PRIVATE USE	to discussable workflows, shared cases and peer challenge
FROM ADOPTION	to selective use: expand where value is proven, constrain where capability or trust may erode
FROM TRAINING	to a repeated cycle of practice, evidence, transfer and renewal

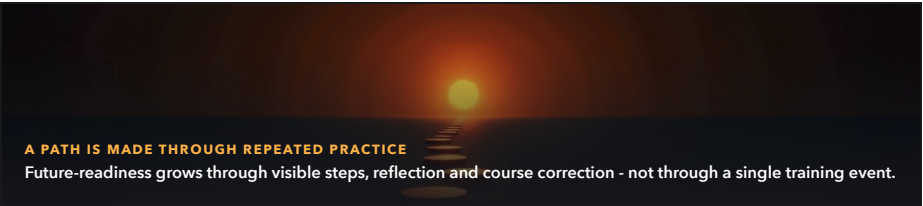
WHAT COUNTED AS PROGRESS · These shifts are qualitative signals in the composite story, not reported numerical results.

Leadership response synthesizes the supplied baseline, Mape 9.0 culture logic and GMB learning-culture practices. Outcomes are illustrative.

THIRTY-DAY EXPERIMENT

Turn a portfolio into practice

The purpose is not to improve everything at once. It is to gather evidence about a small set of useful behaviors.



A PATH IS MADE THROUGH REPEATED PRACTICE
Future-readiness grows through visible steps, reflection and course correction - not through a single training event.

1 BASELINE Choose four skills. Collect one example of when each helped or failed to appear.	2 EXPERIMENT Design one small behavior for each skill and use it in a real task.	3 TRANSFER Apply the same behaviors in a second context: home, work, learning or community.	4 REVIEW Ask for feedback, compare evidence and choose one skill for a longer 90-day focus.
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A Behavior What did I do that another person could observe?

B Context Where did the skill appear, and what made it easier or harder?

C Evidence What changed in quality, confidence, wellbeing, speed or impact?

D Adjustment What will I repeat, stop or modify next week?

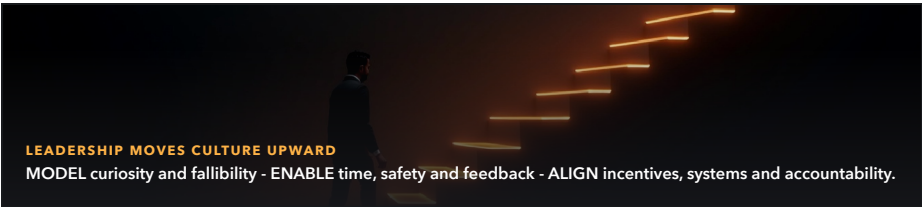
Practice rhythm adapted from the weekly and monthly reflection structures in the Life Skills Master Class. Supplied visual used as the practice-path metaphor.

LEARNING CULTURE

From permission to renewal

Individual skill practice becomes culture when people can question, experiment, reflect and transfer learning - and when leadership makes those behaviors possible.

STAGE	WHAT PEOPLE DO	WHAT LEADERS ENABLE
1 Permission	Culture behavior People ask questions, surface uncertainty and treat mistakes as information.	Leadership role Model curiosity, admit limits and protect speaking up.
2 Practice	Culture behavior Skills are rehearsed in real work and feedback follows the attempt.	Leadership role Protect practice time, coaching and access to support.
3 Evidence	Culture behavior Teams review outcomes, test assumptions and explain what changed.	Leadership role Ask for evidence, reward reflection and make learning visible.
4 Transfer	Culture behavior Insights move across roles, teams and unfamiliar contexts.	Leadership role Connect people, share cases and remove structural silos.
5 Renewal	Culture behavior Learning changes routines, priorities and system design.	Leadership role Align incentives, resources, decisions and accountability.



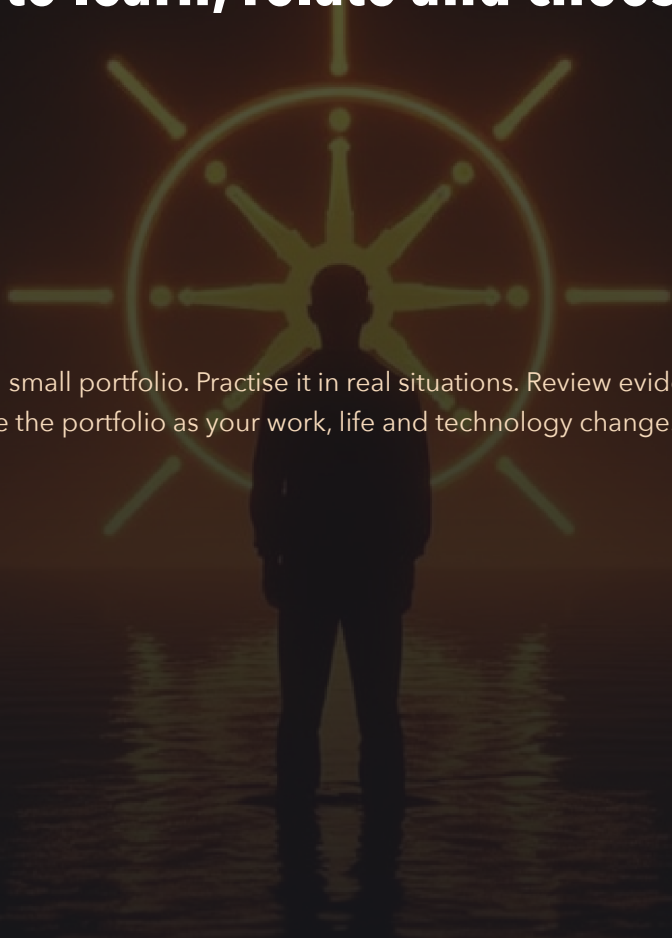
LEADERSHIP MOVES CULTURE UPWARD
MODEL curiosity and fallibility - ENABLE time, safety and feedback - ALIGN incentives, systems and accountability.

Leadership principle: Do not demand adaptability while protecting the routines, incentives or power structures that prevent learning.

Culture progression synthesized from the Mape 9.0 five-level model, Skillspathfinder behavioral progression and GMB training reflection practices. Supplied visual used as the leadership-progression metaphor.



Futureproofing means staying able to learn, relate and choose.

A large, glowing orange compass rose is centered in the background. A person's silhouette is visible in the center, standing with their back to the viewer, looking towards the compass rose. The person's reflection is visible on the surface they are standing on, which appears to be water or a highly reflective floor. The overall scene is dimly lit, with the primary light source being the glowing compass rose.

Build a small portfolio. Practise it in real situations. Review evidence.
Update the portfolio as your work, life and technology change.

SKILLS PATHFINDER MINIBOOK SERIES

AI vulnerability

Protect judgment, capability and responsibility in AI-assisted life.

DEFINITION

Vulnerability is contextual

A skill is not simply automated or safe. Vulnerability changes with the task, consequence, data, verification and the human capability that remains active.

TASK

What is delegated?

Drafting, searching, calculating, recommending, deciding or acting have different exposure.

WHY

What is at stake?

Convenience, learning, money, safety, rights and relationships require different oversight.

WHO

Who can verify?

Capability matters: a person cannot meaningfully supervise reasoning they do not understand.

OWN

Who is accountable?

Responsibility must remain visible even when the work is AI-assisted.

Score translation used in this book: The source field is named *aiVulnerabilityScore*, but the interface presents it as Future Relevance and “hard to replace” when high. To avoid reversing the meaning, any exposure number here is explicitly derived as **100 - FRI**.

CAPABILITY RETAINED THROUGH THE WORKFLOW



RESILIENCE + ADAPTABILITY + CRITICAL THINKING KEEP HUMAN JUDGMENT AVAILABLE

----- Risk path: delegate everything - accept fluency - lose explanation - become dependent -----

Design for transfer. A useful AI-assisted task should end with more independent understanding, not only a faster output.

FOUR PATHWAYS

How capability becomes vulnerable

The practical risk is not only job replacement. Capability can also weaken through routine delegation, over-trust and invisible responsibility.



VULNERABILITY CAN ENTER THROUGH MORE THAN ONE PATH
A visible tool may sit at the center, while exposure develops through delegation, dependency, over-trust or unclear ownership.

AUTOMATION EXPOSURE A task becomes easy to delegate, reducing the need to perform it manually. repeatablestructuredlow-context	DESKILLING EXPOSURE A person stops practising the underlying reasoning and becomes less able to work independently. atrophydependencyshallow recall
OVER-TRUST EXPOSURE Fluent output is accepted without enough evidence, challenge or source checking. biasfabricationfalse confidence	ACCOUNTABILITY EXPOSURE It becomes unclear who made the choice, checked the result or owns the consequence. opacityhandoffresponsibility gap

RESEARCH PULSE • 2025 • R7

Immediate gains may not transfer

Four experiments with 3,562 participants found GenAI collaboration improved immediate performance, but gains did not persist on later solo tasks; intrinsic motivation also fell and boredom increased.

Wu et al. (2025), Scientific Reports • [Human-generative AI collaboration enhances task performance but undermines human's intrinsic motivation](#)

CONSEQUENCE MATRIX

Match oversight to consequence

The same tool behavior can be reasonable in one setting and unsafe in another. Verification effort should rise with consequence and irreversibility.

Low consequence · Easy to reverse Use AI freely for options, formatting and low-stakes experimentation. brainstorm outline rewrite	Higher consequence · Easy to reverse Use AI to compare options, then verify claims and test before committing. budget draft work plan public message
Low consequence · Hard to reverse Pause for consent, privacy and reputational effects even when the immediate stakes feel small. personal data image sharing identity claims	High consequence · Hard to reverse Use qualified human review and authoritative evidence. Do not delegate final judgment. safety rights health legal

Examples illustrate a decision method. They are not professional medical, legal or financial guidance.

DATA MATURITY

Read the dataset carefully

The current portfolio is rich in definitions and progressions, but several vulnerability fields still look like working defaults rather than completed assessments.

13 profiles at FRI L1 Repeated working default; review before use	0 vulnerability tags populated across the 147 profiles	147 policies set to allowed no contextual variation yet
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- 1

Use definitions

The strongest content is in skill definitions, behaviors, progressions and practice scenarios.
- 2

Use targets as prompts

Target levels can focus development, but should not drive a high-stakes conclusion alone.
- 3

Separate missing from low

A repeated value may indicate an incomplete review, not genuine low future relevance.
- 4

Add context

Future vulnerability work should assess tasks, consequences, verification and human oversight.

Editorial choice: This book does not publish a “most vulnerable skills” ranking because the current source does not support that level of confidence.

FOUNDATIONAL JUDGMENT

Protect the skills that verify reality

Some capabilities deserve deliberate practice because they let people check evidence, calculations, arguments and AI-generated claims.

SKILL AND ROLE		 HI	 FRI	 IMPACT
Information Literacy Find information, assess credibility and relevance, synthesize and use it ethically.	IN PRACTICE Identifies when additional information is needed.	TARGET L4 Strategic	TARGET L4 Strategic	TARGET L4 Strategic
Critical Thinking Examine assumptions, evidence, patterns and conclusions before belief or action.	IN PRACTICE Asks probing questions about information sources and claims.	TARGET L4 Strategic	TARGET L5 Anchor	TARGET L5 Anchor
Practical Numeracy Use calculations, estimates and quantitative information in everyday decisions.	IN PRACTICE Performs basic calculations accurately and efficiently.	TARGET L3 Build	TARGET L4 Strategic	TARGET L4 Strategic
Logical Reasoning Identify valid structures, fallacies and whether a conclusion follows from evidence.	IN PRACTICE Recognizes logical frameworks in arguments and information.	TARGET L4 Strategic	TARGET L4 Strategic	TARGET L4 Strategic

Capability test: If the tool were unavailable, could you still explain the evidence, reproduce the essential calculation or detect a contradiction?

Skill definitions: Skillspathfinder segments.json. Displayed levels are audited editorial targets, not vulnerability verdicts; see SCORE-AUDIT.md.

DECISION GATES

Keep a human in the loop

Human oversight becomes real through explicit gates, not through a generic promise that a person is involved.

1

Intent gate

Is the goal legitimate, clear and aligned with the people affected?

2

Data gate

Can this information be shared? Is privacy, consent or confidentiality involved?

3

Evidence gate

Which claims, sources, calculations or assumptions require independent checking?

4

Consequence gate

What could happen if the output is wrong, biased, leaked or misunderstood?

5

Accountability gate

Who makes the final decision, signs off and can explain the reasoning?

6

Learning gate

What should the person still be able to do without the tool after this task?

RESEARCH PULSE · 2025 · R8

Explanations alone do not prevent automation bias

A review of 35 studies found that explainability can increase acceptance without reliably improving accuracy. Active engagement and independent verification are stronger safeguards.

Romeo & Conti (2025), AI & SOCIETY · [Exploring automation bias in human-AI collaboration: a review and implications for explainable AI](#)

USE MODES

Choose mode by consequence

Move from open exploration to strict human control as uncertainty, sensitivity and consequence increase.

MODE	APPROPRIATE USE	HUMAN RESPONSIBILITY
USE	Explore and vary Ideas, outlines, formatting and reversible low-stakes work.	Set intent and select.
ASSIST	Support skilled work Drafting, comparison, coding, analysis and planning.	Understand, test and adapt.
VERIFY	Consequential claims Evidence, recommendations, calculations and public communication.	Check independently and document.
OWN	Final human judgment Rights, safety, health, legal status, consent and accountability.	Qualified person decides.

Context beats blanket policy: The same AI system may move between modes inside one workflow.

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Deskilling needs longitudinal monitoring

A 2025 review in medicine identified risks to judgment, examination and professional autonomy from AI-supported work. Its authors call for longitudinal monitoring and explicit safeguards against skill erosion.

Natali et al. (2025), Artificial Intelligence Review · [AI-induced Deskilling in Medicine: A Mixed-Method Review and Research Agenda for Healthcare and Beyond](#)

Contextual policy model created for this minibook. The source database currently marks all profiles “allowed,” without consequence-specific rules.

ANTI-DESKILLING

Keep the capability alive

A good AI workflow should leave the person more able to explain, verify and act - not merely faster.

KEEP INDEPENDENT UNDERSTANDING AVAILABLE

AI can illuminate the work without becoming the only source of direction. The person must still be able to explain, verify and choose.

- 1

Attempt first

Write a hypothesis, outline, calculation or plan before asking for assistance.
- 2

Request friction

Ask for critique, counterarguments, missing evidence and questions - not only an answer.
- 3

Test the output

Use another source, a known example, a calculator, a peer or a small experiment.
- 4

Explain it back

Reconstruct the logic and key facts from memory in your own words.
- 5

Make the call

Choose what to use, change or reject. State the reason.
- 6

Log the learning

Record one thing gained, one uncertainty and one capability to practise next.

Minimum standard: If you cannot explain why the result is credible and appropriate, you are not yet ready to rely on it.

SCENARIO PRACTICE

Make the stronger pattern concrete

Vulnerability becomes easier to manage when we compare observable behavior in the same situation.

CONTEXT	CAPABILITY SHRINKS	CAPABILITY GROWS
01 Learning	Vulnerable pattern Submit an AI summary you cannot explain.	Stronger pattern Read first, create questions, compare the AI summary and explain the concept without it.
02 Work	Vulnerable pattern Forward a polished recommendation without checking assumptions.	Stronger pattern Identify decision criteria, verify key claims and record the accountable sign-off.
03 Personal life	Vulnerable pattern Treat a confident answer as professional advice.	Stronger pattern Use AI to prepare questions, then consult authoritative sources or a qualified person when stakes are high.

Change the workflow, not only the attitude. Add a first attempt, a verification step and an accountable decision.

PERSONAL AUDIT

Where is your capability exposed?

Complete the audit for one recurring AI-assisted task. The aim is to redesign the workflow, not to stop useful technology.

Audit statement	No	Sometimes	Yes
☐ I can complete the essential task without AI when necessary.	No	Sometimes	Yes
☐ I understand what information the system received.	No	Sometimes	Yes
☐ I know which claims or calculations require verification.	No	Sometimes	Yes
☐ I can explain the reasoning in my own words.	No	Sometimes	Yes
☐ I have considered bias, missing context and affected people.	No	Sometimes	Yes
☐ The level of oversight matches the consequence.	No	Sometimes	Yes
☐ The final accountable person is named.	No	Sometimes	Yes
☐ I notice signs of dependency or loss of confidence.	No	Sometimes	Yes
☐ I deliberately practise the underlying human skill.	No	Sometimes	Yes
☐ I review failures and update the workflow.	No	Sometimes	Yes

Stop

One delegation that hides risk or weakens learning.

Start

One gate, verification or explanation behavior.

Continue

One use where AI clearly expands capability.



The goal is not to avoid AI. It is to remain capable with it.

Keep enough skill to challenge the output, enough judgment to match oversight to consequence, and enough agency to own the final decision.