

Human Agency Preservation Assessment (HAPA): VARK-G Assessment

What This Tool Is

The **Human Agency Preservation Assessment (HAPA)** is a self-assessment instrument created by Carlton L. Robinson, DBA, delivered through the Pivot.City platform. Its core purpose is to help individual professionals and learners develop a conscious, structured relationship with Generative AI — not by rejecting it, but by mapping *where* they currently use it, *how* they learn best, and *which human cognitive capacities* they intend to keep human-led.

The tool works across five interlocking dimensions:

1. Role Contextualization — The participant anchors the assessment in their actual work reality: their industry, position, value streams, team dynamics, and key processes. This grounds the output in operational relevance rather than abstraction.

2. VARK-G Learning Profile — The classic VARK model (Visual, Auditory, Reading/Writing, Kinesthetic) is extended with a fifth dimension, **G for GenAI Adoption**, rated across five workplace pillars: Communication, Instruction, Learning, Teaming, and Collaboration. This surfaces where AI is already acting as a cognitive surrogate and where it is underutilized — enabling a more intentional integration strategy.

3. AI Skills Taxonomy — Participants declare which AI domains are professionally relevant to them, from Machine Learning to GenAI to AI Ethics and Governance, paired with a FoW (Future of Work) Strategy commitment. This positions the individual within the broader AI skills landscape.

4. Human Agency Rails — This is the tool's most distinctive contribution. Participants explicitly commit to which cognitive capacities they will preserve as human-led: Discovery, Ideation, Chain-of-Thought Stewardship, Reasoning, Critical Thinking, and Strategy. The act of selecting these rails is itself an agentic exercise — it forces intentionality before the AI gets involved.

5. Notes and Goals — Free-text reflection captures current tool usage, observed patterns, and intended outcomes, providing qualitative depth to complement the structured selections.

The output is a portable, branded PDF profile that can serve as a personal commitment document, a team alignment artifact, or a training baseline.