Building Your AI Resilience

A Human-Centered Workbook to Assess and Prepare for Automation

Intelligence Resources

Table of Contents

Welcome

What is this?

Artificial Intelligence (AI) is rapidly changing the landscape of modern work. This workbook guides you through the process of assessing the automation potential of your role and provides you with strategies to navigate the future of your work.

You will complete activities designed for you to think about your work through several different lenses. You will begin to see patterns and understand how the unique way you work may be affected by AI. You will then explore opportunities for AI to complement your skills and build your resiliency.

Why should you be concerned?

As technologies become more sophisticated, they streamline tasks, boost efficiency, and reduce costs for organizations. However, they also pose significant challenges to workers, particularly those in roles heavily reliant on repetitive or standardized tasks.

A recent study estimates that *50% of work activities are automatable by current technologies, with 60% of occupations having more than 30% of their activities susceptible to automation.* Automation will touch nearly every industry, requiring workers to adapt their skills or risk being replaced.

It's unlikely that your organization will outright say, "You've been replaced by AI." Instead, you may see parts of your job gradually offloaded to automation as technology advances. Over time, employers may feel less need to hire people for roles like yours. When it's time to look for your next job, you may find fewer opportunities for your current skillset and feel increasing pressure to transition into roles requiring new skills. This workbook is designed to help you identify which of your skills are vulnerable to automation, which are irreplaceable, and how to develop future-ready skills for long-term growth.

Shaping your future

This workbook will also empower you to embrace the opportunities AI provides. By understanding how AI can enhance your strengths, you can take control of your career and build resilience. You don't need technical expertise—just a willingness to explore your skills and how AI can work with you to achieve your goals.

AI Basics

What is AI, and How Does It Work?

Artificial Intelligence (AI) refers to machines or systems that mimic human intelligence to perform tasks like learning, reasoning, problem-solving, and understanding language. Unlike traditional software, which operates based on predefined instructions, AI systems can process data, recognize patterns, and make decisions independently within defined parameters.

At its core, AI leverages **machine learning**, where systems are trained on vast amounts of data to identify patterns and improve over time. For example:

- **Supervised Learning** involves training AI with labeled data, such as photos tagged as "cat" or "dog."
- **Unsupervised Learning** allows AI to identify hidden patterns in data without human intervention, like finding customer segments in marketing.
- **Reinforcement Learning** teaches AI through trial and error, like a robot learning to navigate an unfamiliar environment by receiving feedback on its actions.

AI systems also use **natural language processing (NLP)** to understand and generate human language, powering tools like chatbots and virtual assistants, and **computer vision** to analyze visual information for tasks like facial recognition or object detection.

How is AI Different from Past Technologies?

Unlike earlier technological advances, AI doesn't just automate tasks—it adapts, learns, and improves. For instance, where traditional automation might sort mail by ZIP code, AI can analyze text to prioritize emails, spot fraudulent activities, or even craft personalized responses. Key differences include:

- **Adaptability:** AI evolves over time with new data, becoming more accurate and effective.
- **Complex Problem Solving:** AI can handle tasks that involve massive datasets or complex decision-making, like diagnosing medical conditions or optimizing supply chains.
- **Generalization:** While traditional systems excel in narrow, rule-based applications, AI can operate across domains, such as transitioning from playing chess to driving cars.
- **Human-Like Interactions:** AI is also breaking into areas once thought uniquely human, such as language translation, emotional intelligence, and complex problem-solving. Its ability to scale tasks, learn from data, and integrate with other technologies makes AI a transformative force unlike anything before it.

Analyzing Your Role in an AI-Driven World

As AI continues to reshape the workplace, it's essential to understand how these technologies might intersect with your specific role. The tasks you perform, the skills you rely on, and the unique value you bring to your organization all determine your level of resilience to automation. In the next sections of this workbook, you'll assess your work through multiple lenses—evaluating which tasks are susceptible to automation, identifying AI-resilient skills, and uncovering opportunities to adapt and thrive. By taking a closer look at the nature of your work, you'll gain clarity on where AI can enhance your contributions and how you can future-proof your career in an evolving landscape.

Exploring Work

There are three main types of work that humans do. Tangible work requires physical manipulation of objects in the real world. Time-bound work consists of repetitive or procedural tasks. Thought work is creative or expertise-based tasks involving decision-making.

While these categories are distinct, many jobs involve overlapping elements. For example, a chef may combine the physical aspects of tangible work with the procedural nature of time-bound tasks. This section will help you explore how your tasks span these categories and what that means for their resilience to automation.

Tangible Work

Tangible work involves tasks that require physical interaction with the real world, such as assembling products, repairing equipment, or operating machinery. These tasks often demand hands-on expertise and are closely tied to the material environment, making them less susceptible to full automation unless specialized robotics or machinery are involved. For example, a technician repairing medical devices or a chef preparing a complex meal brings human adaptability and physical dexterity to their role, which machines may struggle to replicate in diverse or unpredictable environments.

Despite these challenges, automating tangible work is highly desirable for many industries due to its potential to reduce costs, improve efficiency, and mitigate risks associated with human error. One prominent example is the development of self-driving cars, which could revolutionize the transportation sector. Automation in this space has the potential to transform the roles of truck drivers, delivery personnel, and taxi drivers by shifting their focus from hands-on vehicle operation to supervisory roles or route optimization tasks. While this innovation promises increased efficiency and safety, it also raises concerns about job displacement and the need for workers to reskill for emerging opportunities in an automated future.

Here are the top 10 **Tangible jobs** from the list of top U.S. occupations by employment, based on their physical and hands-on nature:

- **Home Health and Personal Care Aides** – 3,689,350 employed.
- **Retail Salespersons** – 3,684,740 employed.
- **Fast Food and Counter Workers** – 3,676,580 employed.
- **Laborers and Freight, Stock, and Material Movers** – 3,008,300 employed.
- **Stockers and Order Fillers** – 2,872,680 employed.
- **Janitors and Cleaners** – 2,431,600 employed.
- **Waiters and Waitresses** – 2,394,800 employed.
- **Heavy and Tractor-Trailer Truck Drivers** – 2,211,300 employed.
- **Maintenance and Repair Workers, General** – 1,616,500 employed.
- **Restaurant Cooks** – 1,434,200 employed.

Resilience Factors in Tangible Jobs

Complexity

The complexity of tasks in tangible jobs plays a significant role in determining their resistance to automation. Jobs that involve intricate, multi-step processes, high levels of expertise, or judgment calls are far more challenging for AI or robotics to replicate.

- **Unpredictable Scenarios:** For example, a surgeon operates in a highly controlled environment but performs complex procedures that require precision, real-time decision-making, and the ability to respond to unexpected complications. The dynamic nature of each case makes full automation unlikely, even with advancements in robotic surgery.
- **Specialized Knowledge:** Similarly, roles like auto mechanics or appliance repair technicians often require diagnosing unique problems based on subtle cues, like the sound of an engine or the wear on a machine part. AI can assist by providing data or recommendations, but the nuanced understanding and hands-on adjustments are still reliant on human expertise.
- **Custom Work:** Jobs like carpentry or tailoring involve creating or modifying items based on specific client needs or non-standard measurements. The high variability in designs, materials, and techniques ensures that these roles remain resilient to automation.

The more complex the task—whether due to its unpredictability, reliance on expertise, or customization—the harder it is for AI and robotics to replace the human worker.

Human Movement vs. Item Movement

One critical factor that influences a job's resilience to automation is whether the human goes to the worksite or the work comes to the worker. Jobs requiring humans to move to different physical locations are often harder to automate because they deal with diverse, unpredictable environments.

- **Mobile Roles:** A plumber, for instance, must travel to various sites, each with unique layouts, pipe systems, and potential challenges. This variability makes it difficult to design robots or AI systems that can operate effectively in every scenario. Similarly, HVAC technicians or electricians adapt to different buildings and configurations, requiring hands-on problem-solving that is highly situational.
- **Stationary Roles:** In contrast, assembly-line workers perform tasks in a controlled, predictable environment where the product moves through standardized steps. This setup is well-suited for automation, as robots can be programmed to handle repetitive, uniform processes efficiently.

By requiring adaptability and spatial awareness, jobs where humans must physically move to the worksite are inherently more resistant to automation.

The “Creepiness Factor” of Robots

Certain jobs, particularly those requiring emotional connection or personal care, face resistance to automation due to the discomfort many people feel interacting with robots in sensitive or intimate situations. This “creepiness factor” can make jobs like home health care and nursing highly resilient to AI replacement. While robots may assist in some caregiving tasks, such as lifting patients or monitoring vital signs, the deeply personal and emotional aspects of caregiving ensure that human workers remain essential.

Safety

Safety is a critical factor in tangible jobs that inherently involve risks to human life or well-being. Tasks such as operating heavy machinery, construction work, or piloting vehicles require constant vigilance, adaptability, and real-time decision-making to prevent accidents. While automation can assist with monitoring systems or performing routine tasks, the unpredictable nature of many safety-critical scenarios necessitates human oversight. For example, a crane operator must assess environmental conditions, such as wind speed or ground stability, and adjust operations accordingly—tasks that are difficult for AI to manage autonomously. Similarly, in aviation, while autopilot systems handle routine flight paths, pilots remain essential for responding to emergencies or complex navigation challenges. In these roles, human intuition, experience, and situational awareness are indispensable for safeguarding lives, making them resistant to full automation.

Tangible work reflection

If you work in a tangible field, consider these questions to evaluate your resilience to automation:

- **Experience Matters:** In your field of work do people with 20 years of experience job perform significantly better than those who are new? How does expertise contribute to success in your role?

- **Decision-Making:** How often do you rely on decision-making abilities in your work? Are there scenarios where quick judgment or adaptability is critical?

- **Worksite Challenges:** Would it be difficult to transport a robot to the locations where your work happens? How do the physical dynamics of your job create barriers to automation?

- **Human Connection:** Would people feel uncomfortable or creeped out if a robot replaced you? How important is emotional intelligence or personal interaction in your role?

- **Safety Concerns:** Would people be endangered if a robot replaced you? Are there safety-critical tasks that require human oversight to prevent accidents?

Time-bound Work

Time-bound work involves tasks that rely on consistent time investment, such as data entry, appointment scheduling, or processing routine transactions. These tasks are often repetitive and predictable, making them more susceptible to automation as AI and robotic systems excel in rule-based environments. For example, an employee manually processing invoices or scheduling patient appointments performs tasks that follow clear steps and consistent patterns, which can be easily streamlined by automation tools. Hourly pay is a strong indicator that a role is time-bound.

Here are the top 10 **Time-bound jobs** from the list of top U.S. occupations by employment, based on their physical and hands-on nature:

- **Retail Salespersons** – 3,684,740 employed.
- **Fast Food and Counter Workers** – 3,676,580 employed.
- **Cashiers** – 3,298,660 employed.
- **Laborers and Freight, Stock, and Material Movers** – 3,008,300 employed.
- **Stockers and Order Fillers** – 2,872,680 employed.
- **Customer Service Representatives** – 2,858,710 employed.
- **Office Clerks** – 2,496,370 employed.
- **Janitors and Cleaners** – 2,431,600 employed.
- **Waiters and Waitresses** – 2,394,800 employed.
- **Administrative Assistants** – 2,225,000 employed.

There is significant overlap between this list and the Tangible jobs. However, four of the time-bound jobs are found ONLY on the Time-Bound list: cashiers, customer service representatives, office clerks, and administrative assistants. These four jobs employ over 10 million people and are already being strongly affected by AI and automation, from AI assisted ordering at fast food establishments to generative AI office assistants.

Resilience Factors in Time-bound Jobs

Complexity

As in tangible work, the complexity of tasks in time-bound jobs serves as a key resiliency factor. While routine tasks are highly susceptible to automation, roles requiring nuanced decision-making or adaptive problem-solving are more resistant. For example, while basic customer service inquiries can be handled by AI, complex escalations still require human expertise to navigate. Similarly, a dispatcher must respond thoughtfully to logistics challenges that exceed the capacity of automated scheduling systems.

A useful way to gauge a job's complexity is by assessing the time it takes to train a new employee. Roles with training processes that can be completed within a day or two are more likely to be automated than those requiring extensive experience and expertise to master.

Collaboration

In many workplaces, there's often a "go-to" person who knows how to navigate the organization's processes, connect the right people, and solve problems efficiently. These individuals, such as skilled office managers or administrative assistants, leverage social networks and interpersonal skills to coordinate work across departments. Their ability to foster collaboration and act as a linchpin for complex workflows makes them difficult to replace with automation.

Automation can support collaborative efforts but struggles to replicate the adaptability, relationship-building, and situational judgment these roles demand.

Compliance

Just as safety is a vital consideration in tangible work, compliance plays a critical role in time-bound jobs. Many industries operate under strict regulatory frameworks requiring audits, validations, and adherence to specific standards. While automation can streamline compliance-related processes, human oversight remains essential to interpret evolving regulations, manage exceptions, and ensure accountability.

For instance, in industries governed by laws like HIPAA or GDPR, automated processes must be regularly audited to verify accuracy and compliance. This need for ongoing validation often slows the adoption of AI and reinforces the importance of human involvement in time-bound work.

Time-bound work reflection

If you work in a time-bound field, consider these questions to evaluate your resilience to automation:

- **Training Time:** How long does it take to train a new employee in your role? Does your job involve skills or judgment that can only be honed through experience?

- **Key Collaborators:** Who is the "go-to" person at your workplace, and what makes their role indispensable? How does collaboration play into your responsibilities?

- **Compliance Considerations:** Are there regulatory requirements, audits, or validations tied to your work? How does human oversight contribute to ensuring compliance?

Thought Work

Thought work, encompassing cognitive, creative, and expertise-based tasks like decision-making, innovation, and problem-solving, may be more vulnerable to automation than initially perceived. Advancements in AI are increasingly encroaching on areas once thought to require exclusively human skills.

For example, tools like advanced language models can perform tasks such as routine analysis, basic coding, and even creative writing with impressive efficiency and accuracy. While tasks demanding high levels of creativity, emotional intelligence, or contextual understanding remain more resilient, the growing sophistication of AI suggests that even these domains could face significant disruption sooner than expected.

Here are the top 10 **Thought jobs** from the list of top U.S. occupations by employment, based on their cognitive and expertise-driven nature:

- **Registered Nurses** – 3,047,530 employed.
- **Software Developers** – 1,847,900 employed.
- **Accountants and Auditors** – 1,444,270 employed.
- **Management Analysts** – 806,260 employed.
- **Market Research Analysts** – 796,070 employed.
- **Elementary School Teachers** – 1,316,280 employed.
- **Lawyers** – 1,072,990 employed.
- **Engineers (All Types)** – 1,594,520 employed across various specialties.
- **Writers and Authors** – 131,200 employed.
- **Scientists (All Types)** – Over 500,000 employed across specialties like biology, chemistry, and physics.

AI is increasingly automating many tasks traditionally performed by thought work professionals, even in fields requiring empathy and interpersonal skills. For example, AI-powered coding software can handle a surprising range of coding demands. In education, adaptive learning platforms and AI tutors customize lesson plans to individual students, automating aspects of personalized instruction. In legal and mediation fields, AI tools are used to analyze contracts, identify negotiation trends, or predict case outcomes based on historical data, streamlining preparation for human professionals. While these tools enhance efficiency and free up time for higher-value activities, they also shift perceptions of what tasks require human expertise, putting more pressure on professionals to demonstrate unique value beyond what AI can replicate.

Thought work reflection

If you work in a thought-intensive field, consider these questions to evaluate your resilience to automation:

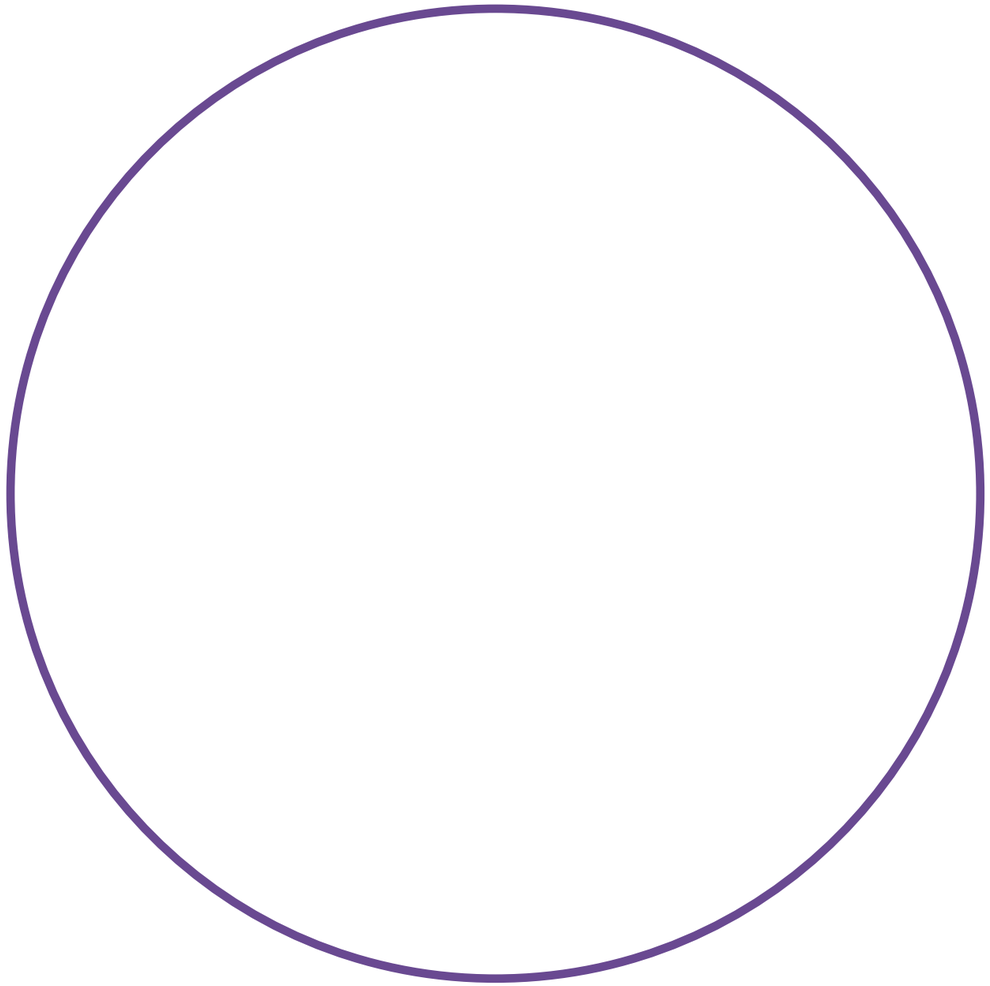
- **Creativity and Originality:** How much of your work involves generating unique ideas or innovative solutions? Are there elements of your role that require artistic or creative expression? Do you feel that these are appropriately valued? How can you communicate the value of your work?

- **Emotional Intelligence:** How often do you rely on interpersonal skills to navigate relationships, build trust, or resolve conflicts? Are empathy and communication key components of your job?

- **Context and Expertise:** Does your work require deep industry knowledge or tailoring solutions to specific situations? How does your expertise add value to your role?

Your Work Allocation Wheel

Most roles will blend tangible, time-bound, and thought work. Reflect on your average day at work. How much of your day is spent performing each type of work? **Fill in the pie chart below.**



Your Work Allocation Wheel Reflection

- **Current Trends:** How much automation do you see in your role today? Is there a lot of buzz about AI in your field? Why or why not?

- **Focus:** What do you see as the most AI-resilient aspect of your current work? How can you adjust your focus to spend more time on AI-resilient work?

Mission

Most organizations have a mission statement to serve as a foundational guide for purpose, direction, and decision-making. In this activity you will explore your organization's mission and your role in achieving it.

If your organization does not have a mission statement complete this section with your best understanding of your organization and its culture.

Write your company's mission statement here

Also note any guiding principles, culture promises, vision statements, core values, and similar statements.

How does your work contribute to the mission?

Write a one or two sentence elevator pitch on how your work contributes to the mission. This should be the core essential of your work. For example, "In my role as a [title], I help achieve our mission by [key action], which results in [impact]."

Identifying Mission-Critical Activities

Now that you've considered your organization's mission and your role in achieving it, think about the key activities you rely on to make this contribution. These activities directly connect your work to your organization's success. List the top 5 activities you perform regularly.

Identifying Mission-Critical Skills

What three skills do you rely on most to perform mission-critical activities?
For each skill, ask: What category of skill is this? Is this a skill you see as vulnerable to AI?

Evaluating non-mission-critical activities

Some of the work you do may feel disconnected from your organization's core mission, offering little value or impact. Identifying these activities can help you understand where you may be able to leverage AI so that your energy might be better focused.

The term **"bullshit jobs,"** popularized by anthropologist David Graeber, refers to forms of employment that the workers themselves perceive as pointless or unnecessary, providing little societal value. Graeber outlines five categories of such jobs:

Flunkies

Jobs that exist primarily to make someone else appear more important.

Examples

- Receptionists for executives who rarely have visitors.
- Door attendants in buildings without actual security needs.

Goons

Roles that involve promoting or defending the interests of an organization in ways that are often perceived as unnecessary or manipulative.

Examples

- Corporate lobbyists pushing for policies that benefit a specific company rather than society.
- Telemarketers who cold-call people to sell products or services they don't need.

Duct-Tapers

Workers who address problems that could have been prevented with better systems, planning, or design.

Examples

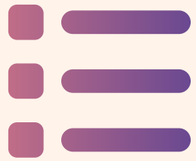
- IT staff repeatedly fixing recurring software glitches due to poor programming.
- Customer service agents constantly apologizing for systemic issues.

Box-Tickers

Jobs that exist to give the appearance of compliance, innovation, or improvement without resulting in meaningful outcomes.

Examples

- Employees who fill out extensive reports no one reads.
- HR professionals managing redundant training programs that don't improve productivity.



Taskmasters

Supervisors or managers who oversee people who don't need supervision or who generate unnecessary tasks to justify their positions.

Examples

- Project coordinators who create work schedules for teams that already self-organize.
- Supervisors who micromanage tasks already well within employees' expertise.

Bullshit tasks are prime candidates for automation. Look for opportunities to automate or streamline these tasks, freeing up your time and energy for mission-critical work.

If you find that a significant portion of your role falls into this category, it might be the perfect time to pivot toward more meaningful and impactful contributions.

Bullshit Jobs Reflection

Reflect on each Bullshit Job category. List any tasks you perform regularly that fit each category:

Flunkies

Goons

Duct-Tapers

Box-Tickers

Taskmasters

How much of your day is taken by tasks that fall into these categories? Can change your work to reduce these tasks? Are there tools (AI or otherwise) you can use to offload this work?

Explore Your Situated Knowledge

Situated knowledge is the unique understanding and insights you bring to your work, shaped by your experiences, environment, and personal perspective. Unlike technical skills or repetitive tasks, situated knowledge is often deeply tied to context and cannot be easily automated or transferred.

Situated knowledge is a key strength that sets you apart. It's challenging to automate and highly valuable in collaborative, problem-solving environments.

How to Identify Your Situated Knowledge

Reflect on Your Unique Perspective:

- Ask yourself: *What do I know about my job or organization that someone new wouldn't know?*
- Consider informal processes, team dynamics, or industry-specific insights you've gained over time.

Consider Your Problem-Solving Role:

- Think about situations where your understanding of context helped you make decisions or solve problems.
- Example: Navigating a complex team dynamic, tailoring solutions for specific clients, or adapting to organizational culture.

Examine Your Tacit Knowledge:

- Tacit knowledge includes things you "just know" but might struggle to explain to someone else.
- Ask: *What parts of my job rely on intuition, patterns I've learned, or an understanding of the unspoken rules?*

Think About Your Relationships:

- Relationships often help you gain access to situated knowledge.
- Reflect on: *Who do I know, and how do those connections help me understand and succeed in my role?*

Evaluate Your Impact on Culture and Practices:

- Consider how your presence and knowledge contribute to the culture or practices of your team.
- Ask: *What aspects of my team or organization would feel different if I weren't here?*

Activity

Create a list of your situated knowledge. For each insight, identify:

- **The context:** Where or how you developed this understanding (e.g., years in the role, specific projects).
- **The knowledge:** What you know that adds unique value (e.g., industry trends, customer preferences, internal processes).
- **The impact:** How this knowledge benefits your work or your organization (e.g., smoother operations, stronger relationships, faster problem-solving).

Example:

Context	Knowledge	Impact
3 years in the company	Deep understanding of internal workflows	Reduced onboarding time for new employees
Long-term client work	Familiarity with key client preferences	Improved client retention
Cross-department work	Insight into interdepartmental communication	Minimized project delays

Context	Knowledge	Impact

Recognizing and leveraging your situated knowledge can help you showcase your irreplaceable contributions to your team and organization.

Calendar Exploration

Your calendar can hold great insights into your daily work. Open your calendar and look back on the last month. As you review your calendar ask yourself these questions:

- **How much of your time is dedicated to meetings?** Meetings are an essential part of many people's work life, but a too-full calendar can impede mission-critical work.
- **What is your role in your meetings?** Are you often the organizer, or a participant? Do you actively speak or are you mostly observing? Do you perform any administrative tasks like note taking or sending follow ups?

- **Are your meetings effective?** Do you often think "This meeting could have been an email"? Do you often get assigned action items? Do your meetings contribute towards mission-critical work?
- **Can you leverage AI in your meetings?** Does your organization allow the use of AI meeting tools? If so, think about how they could assist with tasks like transcription, summarizing key points, or tracking action items. Weigh the potential benefits, such as saving time and increasing focus, against challenges like maintaining nuance or addressing data privacy concerns.

Assessing your risk of automation

Brainstorm a list of at least your top 10 skills, and ask yourself:

- What type of work do I do with this skill? Does its type of work make it resilient or susceptible to automation?
- Do I use this skill with mission-critical work or bullshit?
- Do I use situated knowledge to bring special value to my organization when I use this skill?
- Am I using this skill effectively?

Use your answers to these questions to rank your skills as high, medium or low risk of automation.

High:

Medium:

Low:

Reframe and Retrain High-Risk Skills

Skills that are at high risk of automation don't have to be left behind. With a little reframing or retraining, you can adapt these skills to focus on areas that are less susceptible to automation. This exercise will help you strategize how to evolve your high-risk skills into AI-resilient strengths.

- **Reframing** involves adjusting how you use or describe a skill to highlight its strategic value.
- **Retraining** focuses on building complementary skills or shifting to more complex, creative, or human-centered applications of the skill.

Activity

For each high-risk skill identified in the previous exercise, complete the table below to brainstorm how to make it more AI-resilient:

High-Risk Skill	Why It's at Risk	Reframe	Retrain
Data entry	Highly repetitive and predictable	Focus on data validation and quality assurance, requiring human judgment	Learn data analytics or visualization to interpret trends
Social media posting	Automatable scheduling and content suggestions	Emphasize strategy, such as campaign planning and audience targeting	Develop skills in storytelling or brand voice creation
Report generation	Standardized formatting and calculations	Position yourself as an interpreter, explaining insights and actionable recommendations	Train in data storytelling or presentation design

Activity

High-Risk Skill	Why It's at Risk	Reframe	Retrain

Reflection Questions

- How can you align your reframed or retrained skills with emerging trends in your field?
- Are there tools or training resources available to help you build on these skills?
- How can your reframed skills complement the strengths of AI, rather than compete with it?

Evolving your high-risk skills into AI-resilient ones ensures they remain valuable. By reframing your expertise and retraining for complementary abilities, you can adapt to technological changes and stay ahead in your career.

Uncovering your Skill Stack

A "skill stack" is a collection of different skills that make you uniquely effective in your field. Consider a help desk employee who can also speak multiple languages that may have more opportunities at an international company. A healthcare provider who learned how to code might work on an electronic health record application. If this same person adds communication skills, they may find themselves leading a very successful sales team.

Look for patterns

Review your skills and group them into themes or categories that make sense to you. Here are some questions to guide you:

- Are there skills that naturally complement each other?
  (e.g., "public speaking" and "data analysis" = explaining complex ideas).
- Do certain skills stand out as central to your identity?
  (e.g., "writing" might connect multiple roles you've had).
- Are there unique combinations that set you apart?
  (e.g., "graphic design" + "coding" could make you a rare mix of creative and technical).

Write your grouped skills here:

Category 1

Category 2

Category 3

Focus on AI-Resilient Skills

Return to the list above and highlight your most AI-Resilient skills.

Define Your Unique AI-Resilient Skill Stack

Combine your grouped skills and AI-resilient insights into a short summary that highlights your strengths. Focus on how your skills work together to create value in ways that AI can't easily replicate.

Structure

- **Standout Skills:** What are the most distinctive skills in your stack?
- **Value Creation:** How do these skills combine to solve problems, create opportunities, or make you unique?

Example:

"I pair my technical expertise in data analysis with storytelling and empathy, enabling me to craft reports that not only inform but also inspire action, bridging technical insights with human understanding."

Your Skill Stack Summary:

Reflect and Explore

Take time to think about how your skill stack aligns with your career goals and future resilience:

- **Underutilized Skills:** Which skills in your stack could you leverage more?
- **Problem-Solving Opportunities:** How can you combine your skills to solve challenges in innovative ways?
- **Skill Development:** Are there skills you want to add or improve to make your stack even stronger against automation risks?

Building Your AI-Resilient Future

The future of work is evolving, and automation is shaping how we approach our careers. By working through this workbook, you've gained insights into the nature of your tasks, the resilience of your skills, and the unique value you bring to your role.

As you move forward:

- Focus on developing skills that are creative, collaborative, and human-centered—qualities that machines can't replicate.
- Leverage tools like AI to enhance your capabilities, freeing up time for higher-value work.
- Stay proactive in adapting to change by continuously learning and refining your skill stack.

Remember, your career isn't just about staying relevant—it's about showcasing what makes you indispensable. The effort you put into understanding and evolving your skills today will position you for success in the workplaces of tomorrow.

Contact Us

Have questions, feedback, or want to dive deeper into coaching for your professional development journey? We'd love to hear from you!

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Reach out anytime—we're here to help you succeed.


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