

— YOUR HUMAN ADVANTAGE

The Human Skills Map

The more AI can do,
the more these skills matter.



Ten skills. Three clusters.

Use this map to name what you bring to the work and where you want to grow. Start with two strengths and one skill to develop.

01

Judgment & Taste

- 01 **Develop taste.**
AI generates options.
Humans decide what matters.
- 02 **See what others miss.**
AI sees patterns. Humans see meaning.
- 03 **Ask better questions.**
Most breakthroughs start where the data runs out.

02

Connection & Trust

- 04 **Tell stories that stick.**
Information informs.
Narrative moves people.
- 05 **Read the room.**
Timing, tension, energy, hesitation. AI still can't feel the moment.
- 06 **Build trust that compounds.**
AI can draft the email. It can't have dinner with the client.
- 07 **Create real human connection.**
Technology scales information. Humans scale belonging.

03

Craft & Follow-through

- 08 **Leave fingerprints.**
Authenticity gets more valuable as content becomes increasingly abundant.
- 09 **Be the one who gets it done.**
Everyone has AI. Not everyone executes.
- 10 **Protect your reputation.**
The scarcest thing in the AI era may be trust.

What this looks like at work.

Three illustrative situations. The tools help; your skills shape what happens next.

JUDGMENT & TASTE

A recommendation worth making

An AI-assisted proposal offers three plausible options.

AI helps

Summarizes costs, compares features, and drafts a recommendation.

You make the difference

You notice the preferred option depends on a team already at capacity. You change the recommendation and explain the trade-off.

What changes: A choice the business can actually carry out.

CONNECTION & TRUST

The conversation before the email

A client update is accurate, polished, and ready to send.

AI helps

Organizes the facts and drafts a clear account of progress.

You make the difference

You notice the client's questions have shifted from deadlines to confidence. You call, ask what is worrying them, and listen before responding.

What changes: The next step addresses the concern behind the questions.

CRAFT & FOLLOW-THROUGH

Work someone can rely on

A report looks finished. A decision still isn't.

AI helps

Pulls together the findings, spots inconsistencies, and improves the draft.

You make the difference

You verify a consequential claim, name the unresolved decision, and get agreement on who will act. You take responsibility for the final work.

What changes: The work moves forward with a clear owner and next action.

Hire for the thinking.

Use these questions to explore how someone makes decisions with AI. Ask for the reasoning behind the result. They also work in development conversations with your existing team.

01 / TASTE + OWNERSHIP

“Show me something AI produced that you changed. What did you change, and why?”

Listen for:

Specific decisions tied to the audience, context, or desired outcome. A strong answer explains what was inadequate and why the revision made the work better. Probe beyond “I made it sound more like me.”

Follow up:

“What would have gone wrong if you had used the original?”

02 / JUDGMENT + VERIFICATION

“Tell me about a time AI gave you a confident answer that you caught was wrong. How did you catch it?”

Listen for:

How they noticed, what they checked, and what they changed afterward. Look for a repeatable checking habit and a willingness to own the result, including when the output initially looked convincing.

Follow up:

“What do you now check that you didn’t check before?”

No example yet? Offer the same brief sample of AI-generated work to candidates for the same role and ask them to critique it. Use their reasoning as one part of a wider conversation about their work.

04 / START THIS WEEK

Put one skill to work.

Type into the fields or print this page. Choose a real piece of work and one action small enough to try this week.

01 Two skills I already bring

Name two; add a recent example of one.

02 One skill I'll develop

Choose from the map. Connect it to work you actually do.

03 Where I'll use it

A specific task or conversation, and when it will happen.

04 What I'll do differently

One action someone could observe.

05 What happened a week later

What did you do? What changed? What will you repeat?

Build these skills into your everyday work.

[Start a conversation →](#)

Stay human.