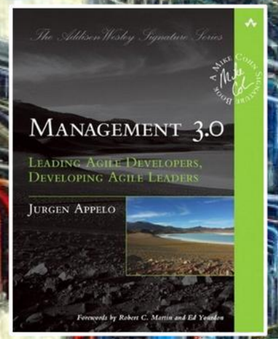
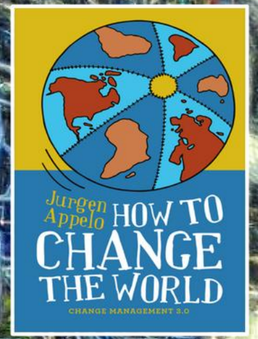
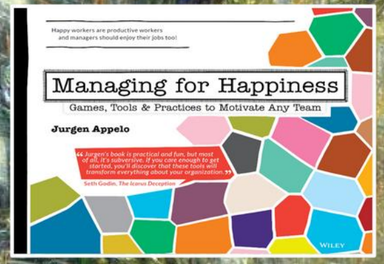
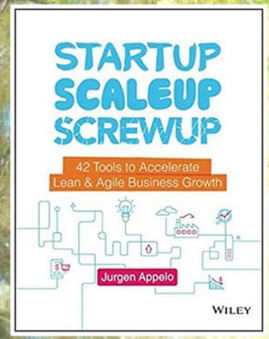
HUMAN ROBOT AGENT

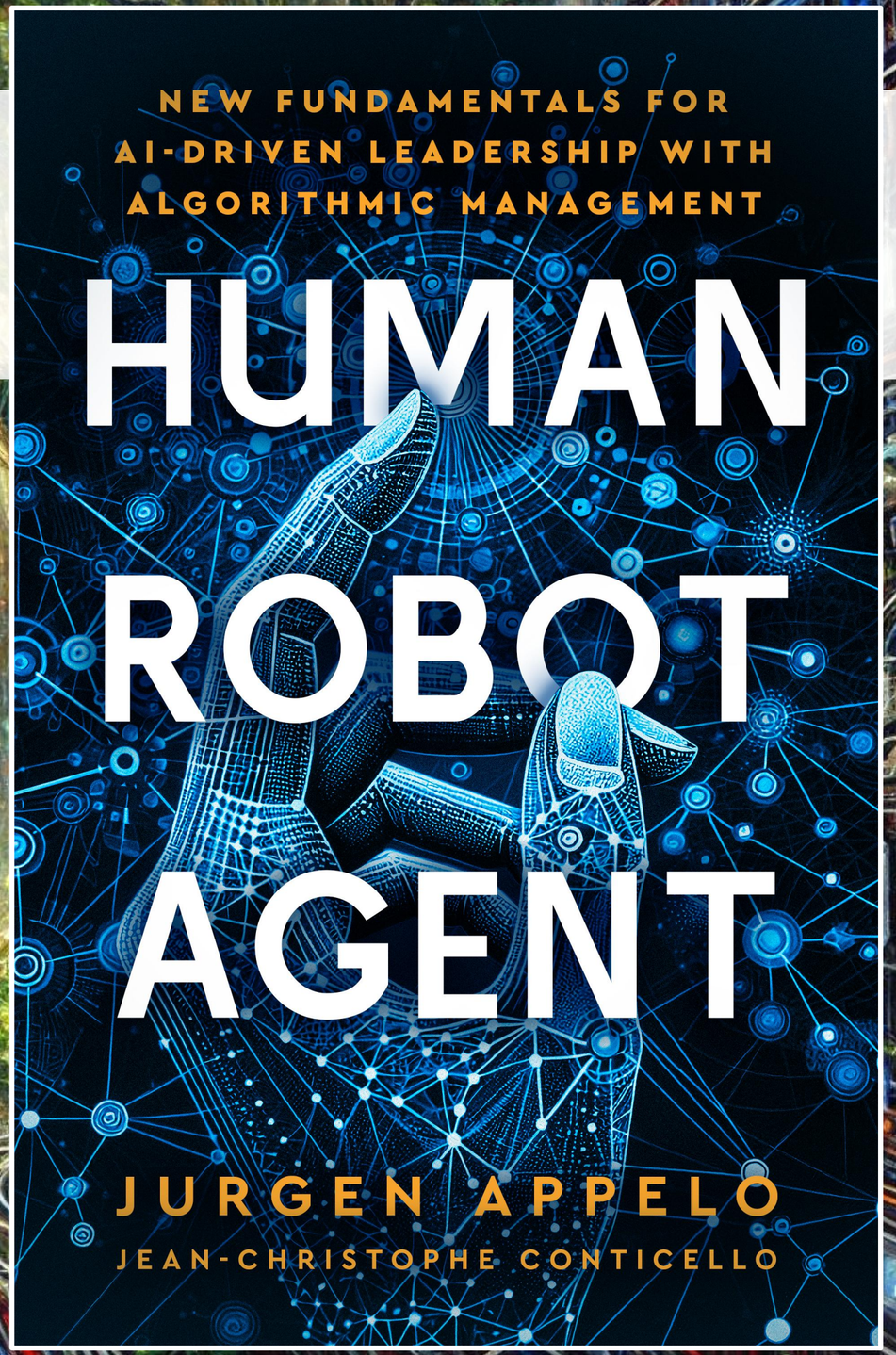
Redesigning Work in the Age of AI

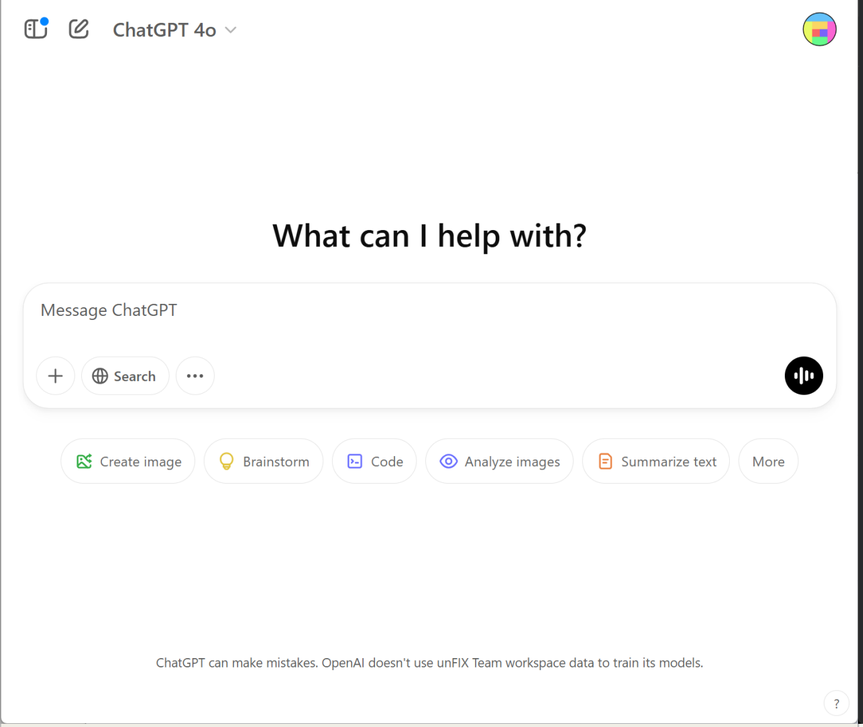


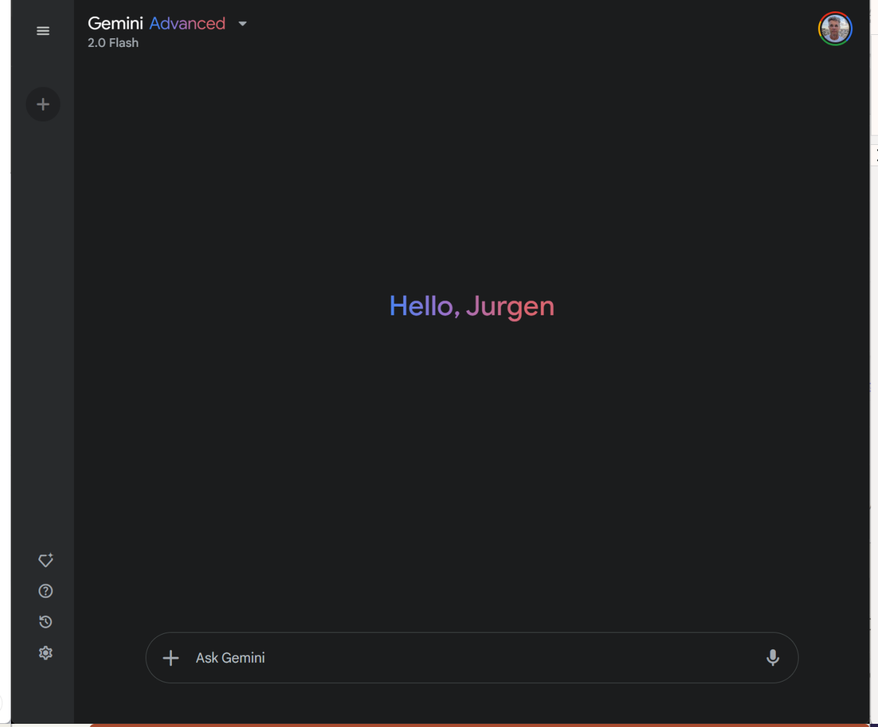


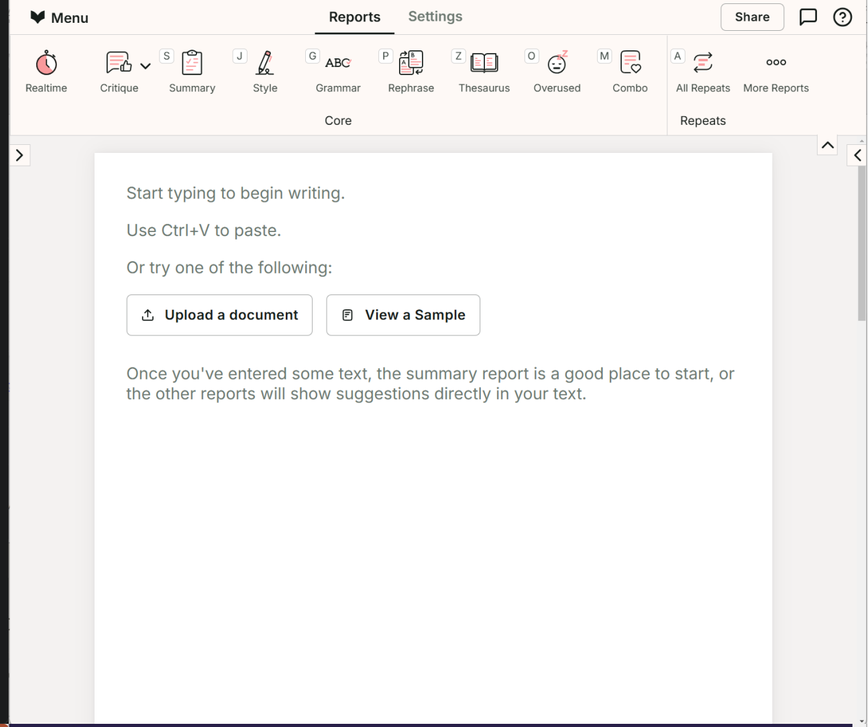


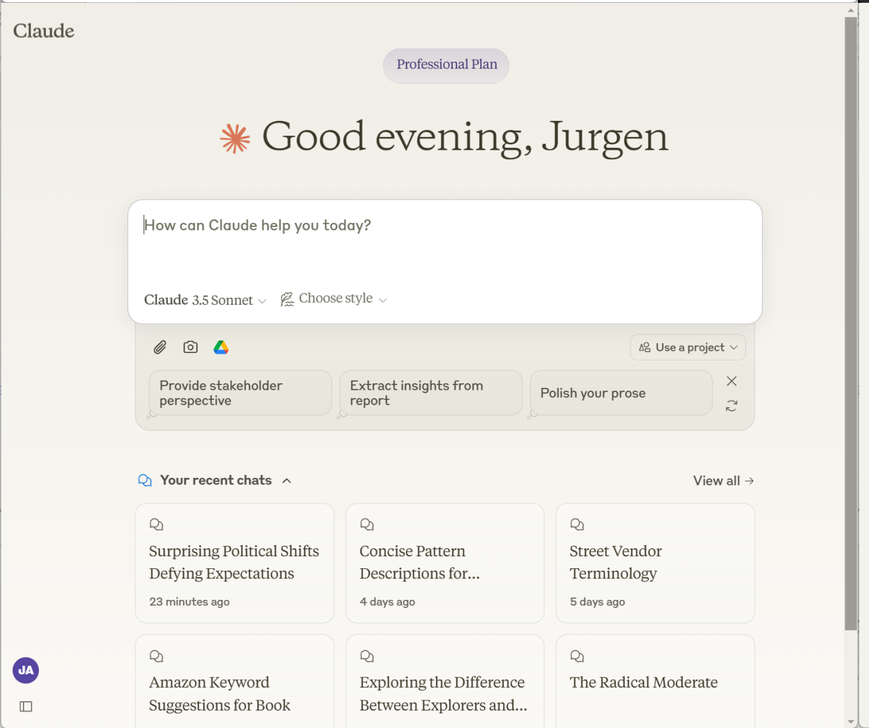


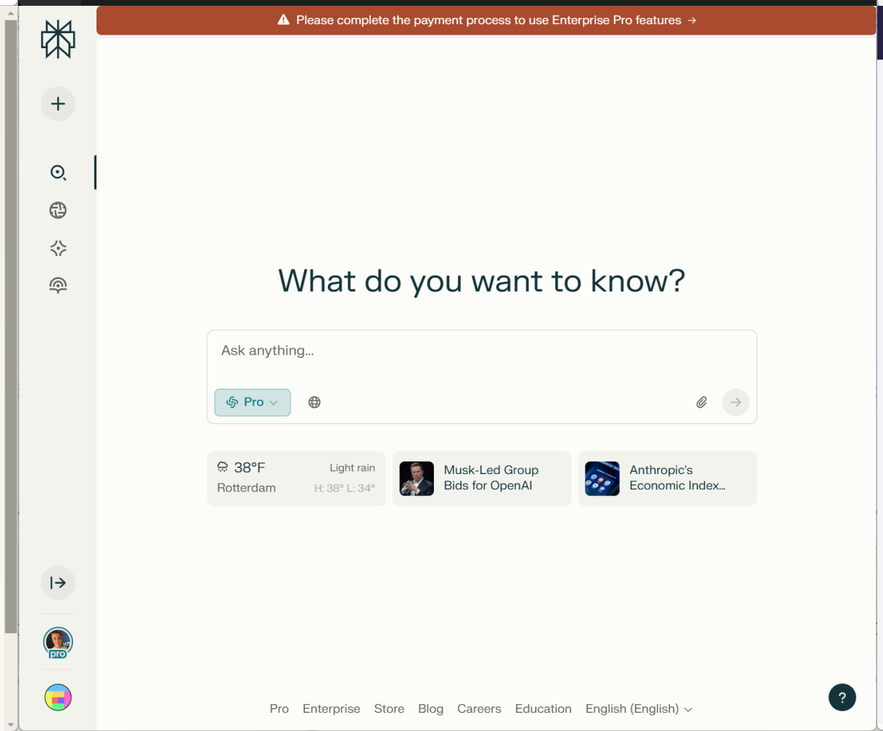


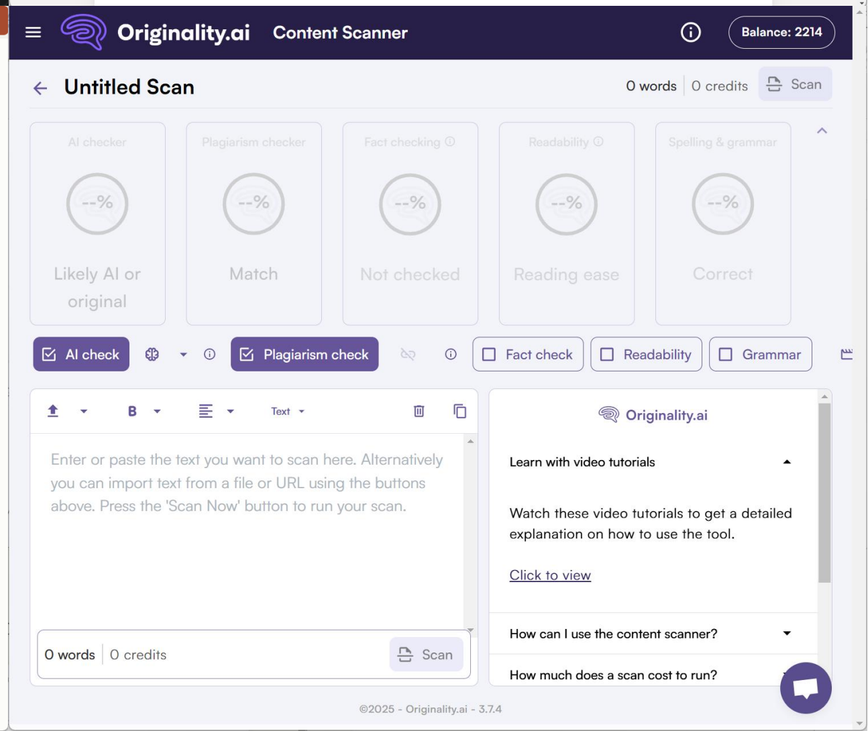

ChatGPT 4o
What can I help with?
Message ChatGPT
Search
Create image
Brainstorm
Code
Analyze images
Summarize text
More
ChatGPT can make mistakes. OpenAI doesn't use unFIX Team workspace data to train its models.

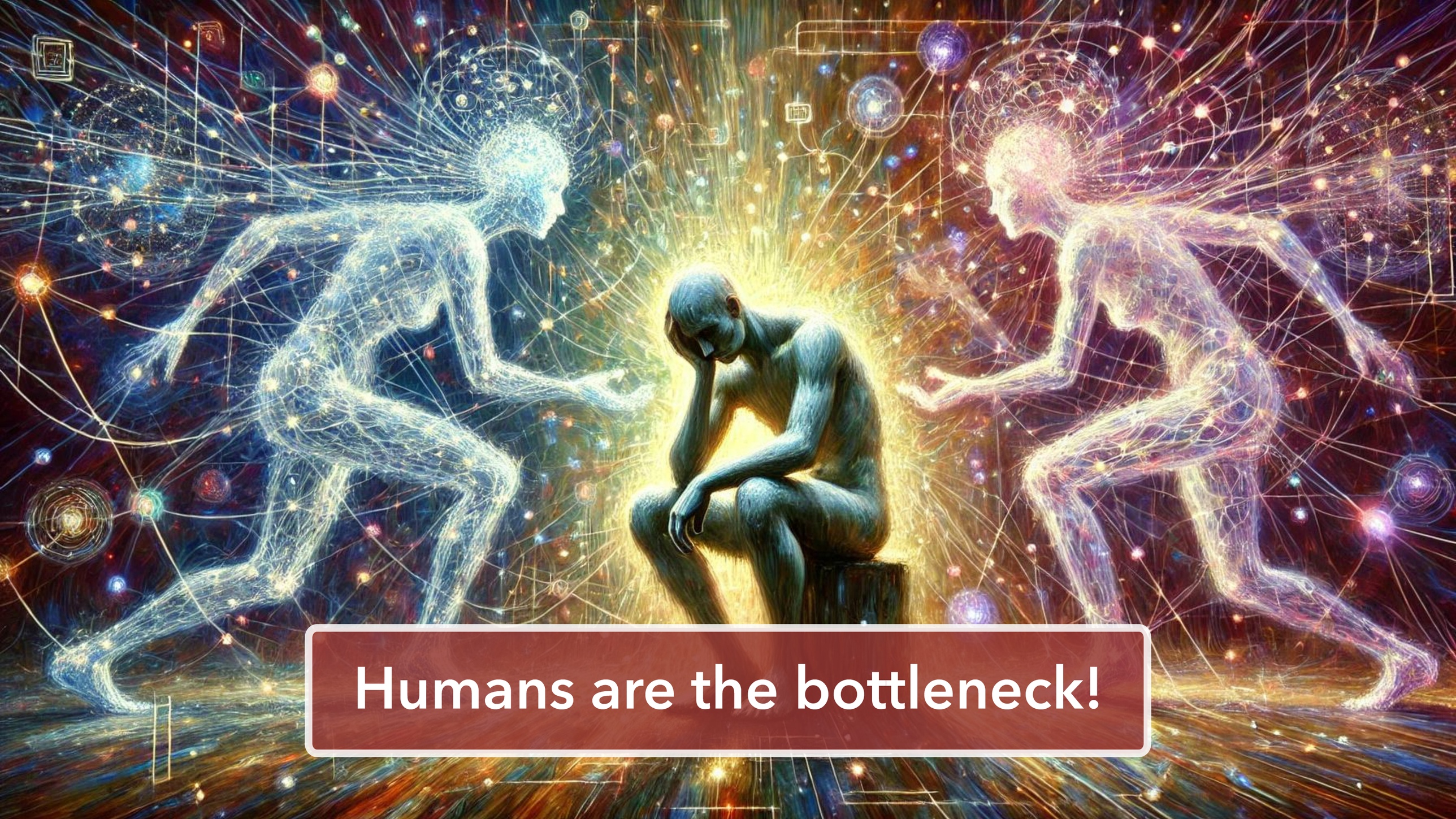

Gemini Advanced
2.0 Flash
Hello, Jurgen
Ask Gemini


Menu
Reports
Settings
Share
Realtime
Critique
Summary
Style
Grammar
Rephrase
Thesaurus
Overused
Combo
All Repeats
More Reports
Core
Repeats
Start typing to begin writing.
Use Ctrl+V to paste.
Or try one of the following:
Upload a document
View a Sample
Once you've entered some text, the summary report is a good place to start, or the other reports will show suggestions directly in your text.


Claude
Professional Plan
Good evening, Jurgen
How can Claude help you today?
Claude 3.5 Sonnet
Choose style
Use a project
Provide stakeholder perspective
Extract insights from report
Polish your prose
Your recent chats
View all
Surprising Political Shifts Defying Expectations
23 minutes ago
Concise Pattern Descriptions for...
4 days ago
Street Vendor Terminology
5 days ago
Amazon Keyword Suggestions for Book
Exploring the Difference Between Explorers and...
The Radical Moderate


Please complete the payment process to use Enterprise Pro features
What do you want to know?
Ask anything...
Pro
38°F
Rotterdam
Light rain
H: 38° L: 34°
Musk-Led Group Bids for OpenAI
Anthropic's Economic Index...
Pro
Enterprise
Store
Blog
Careers
Education
English (English)


Originality.ai
Content Scanner
Balance: 2214
Untitled Scan
0 words
0 credits
Scan
AI checker
Likely AI or original
Plagiarism checker
Match
Fact checking
Not checked
Readability
Reading ease
Spelling & grammar
Correct
AI check
Plagiarism check
Fact check
Readability
Grammar
Text
Enter or paste the text you want to scan here. Alternatively you can import text from a file or URL using the buttons above. Press the 'Scan Now' button to run your scan.
0 words
0 credits
Scan
Originality.ai
Learn with video tutorials
Watch these video tutorials to get a detailed explanation on how to use the tool.
Click to view
How can I use the content scanner?
How much does a scan cost to run?
©2025 - Originality.ai - 3.7.4


Humans are the bottleneck!

Law Finder • Custom Gem

This is a fantastic piece that delves into the nuances of management and personal accountability within a professional setting. The text already employs strong language and imagery, but here are some additional concepts and how you could weave them in to further enhance the message:

1. Parkinson's Law: This law states that "work expands so as to fill the time available for its completion." You could link this to the idea that individuals who don't actively manage their time and tasks often find themselves overwhelmed, regardless of their actual workload. This could tie into the emphasis on personal responsibility and self-management.

2. The Peter Principle: This principle suggests that "in a hierarchy, every employee tends to rise to his level of incompetence." While the text focuses on individual responsibility, you could use the Peter Principle to subtly highlight the dangers of promoting people solely based on their performance in their current role, rather than their management potential. This could add another layer to the argument against traditional management structures.

3. Pareto Principle (80/20 Rule): This principle states that roughly 80% of the effects come from 20% of the causes. You could apply this by suggesting that 80% of a team's success might come from 20% of its members who take true ownership and manage their work effectively. This could further emphasize the impact of individual contributions.

4. Hofstadter's Law: This humorous law states "It always takes longer than you expect, even when you take into account Hofstadter's Law." You could use this to emphasize the importance of realistic planning and time management, even when individuals are empowered to manage their own tasks. It adds a touch of relatable humor while reinforcing the central theme.

5. Dunning-Kruger Effect: This cognitive bias describes how people with low ability in a task overestimate their ability. You could connect this to the "attitude problem" of bad management, where individuals may assume they are better at managing their work than they actually are. This could be a subtle way to encourage self-reflection and improvement.

6. Occam's Razor: This principle suggests that the simplest explanation is usually the correct one. You could apply this to the analysis of workplace issues, suggesting that instead of blaming complex organizational structures or management failures, the root cause often lies in simple

Gemini Advanced
2.0 Flash

Fact Checker • Custom Gem

This piece raises important questions about the impact of AI on the workforce and the evolving role of humans in an AI-driven world. Let's break down some of the claims and arguments:

Points that are generally accepted:

- **AI's Growing Presence:** The text accurately states that AI is becoming increasingly integrated into various aspects of life and work, from recommendation engines to large language models.
- **Job Displacement:** The concern that AI could displace jobs, particularly those involving information gathering and processing, is valid and widely discussed. The example of JP Morgan exploring AI to replace financial advisors highlights this trend.
- **AI's Lack of Morality:** AI systems, in their current form, lack inherent morality and ethical judgment. They operate based on the data and algorithms they are trained on, which can reflect biases and limitations.
- **The Need for Human Values:** The text correctly emphasizes the importance of embedding human values into AI systems and the challenges of aligning AI with complex human morality.
- **Shifting Human Roles:** The idea that AI could free humans from tasks like memorization and information retrieval, allowing them to focus on higher-level skills like wisdom, judgment, and ethical decision-making, is a common theme in discussions about the future of work.

Points that need further scrutiny:

- **"AI isn't just a passing trend—it's a permanent fixture in our world"**: While AI's influence is growing, characterizing it as a "permanent fixture" might be a bit deterministic. The future of AI and its impact is still evolving and subject to various factors.
- **"Which roles will large language models devour next? Managers? Coaches? Consultants?"**: While AI can automate certain tasks within these roles, it's unlikely to completely replace them. These professions often require complex human interaction, empathy, and nuanced judgment that AI currently struggles with.
- **"Is it wise to replace interns and junior staff with AI, even if that leaves a gaping hole in the talent pipeline for future leadership?"**: This raises a valid concern about the potential long-term consequences of replacing entry-level positions with AI. It's crucial to consider the impact on skill development and future workforce needs.

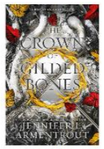
Discover Better Experiences

"AI-powered tools can create highly personalized encounters that enhance customer experiences and increase customer engagement."

"AI Personalization" - Molly Hayes, Amanda Downie, *IBM*

Top picks for you

A Kingdom of Flesh and Fire: A Blood and Ash Novel (2)
4.7 67,836
$27.71

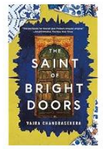


The Crown of Gilded Bones: A Blood and Ash Novel (3)
4.7 61,263
$24.85

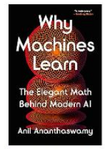
The War of Two Queens: A Blood and Ash Novel (4)
4.7 51,606
$24.78

Empire of Silence
4.6 5,228
$31.61

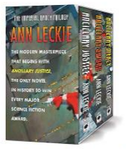
From Blood and Ash: A Blood and Ash Novel (1)
4.7 81,916
$26.84



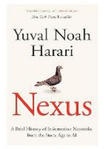
The Saint of Bright Doors
4.3 764
$13.33



Why Machines Learn: The Elegant Math Behind Modern AI
4.6 213
$30.99



The Imperial Radch Boxed Trilogy: Ancillary Justice, Ancillary Sword, and Ancillary Mercy (The…
4.6 155
$30.99



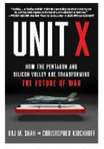
Nexus: A Brief History of Information Networks from the Stone Age to AI
4.6 4,523
$23.39
Get it as soon as **Monday, Feb 24**

The Water Outlaws
4.6 319
$49.00
Get it as soon as **Thursday, Feb 27**

Exponential: How the next digital revolution will rewire life on Earth
4.6 542

Starter Villain
4.6 12,111
$17.75

Machine Learning: New and Collected Stories
4.6 1,033



Unit X: How the Pentagon and Silicon Valley Are Transforming the Future of War
4.6 153
$16.60

Godsgrave: Book Two of the Nevernight Chronicle (The Nevernight Chronicle, 2)
4.6 7,259
$17.70

Darkdawn: Book Three of the Nevernight Chronicle (The Nevernight Chronicle, 3)
4.6 5,737
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Thornhedge
4.6 3,082
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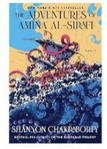

The Adventures of Amina al-Sirafi: A new fantasy series set a thousand years before The City…
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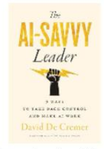

The AI-Savvy Leader: Nine Ways to Take Back Control and Make AI Work
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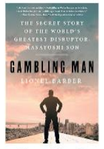
$18.55



Gambling Man: The Secret Story of the World's Greatest Disruptor, Masayoshi Son
4.6 90
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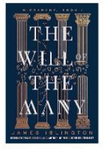
The Terraformers
4.3 1,227
$14.81



The Will of the Many (1) (Hierarchy)
4.6 11,186
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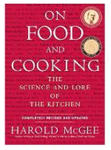
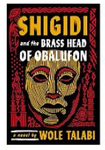


On Food and Cooking: The Science and Lore of the Kitchen
4.8 2,835
$26.59

Artificial Intelligence
4.6 952
$11.49

Supremacy: AI, ChatGPT, and the Race that Will Change the World
4.6 367
$15.00
Get it **Feb 24 - Mar 3**

Nevernight (The Nevernight Chronicle, 1)
4.6 10,000



Shigidi and the Brass Head of Obalufon
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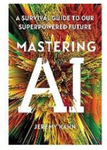
$21.25

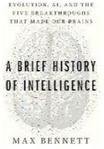
NERDS Gummy Clusters, Candy, Rainbow, Crunchy and Gummy, 8 oz
4.8 22,258



Mastering AI: A Survival Guide to Our Superpowered Future
4.4 44
$17.61

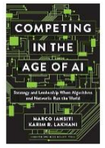
Sparkling Ice, Black Raspberry Sparkling Water, Zero Sugar Flavored Water, with Vitamins and Antioxidants, Low Calorie…
4.6 101,071

The Heart and the Chip: Our Bright Future with Robots
4.6 16
$23.86



A Brief History of Intelligence: Evolution, AI, and the Five Breakthroughs That Made Our…
4.6 524
$25.34

Build a Large Language Model (From Scratch)
4.6 100
$47.40



Competing in the Age of AI: Strategy and Leadership When Algorithms and Networks Run…
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Witch King (The Rising World, 1)
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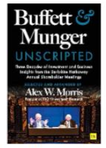
In Ascension
4.2 2,251
$16.74



Buffett and Munger Unscripted: Three Decades of Investment and Business Insights from the…
4.8 19
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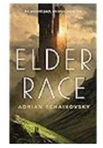
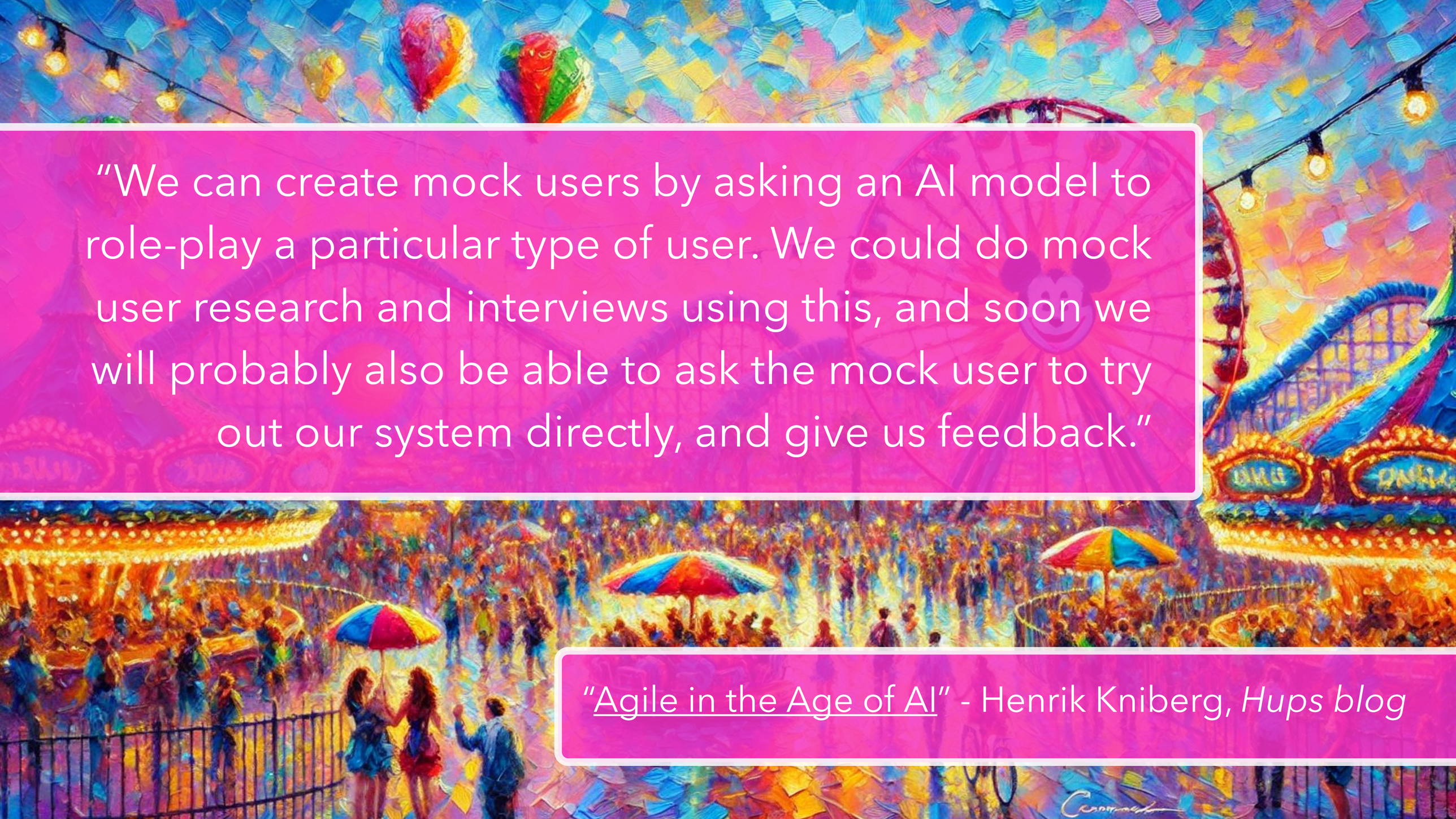
Lake of Souls: The Collected Short Fiction
4.6 264
$16.20



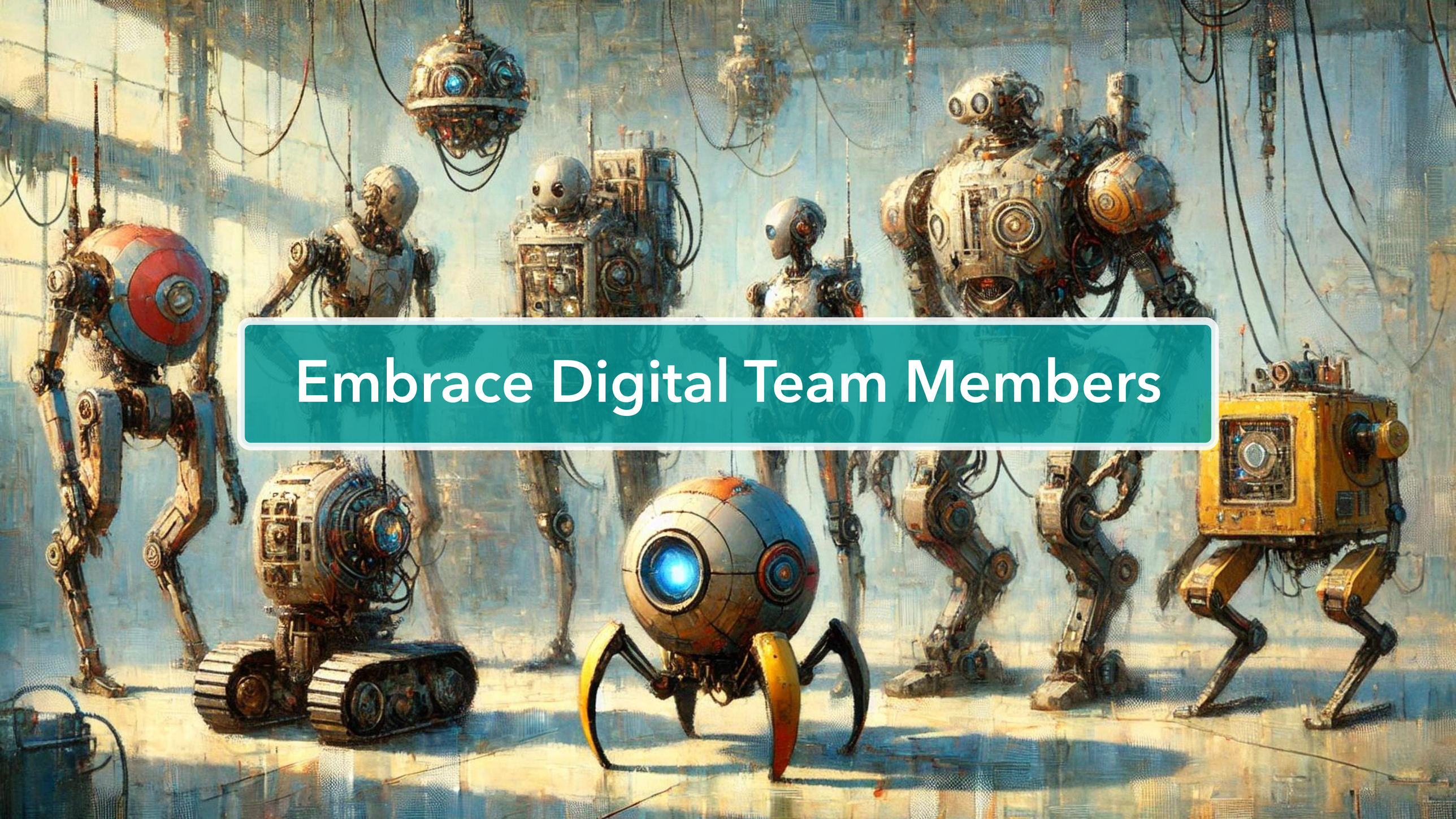
Elder Race
4.6 9,815
$9.80

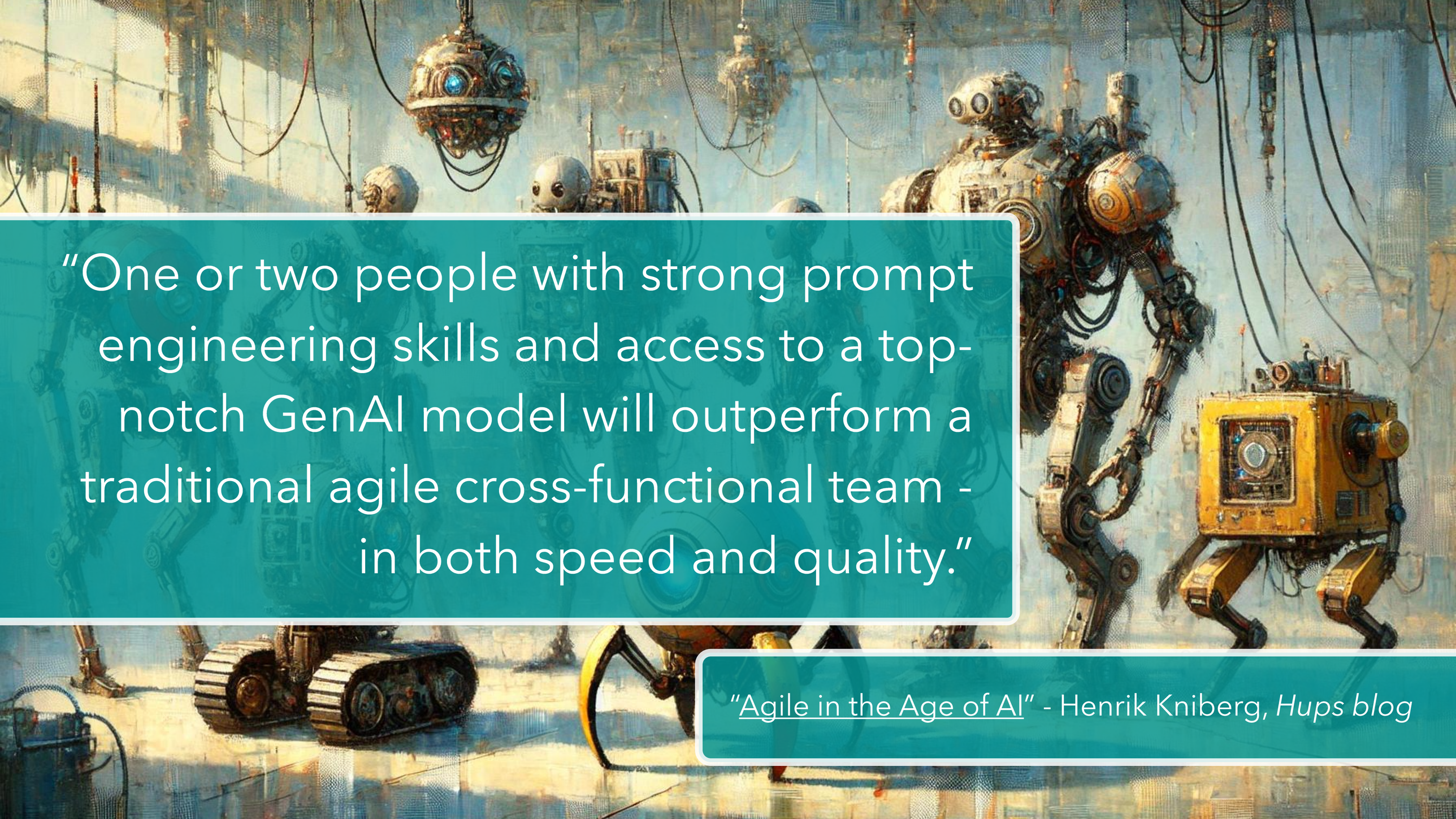
The Murderbot Diaries: All Systems Red, Artificial Condition, Rogue Protocol, Exit Strategy
4.8 728
$40.83



"We can create mock users by asking an AI model to role-play a particular type of user. We could do mock user research and interviews using this, and soon we will probably also be able to ask the mock user to try out our system directly, and give us feedback."

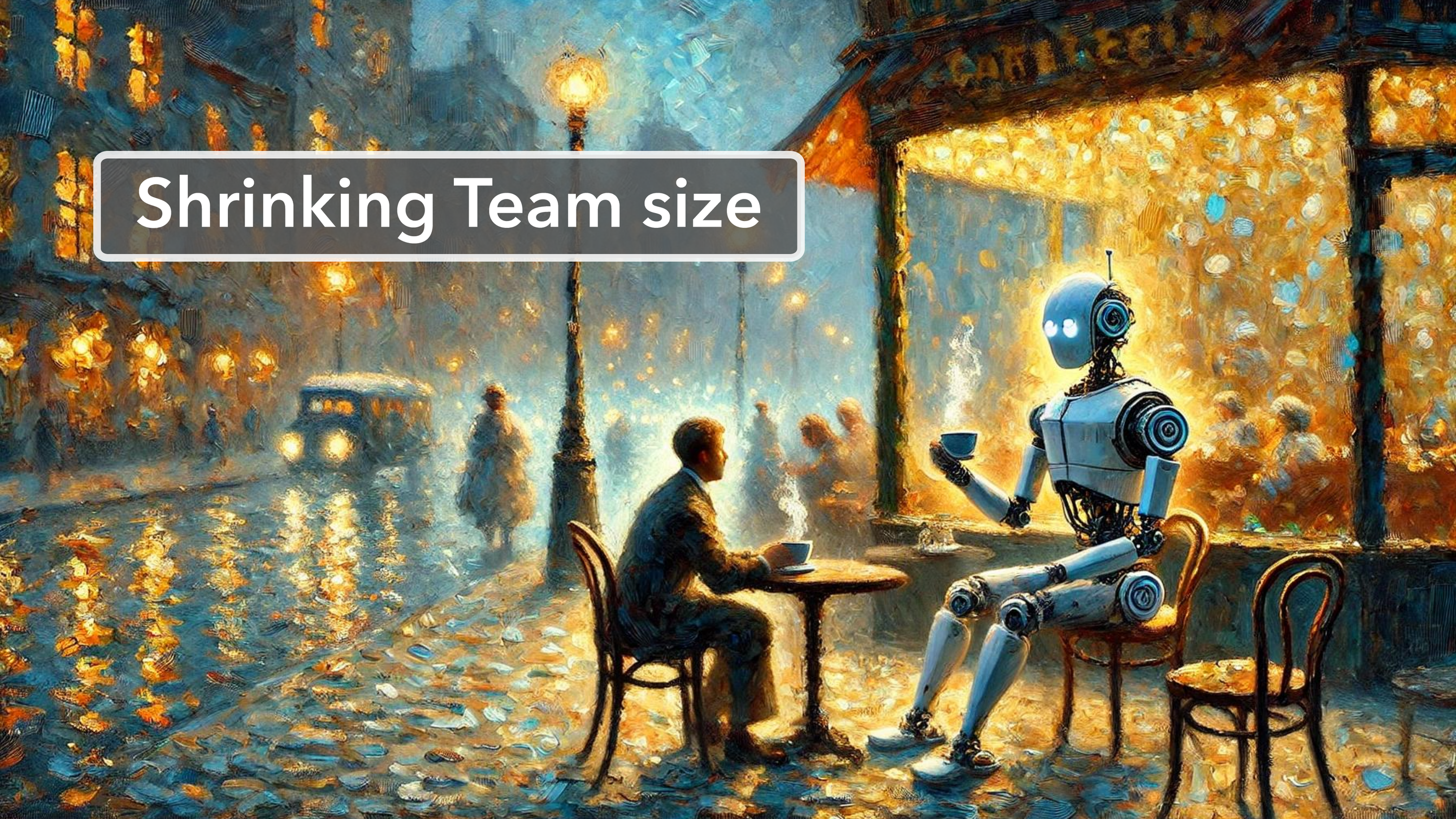
"Agile in the Age of AI" - Henrik Kniberg, *Hups blog*


Embrace Digital Team Members



"One or two people with strong prompt engineering skills and access to a top-notch GenAI model will outperform a traditional agile cross-functional team - in both speed and quality."

"Agile in the Age of AI" - Henrik Kniberg, *Hups blog*


Shrinking Team size

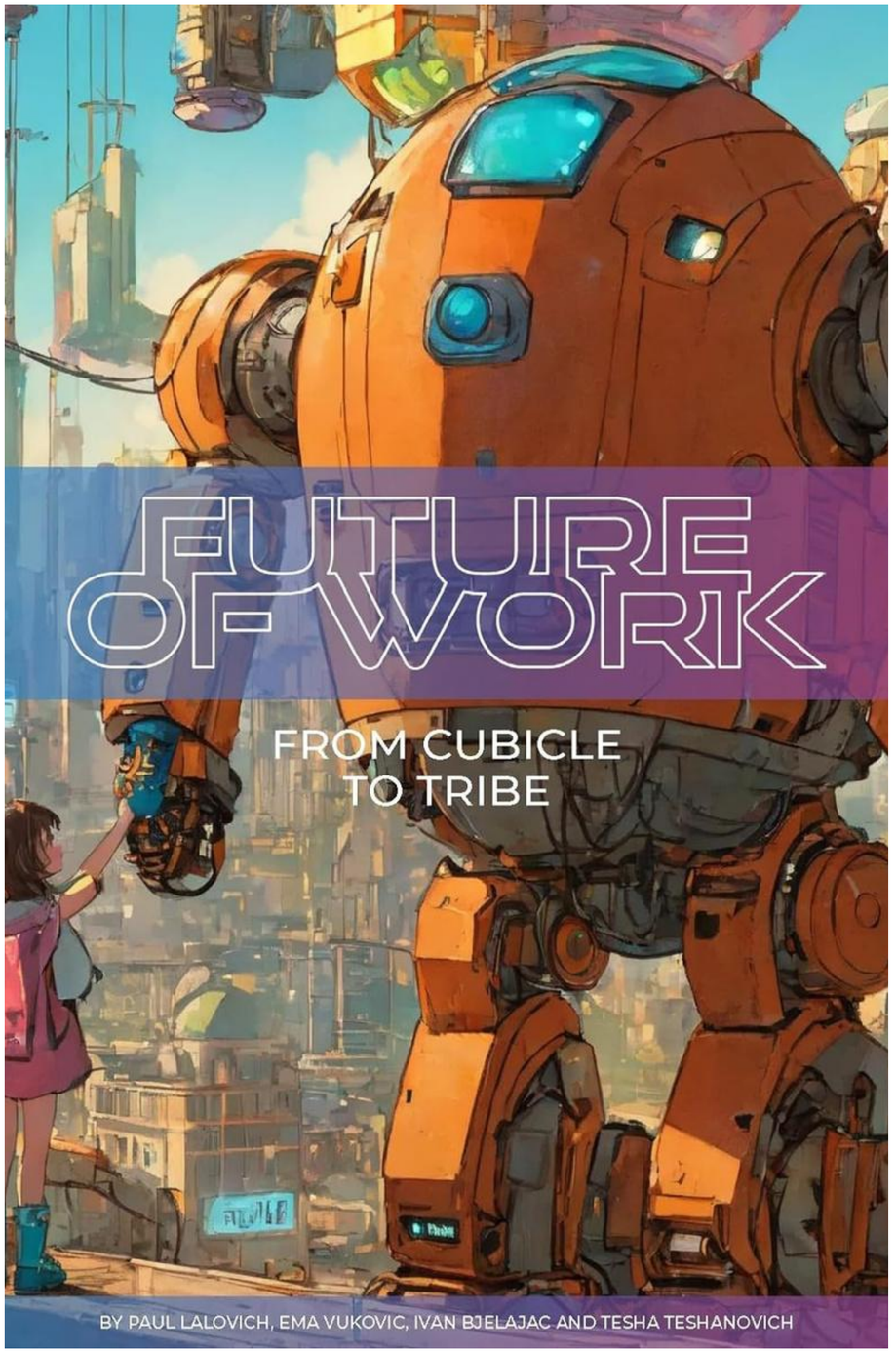
Work with Mission Teams

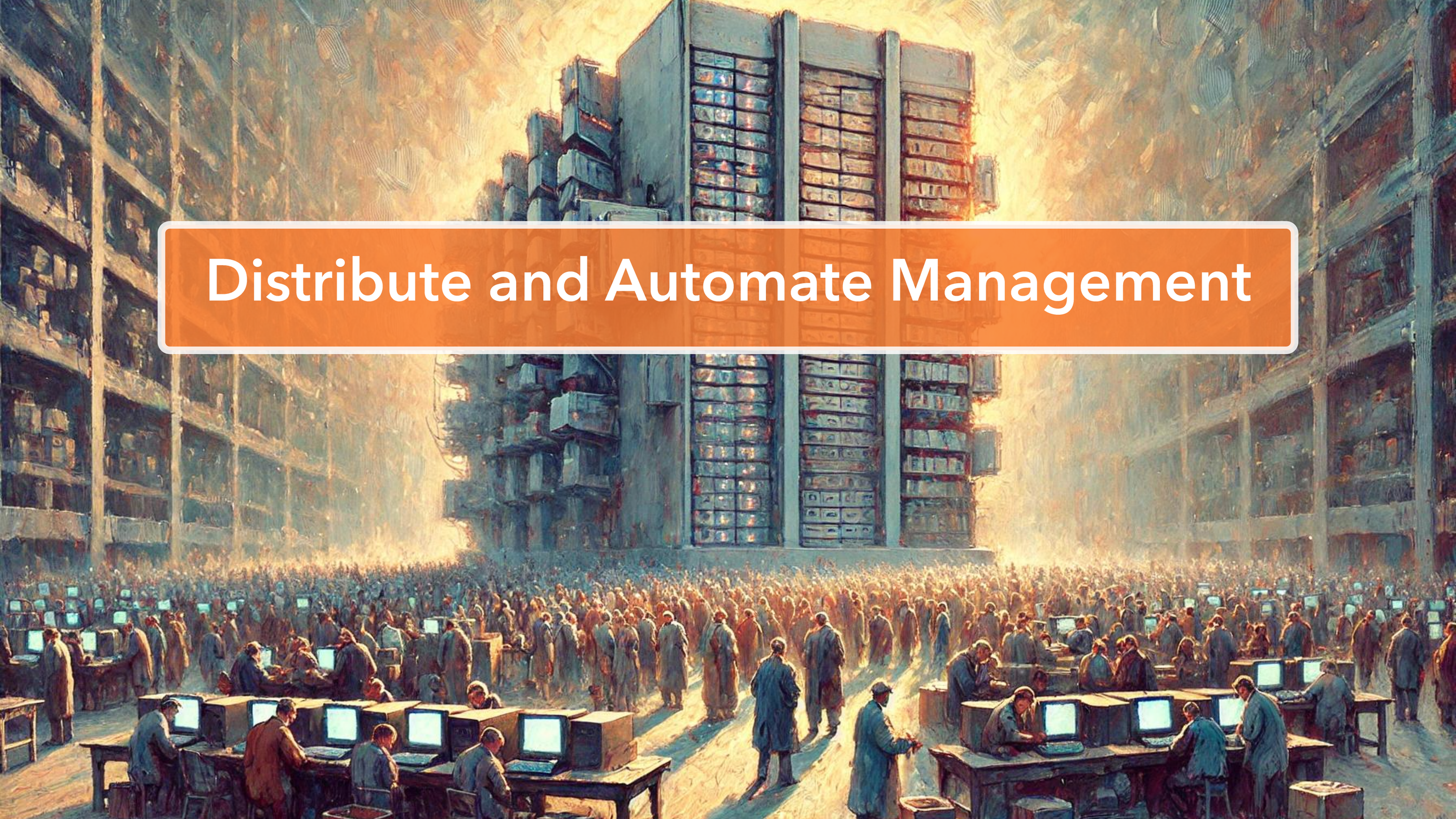
“The global workforce must function as a cohesive unit, necessitating the development of "teaming" skills among managers and employees – the ability to coordinate and collaborate effectively even in the absence of stable team structures.”

Future of Work

From Cubicle to Tribe

Paul Lalovich, Ivan Bjelajac, Emilija Vukovic, Tesha Teshanovich




Distribute and Automate Management

"[Chinese companies] are reinventing the role of management [with] direct access to shared corporate resources and capabilities, making it possible for them to organize themselves around specific business opportunities without managerial intervention."

"How Chinese Companies Are Reinventing Management" - Mark J. Greeven, et al., *HBR*

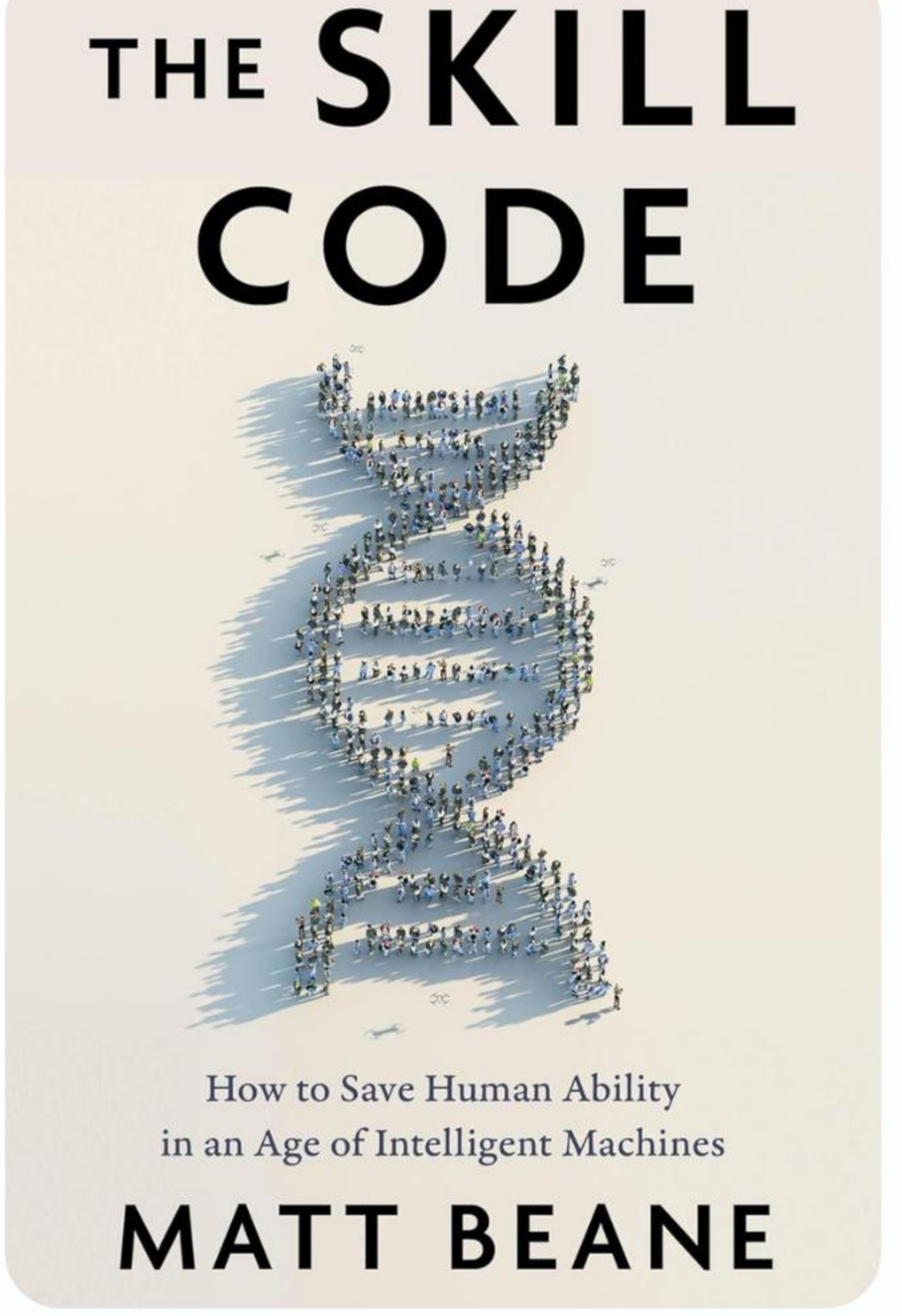
Automation Bias

“There’s a compelling, short-term case for cutting novices out of the action when we implement new technologies. By virtue of the fact that they are still learning, we have to recognize that involving them increases risk and slows things down, and that there’s an immediate upside in quality and profit if we let experts do their thing. But it also raises the question: How will the next generation of doctors, firefighters, programmers, teachers, lawyers, electricians, and filmmakers become experts themselves?”

The Skill Code

How to Save Human Ability in an Age of Intelligent Machines

Matt Beane



Jobless Juniors

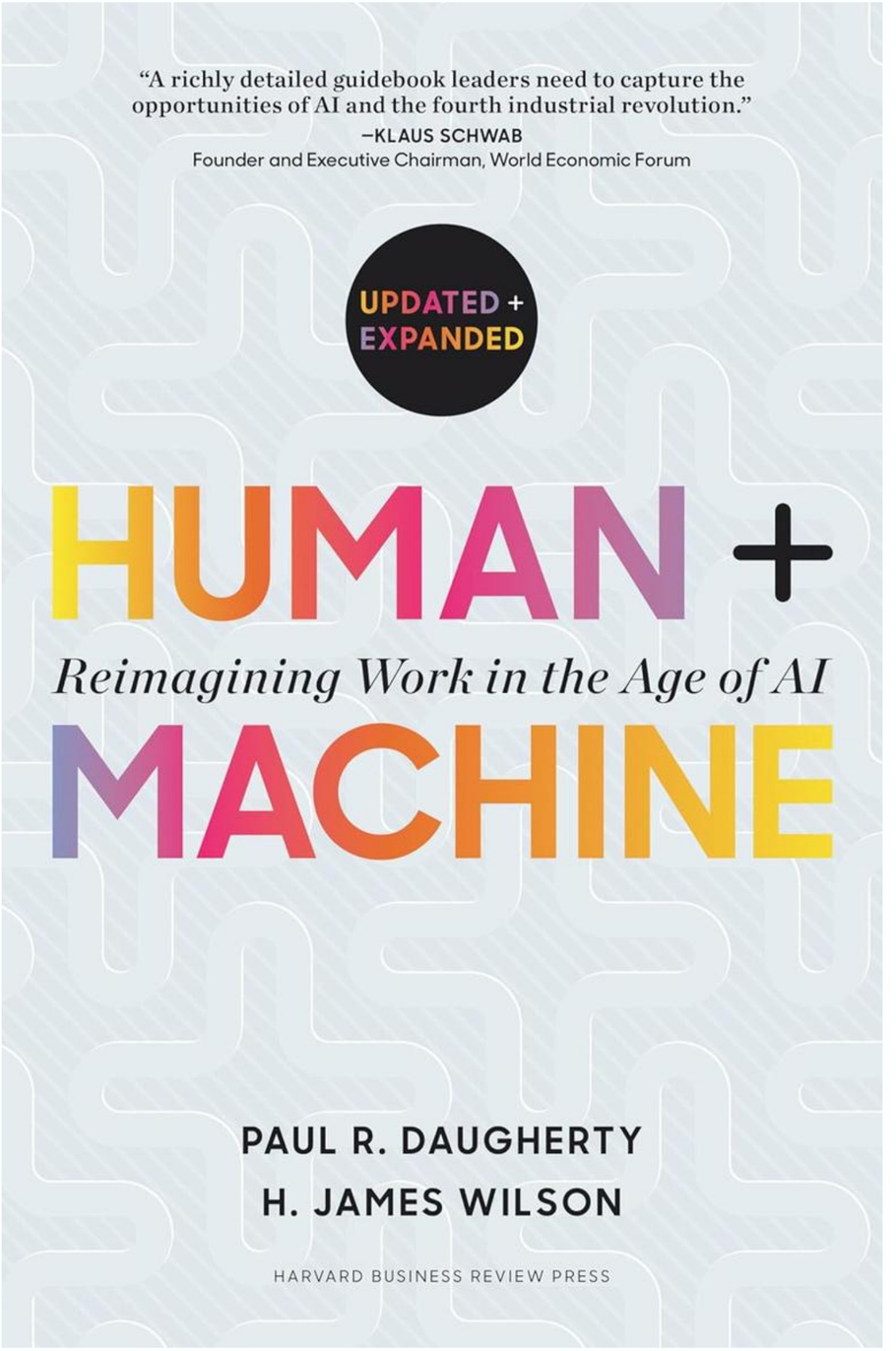
Accelerate Innovation

“Businesses need to shift from seeing processes as collections of sequential tasks. In the age of AI, processes become more dynamic and adaptable. Instead of visualizing a process as a collection of nodes along a straight line, say, it might help to see it as a sprawling network of movable, reconnectable nodes or perhaps something with a hub and spokes. The linear model for process no longer cuts it.”

Human + Machine

Reimagining Work in the Age of AI

Paul R. Daugherty, H. James Wilson

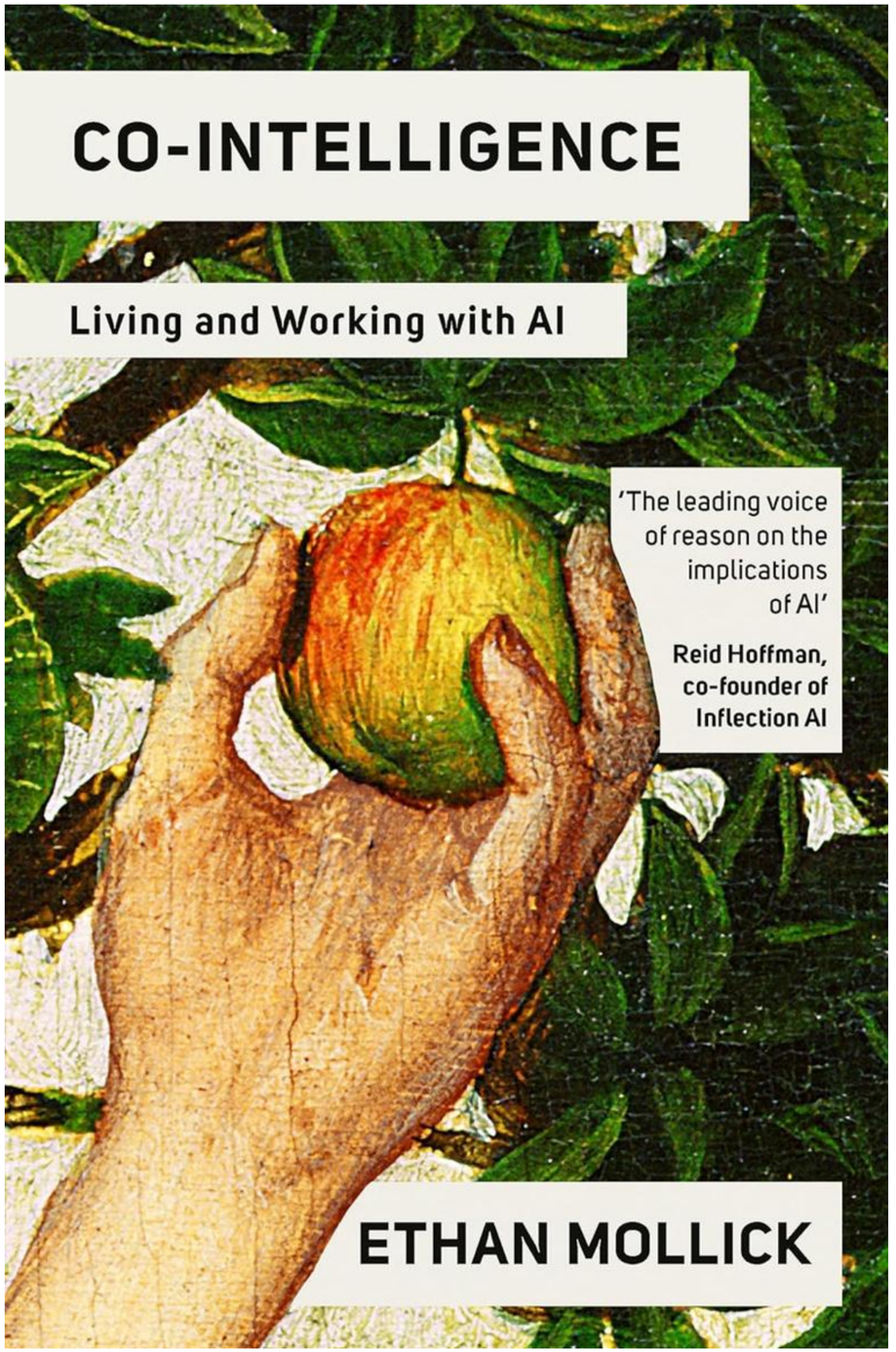


“In field after field, we are finding that a human working with an AI co-intelligence outperforms all but the best humans working without an AI.”

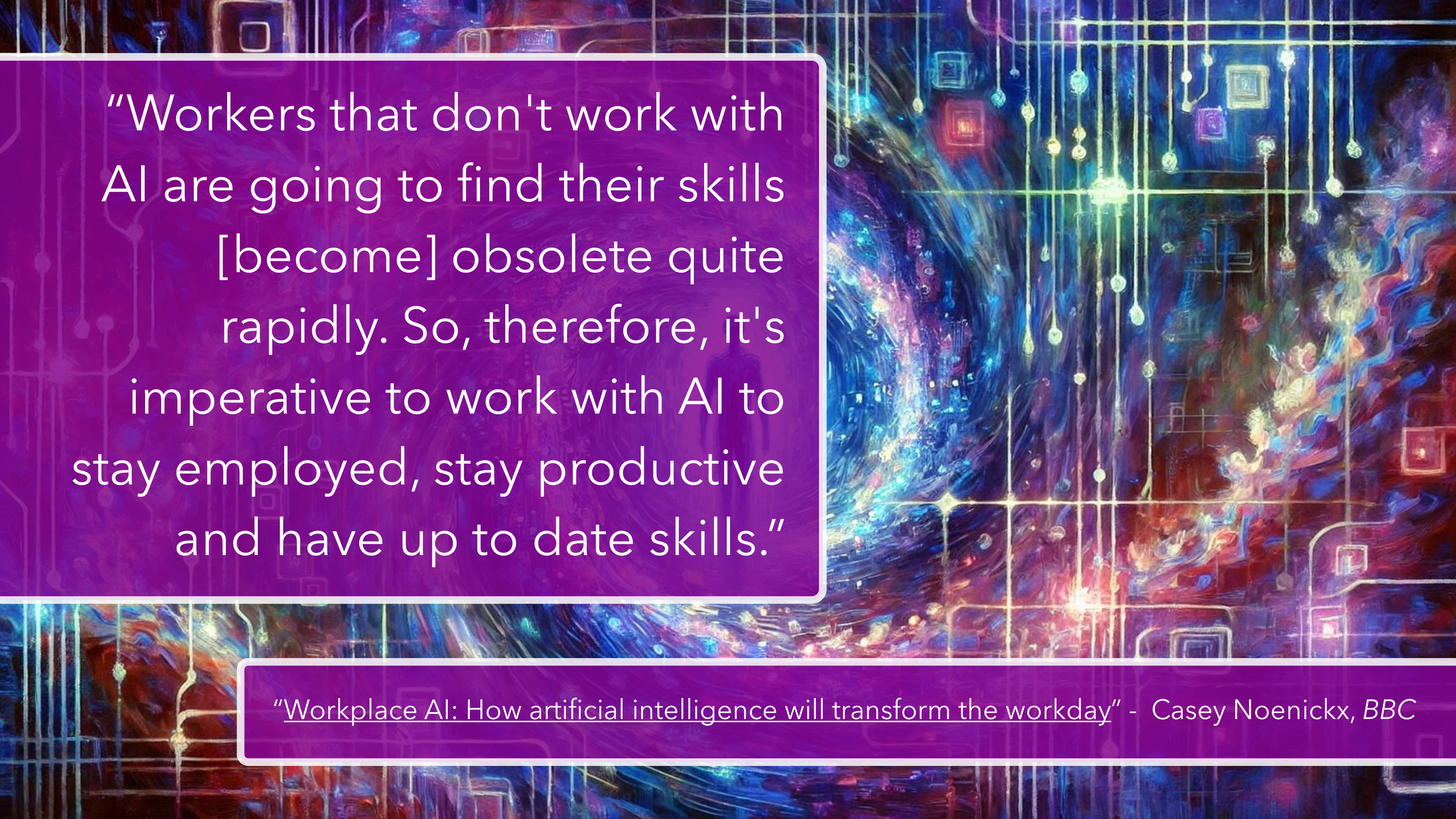
Co-Intelligence

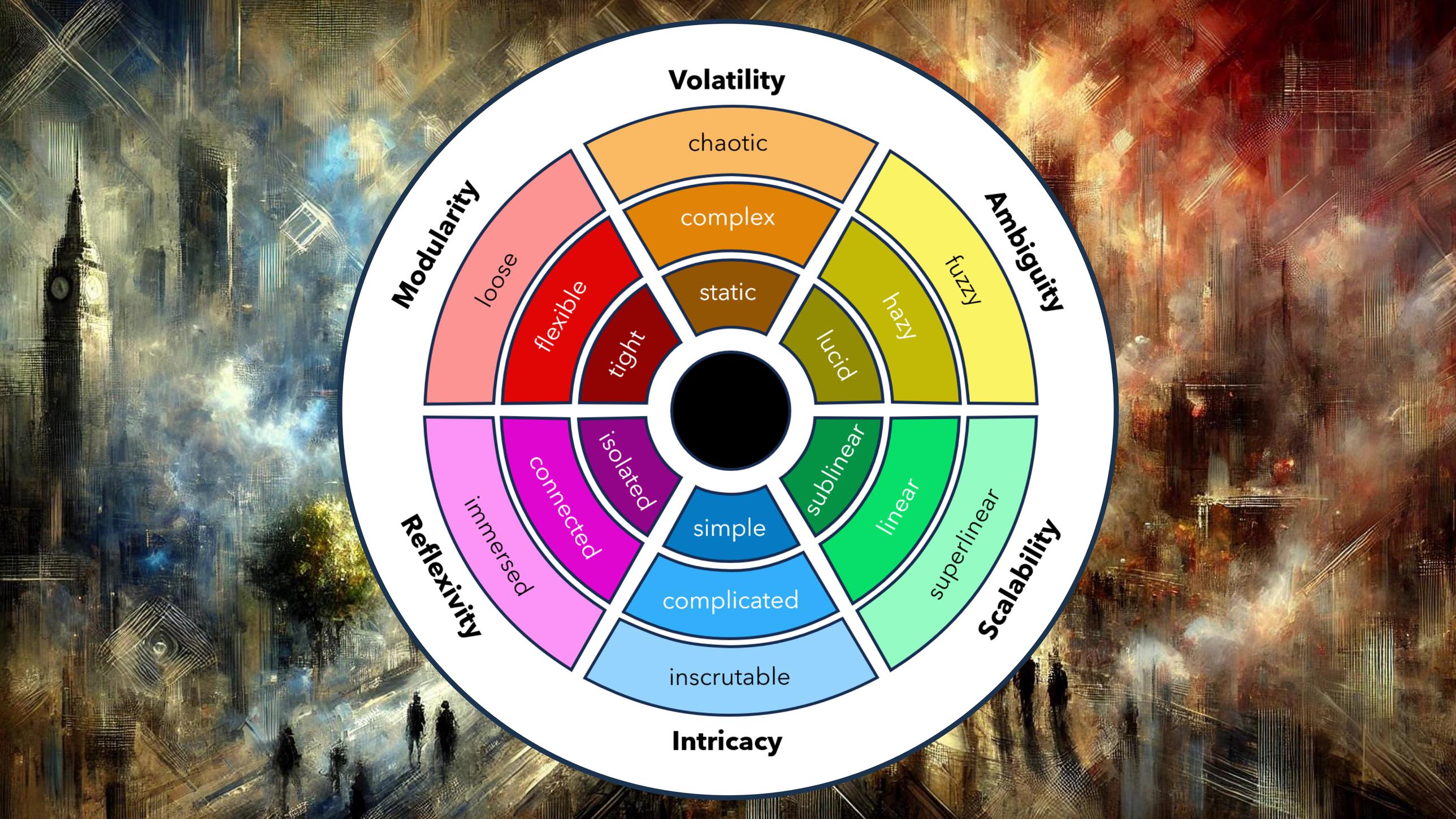
Living and Working with AI

Ethan Mollick



Stay in the Loop


“Workers that don't work with AI are going to find their skills [become] obsolete quite rapidly. So, therefore, it's imperative to work with AI to stay employed, stay productive and have up to date skills.”
“Workplace AI: How artificial intelligence will transform the workday” - Casey Noenickx, *BBC*


Volatility
chaotic
complex
static
Ambiguity
fuzzy
hazy
lucid
Scalability
superlinear
linear
sublinear
Intricacy
inscrutable
complicated
simple
Reflexivity
immersed
connected
isolated
Modularity
loose
flexible
tight

Shift From Knowledge to Wisdom

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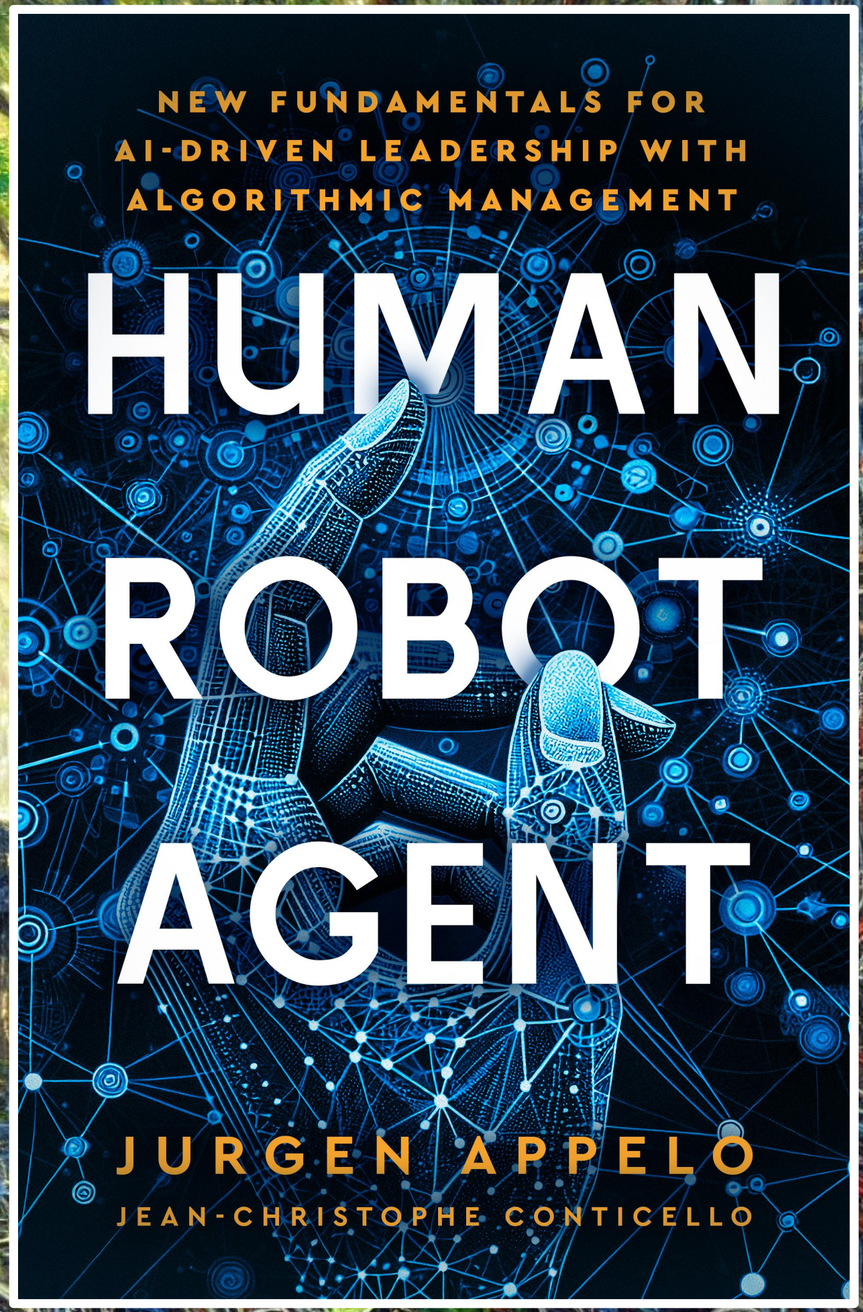
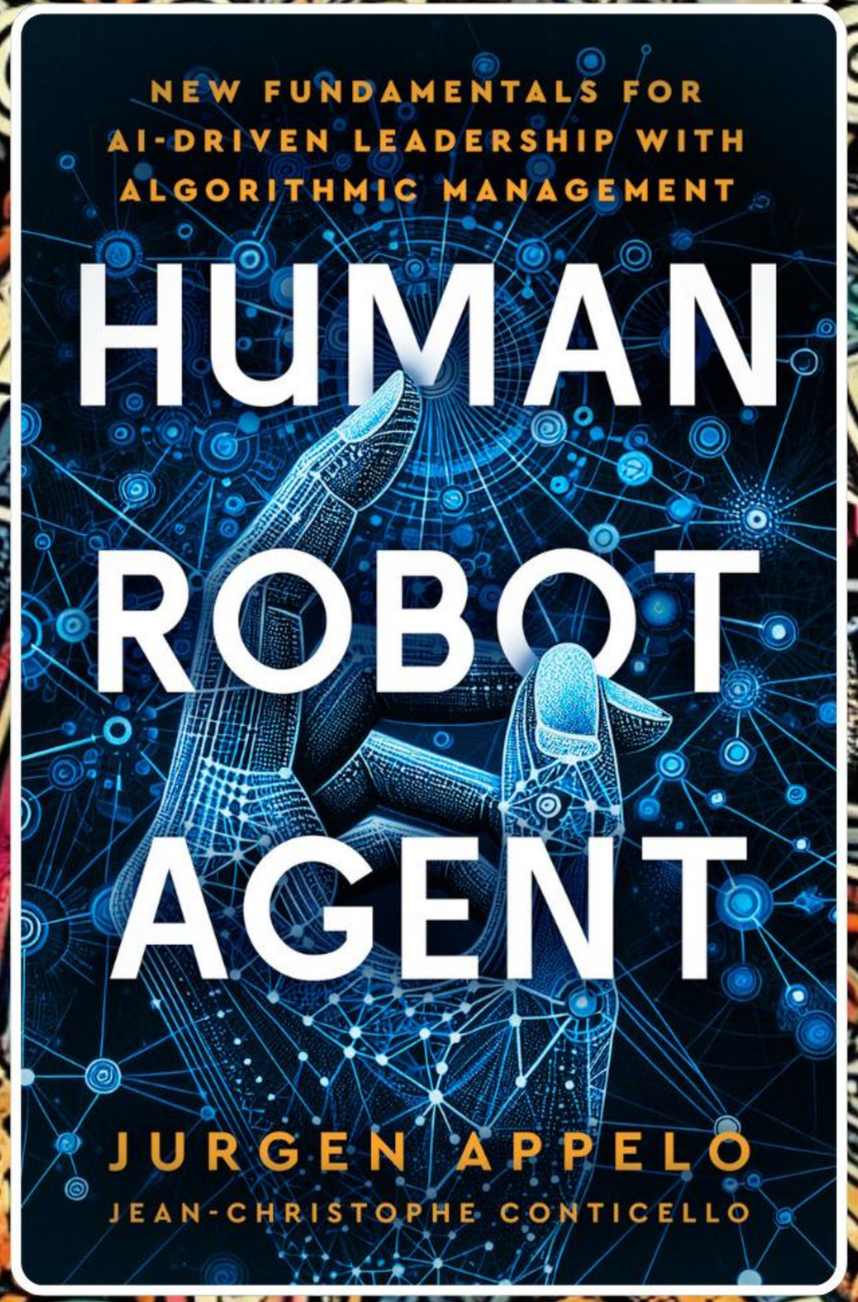




“If you want to lead in the Fourth Industrial Revolution rather than get left behind, this book, in my top 5 in the last decade, is a must-read.”

Jim Highsmith,
co-author of the Agile Manifesto

E-Learning

The Fourth Industrial Revolution isn’t coming—it’s here. AI, automation, and digital agents transform how we work, lead, and innovate. Based on the groundbreaking insights from *Human Robot Agent*, this e-learning course will help you navigate the rapidly evolving workplace, adapt to AI-driven changes, and future-proof your skills. Discover how to blend human ingenuity with digital intelligence, lead in the age of automation, and turn disruption into opportunity. Whether you're a leader, innovator, or changemaker, this course equips you with the mindset and strategies to stay ahead in a world where AI is not just a tool—but a teammate.

Get a deeper dive behind the content of *Human Robot Agent* with the self-paced e-learning

Cohort Learning

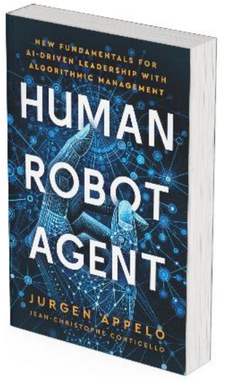
We invite you to be part of our first Learning Cohort and explore the

New Fundamentals for Leaders in the Age of AI

with Jurgen Appelo and his team.

Based on the book “Human Robot Agent” you will participate in seven live sessions to learn, discuss, and engage about AI's disruptive and transformational impact on our work practices.

Take the chance to interact with Jurgen, as this will be the only cohort he runs. Sharpen your senses and equip yourself to lead in the Age of AI.



ABOUT THE BOOK