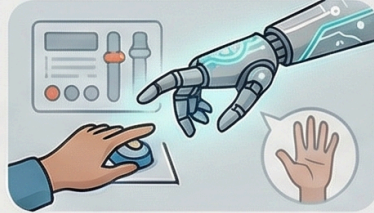


Human Agency in the AI Workplace: Risks & Responses

THE CHALLENGE: HOW AI CAN ERODE HUMAN AGENCY

LOSS OF OPERATIONAL AUTONOMY



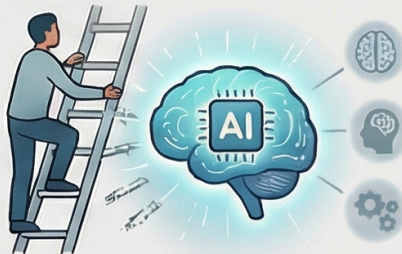
AI can reduce the ability to exercise judgment and control one's own work process.

UNDERMINED EPISTEMIC AGENCY



Opaque "black box" algorithms prevent workers from understanding or challenging AI recommendations.

STIFLED DEVELOPMENTAL AGENCY



Over-relying on AI for foundational tasks limits opportunities to build skills and expertise.

THE SOLUTION: 5 STRATEGIES FOR AGENCY-PRESERVING AI

1. BUILD TRANSPARENT SYSTEMS

Provide clear explanations and confidence scores to help users evaluate AI suggestions.



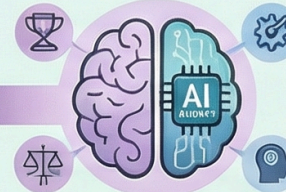
2. INVOLVE EMPLOYEES IN DEPLOYMENT

Use co-design processes to give workers a genuine voice in how AI is implemented.



3. DEVELOP "HYBRID EXPERTISE"

Train workers in AI literacy and the critical evaluation of algorithmic outputs.



4. ESTABLISH CLEAR GOVERNANCE

Define clear roles, responsibilities, and override procedures for AI-assisted decisions.



5. DESIGN HUMAN-CENTERED WORKFLOWS

Allocate tasks based on the complementary strengths of humans and AI systems.

