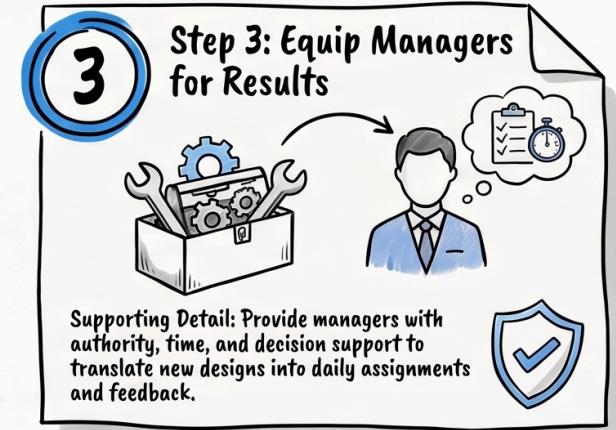
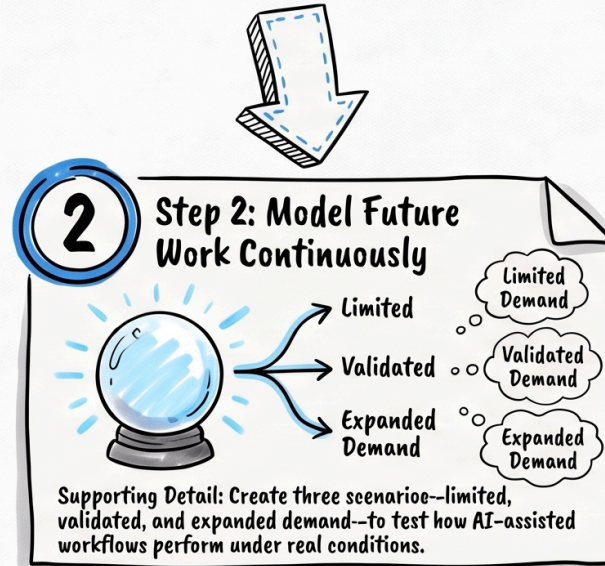
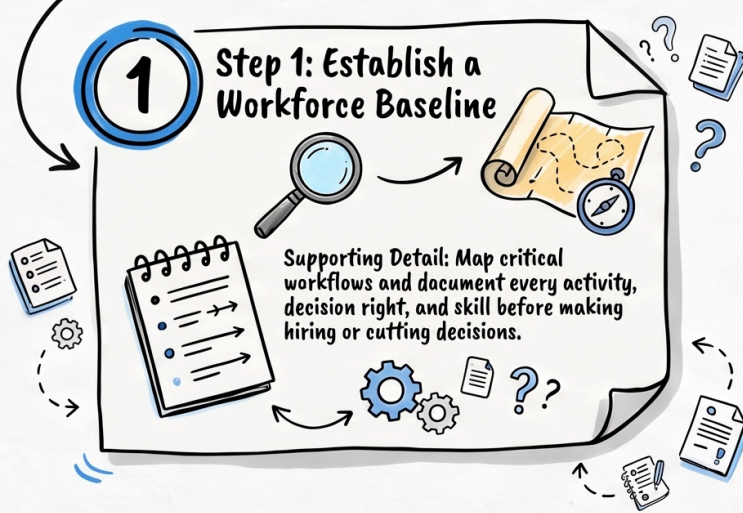


# Rebuilding Smarter: 3 Steps to Redesign Work After AI Layoffs

## The 3-Step Rebuilding Framework



## Critical Design Principles



### Analyze Tasks, Not Roles

Negotiating  
Drafting  
Scheduling

Supporting Detail: Break jobs into specific activities (e.g., "negotiating" vs. "drafting") to see where AI adds value and where humans must remain accountable.



### The Balanced Scorecard for AI

| Business Outcomes | Quality | Capacity | Full Cost | Capability depth |
|-------------------|---------|----------|-----------|------------------|
| ✓                 | ✓       | ✓        | ✓         | ✓                |

Supporting Detail: Evaluate success using five metrics: Business Outcomes, Quality, Capacity, Full Cost, and Capability depth.



### Prioritize Psychological Safety



Test-and-Learn Culture

Supporting Detail: Create a "test-and-learn" culture where employees feel safe to challenge AI outputs and report unrealistic workloads.

## Key Questions for Leaders During Redesign

**Evaluation Stage: Technical Feasibility**  
Can the AI system perform the activity in a test?

Yes  
No

**Evaluation Stage: Operational Feasibility**  
Does it work reliably within the actual human workflow?

Yes  
No

**Evaluation Stage: Organizational Value**  
Does the redesigned flow improve outcomes after all costs?

Yes  
No

