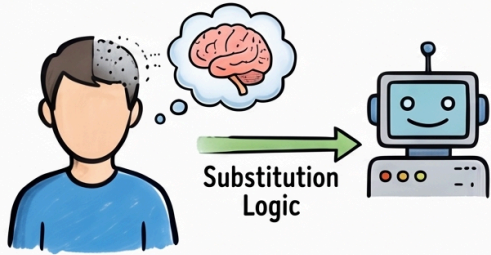


AI: AUGMENTATION OR ATROPHY?

Fighting Cognitive Polarization

THE RISK—THE COGNITIVE “HAVE-NOTS”



Headline: AI replaces human cognitive effort.

Supporting Detail: When AI assumes all mental work, human skills atrophy and judgment atrophies over time.



STATISTIC: The Guidance Gap

Headline: 78% use AI; only 31% have frameworks.

Supporting Detail: Lack of formal guidance leads employees toward passive consumption of AI outputs.

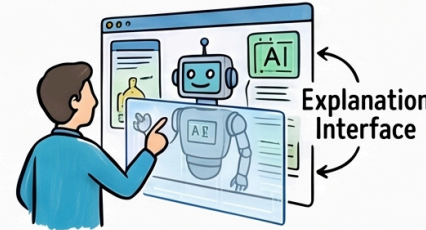
KEY_FINDING: The Skill Paradox

Headline: Short-term ease vs. long-term stagnation.



Supporting Detail: Workers who offload thinking experience lower job satisfaction and reduced career mobility over time.

THREE STRATEGIES FOR AUGMENTATION



PROCESS_STEP: Augmentation—First Design

Headline: Use “Explanation Interfaces.”

Supporting Detail: Select tools that surface AI reasoning and uncertainty levels to prompt human reflection.



PROCESS_STEP: Deliberate Practice

Headline: Embed reflection into workflows.

Supporting Detail: Require employees to explain why they accepted or rejected specific AI-generated suggestions.

PROCESS_STEP: Job Redesign



Headline: Focus on “Problem Formulation.”

Supporting Detail: Reallocate time saved by AI toward high-level strategic inquiry and complex edge-case management.

Comparison of organizational outcomes based on AI implementation philosophy.

APPROACH	EMPLOYEE IMPACT	ORGANIZATIONAL OUTCOME
 Substitution	Skill atrophy & disengagement 	Innovation stagnation & quality risks 
 Augmentation	Capability growth & learning 	Adaptive capacity & resilience 