

“AI will replace me”: Four questions to test the belief

Adaptive module

~20 min

45% of employees fear that AI will replace their jobs (Microsoft Work Trend Index), and this certainty brings about exactly what they fear: people avoid the tool and don't learn. This module addresses thinking before the tool: Byron Katie's method, The Work (four questions and a turnaround), applied to certainties about AI, leading to the thought that puts people back in control: “I'm the one who decides what role AI plays in my work.”

LEARNING OBJECTIVES

- 01 Recognize your certainties about AI for what they are: automatic thoughts, not facts.
- 02 Assess what a certainty costs: the avoidance that speeds up exactly what you fear.
- 03 Question a certainty with the four questions of The Work, then explore its possible turnarounds.
- 04 Build a truer thought without lying to yourself, and use AI as devil's advocate for your convictions.

WHO IT'S FOR

Anyone who wants to stay in charge of their own career development in the age of AI.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

- 1 **Self-assessment:** on 9 dimensions, to gauge current habits and guide the practice.
- 2 **Expert video:** 10 minutes, with 3 pauses for reflection.
- 3 **Practice scenarios:** the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
- 4 **Dated commitment:** one action to try, written by the learner or picked from the suggestions.
- 5 **Memo to download:** key takeaways, questions, commitment, personal notes and checklists.

A SAMPLE PRACTICE SCENARIO

Iker, an account manager, is hesitating about joining a voluntary trial of an AI assistant suggested by his manager. During a break, a colleague says: “AI will never understand our clients.” Iker relaxes immediately; the trial seems less necessary to him. How can Iker decide whether to take part in the trial?

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- System 1 / System 2 – Daniel Kahneman, “Thinking, Fast and Slow” (2011)
- The Work – method of 4 questions and the turnaround, Byron Katie (since the 1980s)
- AI as devil's advocate – Afthonios method

SOURCES & REFERENCES

- Microsoft Work Trend Index, 2024 – 45% of employees fear AI will replace their jobs, and 75% use generative AI at work
- Daniel Kahneman – System 1 (fast thinking) / System 2 (slow thinking), “Thinking, Fast and Slow” (2011)
- Byron Katie – The Work method (4 questions and the turnaround), documented on thework.com
- NIST AI 600-1 (2024) – risks of generative AI and guidelines for controlled use