MODULE OVERVIEW

Stop playing small with AI: Decode the three inner voices

Adaptive module | ~20 min

Three out of four employees don't feel comfortable with AI, and more than half bypass the tools provided and do the work by hand. The obstacle is rarely technical: everything is decided before that, in three inner voices the module teaches learners to decode (the protective voice, the inner critic, and the fear of becoming obsolete), along with the five behaviors that reveal them day to day.

LEARNING OBJECTIVES

01 Recognize the Protector and its three arguments: you could get it wrong, cause harm, or get hurt.

02 Distinguish the inner critic, absolute and anxious, from constructive criticism, which asks questions and looks for solutions.

03 Spot FOBO, the fear of becoming obsolete, and its two opposite effects: a disorganized rush or holding back.

04 Identify the five behaviors that reveal you are playing small, from basic requests to using AI alone.

WHO IT'S FOR

Anyone who wants to be bolder with AI, and managers who want a team that experiments.

- **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.

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

- Playing small / thinking small – Tara Mohr, "Playing Big" (2014)
- The Protector and its 3 arguments (you could get it wrong / cause harm / get hurt) – Afthonios method, inspired by the concept of the inner critic
- FOBO (fear of becoming obsolete) – a term documented in HR and work psychology literature on AI-related anxiety

SOURCES & REFERENCES

- KPMG – 2026 study: 40% of workers cite AI-related job loss as a major concern, a figure that has nearly doubled in a year (reported by Fortune)
- Wiley (Workplace Intelligence) – "The Human Side of Artificial Intelligence" report (2024): 75% of employees say they lack confidence in their use of AI
- WalkMe – "State of Digital Adoption Report" (2026, 3,750 respondents, 14 countries): 54% of employees have bypassed AI tools to work manually
- Tara Mohr – "Playing Big" (2014): the concept of "playing small"

Module created by Afthonios.com.

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