MODULE OVERVIEW

Motivation as AI reshapes work: What to keep doing yourself

Adaptive module | ~20 min

According to Francis Boyer, the content of the work accounts for 56% of enjoyment at work, and this is exactly what AI is redistributing today. This module turns that shift into a conscious decision: what to delegate, what team members keep because they enjoy it or because it builds know-how, and what they develop with the time freed up. It also equips managers, from tool access to each team member's job crafting.

LEARNING OBJECTIVES

01 Understand Francis Boyer's four pillars of enjoyment at work, and the leading role of the content of the work.

02 Decide deliberately what to delegate to AI, what to keep for enjoyment or to maintain know-how, and what to supervise.

03 Reinvest freed-up time through job crafting: activities that help you grow, new projects, and protected time to explore.

04 Nurture team relationships, the pillar of enjoyment that AI does not replace, through rituals and recognition.

WHO IT'S FOR

Anyone who wants AI to strengthen their enjoyment at work, and managers who help their teams sort their tasks.

- **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

- Job crafting – Amy Wrzesniewski (Yale) & Jane Dutton (University of Michigan)
- 4 pillars of enjoyment at work – Francis Boyer, "Le plaisir au travail : du savoir-faire à l'aimer-faire" (Eyrolles)
- "20% time" – Google

SOURCES & REFERENCES

- Amy Wrzesniewski (Yale School of Management) and Jane Dutton (University of Michigan) – the concept of job crafting
- Google – the "20% time" program (time set aside for personal or exploratory projects)
- Francis Boyer – "Le plaisir au travail : du savoir-faire à l'aimer-faire" (Eyrolles): 4 pillars of enjoyment at work (the work itself 56%, relationships 32%)
- LinkedIn – the "InDay" program, one day a month devoted to personal development or projects with an impact

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