

LEARNING PATH OVERVIEW

Keeping your human judgment in the age of AI

6 modules

~2 h as Adaptive modules

~1 h as Training videos

1 module per week

Help your teams work with AI while keeping their own judgment. This learning path builds the ability to question answers, spot one's own biases, and choose what to delegate. It also covers the habits that preserve human capacities, the quality of relationships, and responsibility for one's own work.

AUDIENCE

Team members and managers who already use AI to produce, analyze, or decide.

- **Prerequisite:** none

SKILLS DEVELOPED

- Stance & Judgment Toward AI
- Decision-Making
- Collaborating & Managing with AI

THE SIX STEPS OF THE LEARNING PATH

- 1**
WK 1 **When AI does the thinking: Keep your own judgment**
Keep a critical mind about AI's answers, by relying on confidence in your own judgment rather than on distrust.
- 2**
WK 2 **Better decisions: Catch the bias before it decides for you**
Spot the biases that most distort decisions at work, including those that AI reinforces, and have a counter for each one.
- 3**
WK 3 **What to let AI decide**
Decide consciously what you hand over to AI, what you decide with it, and what you keep for yourself.
- 4**
WK 4 **Relying on AI without losing your skills: What to keep sharp**
Identify the human capacities to keep in shape, so that delegating to AI dulls neither judgment nor autonomy.
- 5**
WK 5 **Confiding in AI about work: Where to draw the line**
Keep the right distance when AI becomes a confidant on work matters: what it brings, its limits, what you don't share with it.
- 6**
WK 6 **Stay the author of your work when AI writes**
Remain the author of what you produce: notice when you are only supervising AI, and cultivate what gives your contribution its value.

— WHY THIS LEARNING PATH, MODULE BY MODULE

- **When AI does the thinking** – AI answers in seconds, and recent research (Swiss Business School, Microsoft Research) shows the price of that speed: the more people rely on it, the less they exercise critical thinking, known as “cognitive offloading.” This module turns the usual view around: the protective factor is not distrust of the machine, but self-confidence.
- **Better decisions** – Of the more than 200 documented cognitive biases, the module focuses on the five that most distort decisions at work, with a concrete counter for each, and on the biases that AI reinforces.
- **What to let AI decide** – In 2024, none of our decisions were made by a machine alone; by 2028, one in seven will be, according to Gartner.
- **Relying on AI without losing your skills** – AI is taking on a growing share of writing, analysis, and decisions, at the risk of a silent erosion of judgment and autonomy: “agency decay”.
- **Confiding in AI about work** – The top reason people use generative AI is no longer productivity but therapy and companionship (Harvard Business Review, 2025), and what they confide is often about work.
- **Stay the author of your work when AI writes** – AI promised to bring work back to what matters; in practice, it often spreads standardized content, the “workslop” that 41% of employees say they received in the previous month (BetterUp–Stanford).

— CHOOSE YOUR FORMAT

Adaptive module (~20 min per module): self-assessment, expert video with three pauses for reflection, tailored practice scenarios with coach’s feedback, a commitment, and a memo.

Training video (~10 min per module): the expert video and its three pauses for reflection, to add to your own training programs.

— ROLLOUT AND FOLLOW-UP

Where: in your LMS (SCORM delivery) or on the Afthonios platform, at the same price.

Group report included: shown on the Afthonios platform; in your LMS, more or less detailed depending on your LMS and SCORM version.

Optional, on quote: follow-up emails (the next day, 30 days later) and sharing the commitment with the manager.

Languages: All our modules are available in French and English. German, Italian, and Spanish are available on request, and we can add other languages to suit your needs.

— SUGGESTED SCHEDULE

One module per week, so six weeks. Example schedule:

- **Before week 1:** announce the learning path to participants and their managers.
- **Weeks 1 to 6:** one module per week, self-paced, ~20 min.
- **After week 3:** optional check-in based on the group report (reminders and spotting needs).
- **After week 6:** group review and choice of next steps.

The pace and order can be adapted to your audiences and existing training.

Adapt this learning path
to your teams?

Content, pace, and formats can be adjusted with you.

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afthonios.com/en/learning-paths/human-judgment-and-ai