

Role Empowerment Exercise

Current task	AI impact	Human value remaining	Skills affected	Impact on role level or scope	Conclusion
List 5 – 7 tasks	Automate / Augment / New	What is the part that still needs human judgement, empathy, creativity, or decision-making?	Note which skills rise in importance (e.g. data literacy, judgement, stakeholder influence)	What would change the level or scope of the role?	Was it easy to assess and level this role in this new context within your existing job evaluation framework?

Columns

- Current task.
- AI impact (Automate / Augment / New).
- Human value remaining.
- Skills affected.
- Impact on level/scope.

Quick definitions

- Automate. AI fully takes the task; little/no human input.
- Augment. AI assists; human oversight/judgement still required.
- New. Oversight/governance/value-add tasks created by AI.

Prompts

- Human value. judgement, empathy, creativity, accountability, influence.
- Level/scope: autonomy, complexity, decision rights, risk, stakeholder reach.