



DECISION GUIDE · ONE PIECE OF WORK

The AI Work *Mode* Selector

AI can give one person a team's output. The question is which mode the work needs. Size the task on the three questions, then choose solo, expert or team, each working with AI.

THE PIECE OF WORK

HOW REVERSIBLE?

Easy to undo a mistake, or does it land and stay?

HOW CONTESTED?

One right answer, or a matter of judgement and competing views?

COST OF BEING WRONG?

Cheap and quick to catch, or seriously damaging?

Solo + AI

Reversible, lower-stakes, self-contained.

AI: does the bulk of the work. **Human:** directs and checks. Enjoy the speed; this is most day-to-day work.

Expert + AI

Judgement-heavy, higher-stakes, individual.

AI: drafts and widens the options. **Human:** an expert who supplies the discernment to know when a fluent answer is wrong.

Team + AI

Contested, high-consequence, cross-disciplinary.

AI: amplifies every member. **Humans:** challenge each other and bring real different expertise, the part AI cannot supply.

The rule of thumb: reversible and low-stakes goes Solo. Judgement-heavy goes Expert. Contested, high-consequence or cross-disciplinary goes Team. The new failure mode is running team-grade work as solo-plus-AI because the tool made it possible: fast, polished and unchallenged.

Discuss AI for your team

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