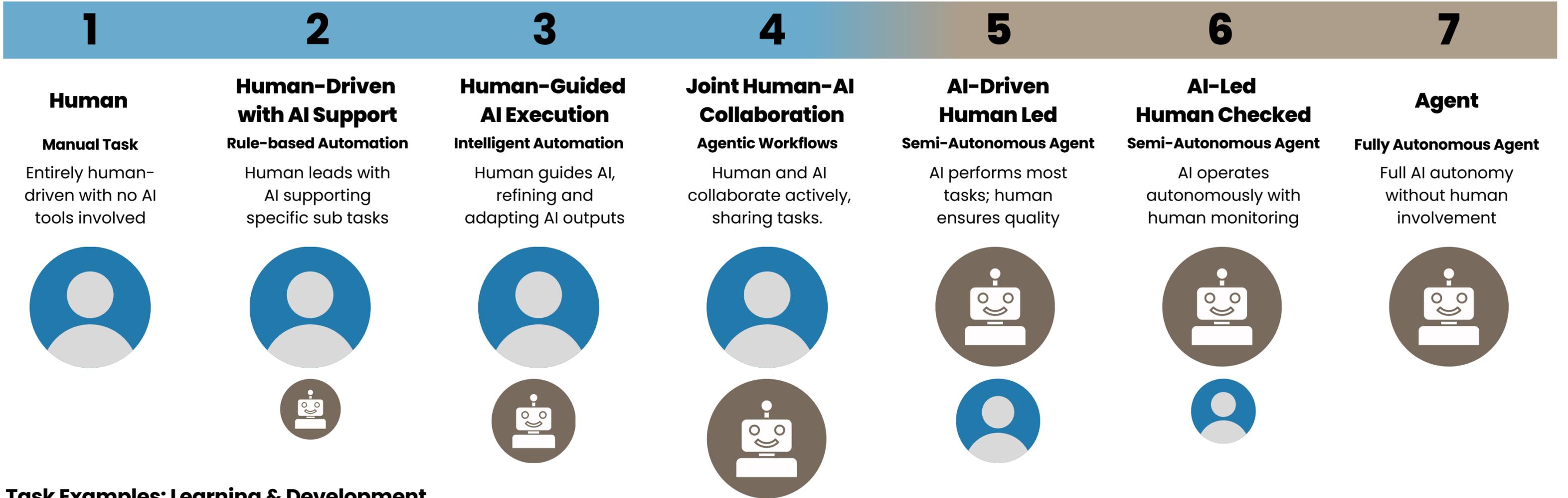


# The Human-AI Task Scale

More ← Time for Task Completion and Control → Less



## Task Examples: Learning & Development

An Instructional Designer researches, writes, and designs a full-day workshop on communication skills, creating all materials (slides, handouts, activities) from scratch.

An Instructional Designer uses an AI-powered grammar and style checker to refine training materials or uses an AI tool to generate initial ideas for icebreaker activities or knowledge checks.

An Instructional Designer uses an AI tool to generate a first draft of a microlearning module on a specific software feature, then edits the content, adds interactive elements, and ensures it aligns with learning objectives.

An L&D team uses an AI learning platform to personalize learning paths for individual employees based on their skills gaps and career goals, while L&D professionals curate specific content and provide personalized coaching.

Transition to Human-Machine Performance Analyst™ (HMPA).

An AI system generates practice questions for a compliance training course.

A HMPA reviews the questions for accuracy, relevance, and clarity, and ensures they align with legal requirements.

An AI-powered learning platform delivers adaptive learning experiences, adjusting the difficulty and content based on each learner's performance. Includes goal orientation, past experience planning, and situational awareness.

HMPA monitors overall platform usage, identify any technical issues or content gaps, and address learner feedback.

An AI system automatically generates and delivers personalized microlearning content to employees based on their roles, performance data, and industry trends, without any direct human intervention.

The agent can continuously self-improve and reason.

HMPA validates analytics.

# The Human-AI Task Scale

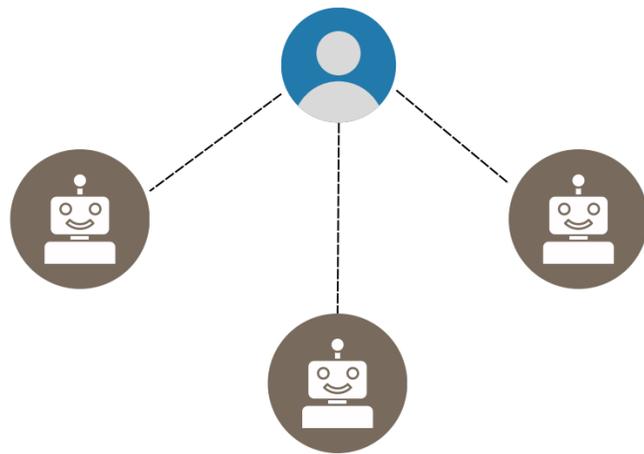
More ← Time for Task Completion and Control → Less

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## Human-Orchestrated Agent Constellations

Semi and Fully Autonomous

HMPA design and coordinate multiple specialized agents to support their work.

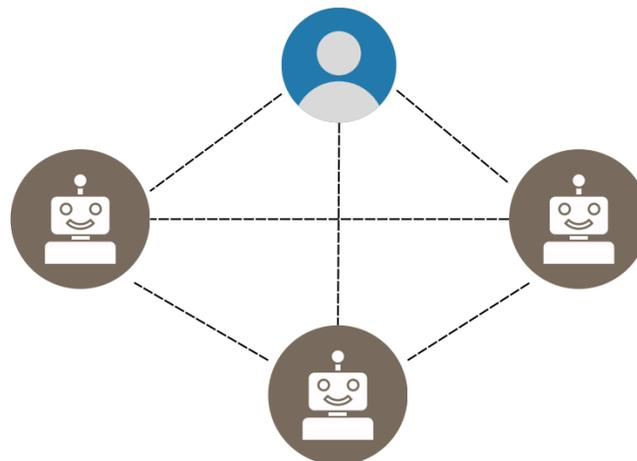


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## Agent-Agent Collaboration with Human Governance

Fully Autonomous

Agents collaborate independently but are monitored and governed by HMPA for quality, alignment, and exceptions.

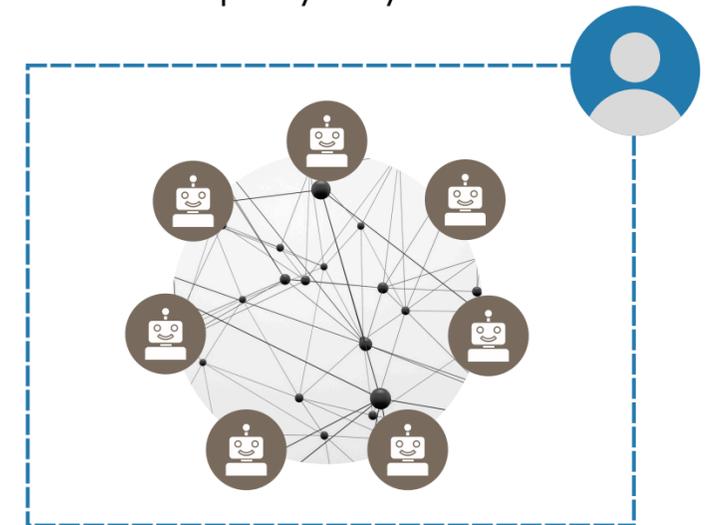


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## Agentic Ecosystems with Distributed Oversight

Fully Autonomous

Fully autonomous systems of agents interacting fluidly, regulated by distributed human oversight, often at a policy or system level.



### Task Examples: Learning & Development

An HMPA is tasked with creating an immersive onboarding experience for a global sales team. Instead of writing a static eLearning module, the analyst deploys:

**3 agents:**

- **Persona Simulator Agent** – mimics clients in realistic roleplays.
- **Knowledge Assistant Agent** – answers product-related questions.
- **Assessment Agent** – observes performance, giving feedback and scoring.

The HMPA orchestrates the sequence, defines decision trees, and calibrates agent handoffs. She monitors usage and updates agent behavior based on learner outcomes and manager feedback.

A Human-Machine Performance Analyst™ is now overseeing a real-time performance support ecosystem.

**3 Agents collaborate:**

- A **Task Prediction Agent** detects when a user may need help based on workflow behaviors.
- A **Context Agent** surfaces just-in-time learning modules tailored to task, proficiency, and persona.
- A **Reflection Agent** follows up post-task with a microlearning review or challenge.

Agents negotiate what support to deliver and when, based on complex context signals.

The HMPA does not write static content but governs the system:

- Testing agent alignment to learning outcomes
- Fine-tuning content pools agents draw from
- Auditing personalization fairness and relevance

Here, the HMPA acts more like a performance policy architect.

- Agents across departments (sales, ops, engineering) are self-configuring learning environments based on changing conditions: market shifts, compliance changes, talent gaps.
- The HMPA:
  - Designs behavioral policies and learning norms
  - Configures ethical boundaries (e.g., agents cannot prioritize productivity over compliance)
  - Uses analytics dashboards to spot ecosystem drift
  - Collaborates with AI governance board to adjust policies based on organizational values

They no longer write content. They design the design systems—and monitor how learning emerges through AI-powered self-organizing activity.