

# Reskilling with AI: Defining Your Role

## TARGET AUDIENCE

Enterprise Employees & Team Members

## DURATION

15 Minutes

## MODALITY

Self-Paced Rise 360 (Pre-Meeting Prep)

## CORE OBJECTIVE

*Strip away accumulated tasks to identify what the role actually produces, and where human judgment lives.*

## LEARNING OBJECTIVES

- Explain what “human-in-the-loop” is, and justify how human judgment can be identified in one’s job
- Differentiate between a task that can be automated and one that requires human judgment
- Identify aspects of work that cannot be done by AI
- Sort one’s own tasks by whether they are predictable & repeating, context & relationship dependent, or high-stakes / high-consequence
- Reflect on one’s own role and how it is unique and needed

## Strip Away the Noise: What Is Your Role Really For?

In a world where work is being redefined with the incorporation of artificial intelligence, there's often the assumption that AI will replace human workers. It will not. We bring a unique skillset to the workplace that AI cannot replace, human understanding and judgment.

In this eLearning, we'll explore what we mean by keeping humans in the loop in workflows and processes. In the courses that follow, we'll examine how to apply AI as both a tool for reducing administrative workload and as a collaborative partner, and find ways to help AI grow and build your work going forward.



### DEVELOPER & E-LEARNING NOTES

- *Style: clean layout with plenty of whitespace.*
- *Visual suggestion: high-quality illustration or clean photo of a modern desk setup with a journal and laptop, in the warm portfolio palette.*

## Know Your Work: Finding Your Core Impact

Over time, almost every role accumulates a layer of routine tasks, endless meeting prep, and repeating admin work. It happens naturally as organizations grow, but that doesn't mean those tasks define your value.

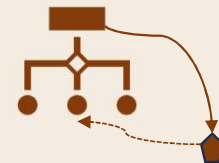
Your true value isn't in how fast you copy data or format a slide; it's in your judgment, your context, and the human decisions you make when the rules aren't black and white. Flip the cards below to reveal examples.



Prioritizing Audit & Review Cases



Assessing Revenue Recognition & Estimates



Handling Complex Variance Discrepancies

[View business analyst role tasks →](#)

Accounting team examples — flip reveals the “back” text below

### DEVELOPER & E-LEARNING NOTES

- *Style: clean layout with plenty of whitespace. This build uses only the Accounting team Rise flip cards. A Business Analyst card set can be added as an alternate version, or the examples can be branched so learners choose their own team.*
- *Card backs (on flip): Deciding which cases to audit based on risk level, vendor history, and fairness, not just a random list. • Evaluating ambiguous contract terms or bad debt reserves where rules require contextual interpretation. • Investigating why a budget discrepancy occurred by talking to department leads going beyond just reading the spreadsheet.*

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**Uncovering Root Causes Behind  
Conflicting Stakeholder Needs**



**Navigating Trade-Offs Under Constraints**



**Interpreting Ambiguous Data Trends**

[← Return to accounting role tasks](#)

*Accounting team examples — flip reveals the “back” text below*

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- *Card backs (on flip): Reading between the lines when two department leads request opposite feature updates, finding the true underlying business problem.. • Reading between the lines when two department leads request opposite feature updates, finding the true underlying business problem.. • Investigating why user adoption dropped by pairing analytics metrics with qualitative user feedback and operational context.*

## What Is "Human-in-the-Loop"?

Keeping human judgment front and center in how we do things is how we maintain both integrity and humanity in our work. Before we move on, let's define what we mean by Human-in-the-Loop. Select each of the cards to learn more.

### What Is "Human-in-the-Loop" HITL?



### Automation vs. Judgment



### What AI Can Never Replicate



#### DEVELOPER & E-LEARNING NOTES

*Interaction: clickable tabs let the learner digest the distinction between rule-following and human judgment in manageable chunks, without overwhelming text walls.*

# What Is "Human-in-the-Loop"?

Keeping human judgment front and center in how we do things is how we maintain both integrity and humanity in our work. Before we move on, let's define what we mean by Human-in-the-Loop.

## What Is "Human-in-the-Loop" HITL?

"Human-in-the-Loop" (HITL) means keeping human judgment at the center of automated processes. AI can process patterns and organize inputs at lightspeed, but it lacks real-world accountability, emotional intelligence, and institutional memory. You are the safeguard, the strategist, and the context translator.



## Automation vs. Judgment

**AI Can Handle:** standardized, repeating processes with clear rules and predictable outputs (e.g., summarizing transcripts, reformatting tables, drafting boilerplate emails).

**Requires Human Judgment:** "it depends" scenarios, high-stakes trust, or cross-functional relationships (e.g., team friction, project trade-offs, sensitive client delivery).



## What AI Can Never Replicate

Your "onlyness" is the unique combination of past experience, organizational history, situational awareness, and personal relationships you bring to work.

AI doesn't know why a process failed two years ago, it may not understand the human stories behind that failure, or whose objection needs addressing before a big meeting. That's your edge.



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## The 1-Sentence Role Test

Let's move past your daily to-do list and focus on outcomes. Imagine your role disappeared tomorrow. What breaks first? What specific value or guidance gets lost without you in the room?

TYPE YOUR 1-SENTENCE CORE PURPOSE BELOW:

*"My role exists to deliver [Outcome], which matters because without my judgment, [What Breaks]."*

Save to Worksheet

### DEVELOPER & E-LEARNING NOTES

- Custom Storyline embed: a 1-slide Storyline interaction featuring a text-entry field. 2<sup>nd</sup> option: instruct learner to write down this statement on a piece of paper for future use.
- Interactivity mechanics: when the learner types their 1-sentence statement and clicks "Save to Worksheet," Storyline stores this as a variable so it can auto-populate the learner's final printable PDF summary.

# Sorting Your Daily Workload

To figure out where AI can help you reclaim time, we need a clear inventory of what fills your week. Not all tasks are created equal. We can generally break daily work into three distinct buckets:

1

## Predictable & Repeating

Same process, same inputs, same outputs. A high candidate for AI delegation or automation.

2

## Context & Relationship Dependent

Requires situational instincts, reading between the lines, or cross-functional alignment.

3

## High Stakes / High Consequence

Slow-down moments where experience and accuracy matter far more than raw speed.

### DEVELOPER & E-LEARNING NOTES

*Rise Block Type: Text Block. This screen frames the three-bucket model that the next screen's drag-and-drop exercise will use.*

# The Interactive Task Sorter

Identify bucket that best fits its level of human judgment needed for the workplace tasks listed below.



*Review the definitions*

Predictable / Repeating

High-Stakes Judgement

Context / Relationship

Reformatting meeting notes into bullet points for an email update.

Predictable / Repeating

Deciding how to address a quiet objection from a key executive before a project launch.

High-Stakes Judgment

Translating technical team jargon into plain language for an anxious external client.

Context / Relationship

Pulling monthly report metrics from a CRM into a spreadsheet template.

Predictable / Repeating

## PERSONAL INPUT FEATURE

After completing the preset drag-and-drop, learners type 3 real tasks from their own workload and select which bucket they belong in—saved as variables for the final PDF export. Learner can select the gray button to view the definitions shared in the previous screen in a pop up.

## DEVELOPER & E-LEARNING NOTES

- *Interactivity mechanics: custom Storyline 360 drag-and-drop with 3 drop zones (Predictable & Repeating, Context & Relationship Dependent, High-Stakes Human Judgment).*
- *Peer-coaching feedback pop-up on each drop, e.g.: "Spot on. Reformatting text follows set rules—an ideal job to pass to AI. But reading the room with an executive? That takes your personal history and instincts."*

# The Interactive Task Sorter

Drag each realistic workplace task into the bucket that best fits its level of human judgment.



*Review the definitions*

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High-Stakes Judgement

Context / Relationship

Reformatting meeting notes into bullet points for an email update. <REPLACE WITH YOUR TASK>

Predictable / Repeating

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High-Stakes Judgement

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# Summing It All Up

You've taken a critical step in looking past the daily operational noise to focus on what actually drives value in your role. As you prepare for your team meeting, keep these core takeaways in mind:

- **You are the Human in the Loop:** AI handles patterns and repetitive drafting, but you provide accountability, context, and emotional intelligence.
- **Tasks ≠ Value:** Your role isn't defined by routine administration; it's defined by the decisions you make when rules aren't black and white.
- **Not All Work Is Equal:** By sorting work into **Predictable/Repeating**, **Context-Dependent**, and **High-Stakes**, you can pinpoint exactly where AI can save you time, and where your judgment belongs.
- **Your "Onliness" Is Irreplaceable:** AI lacks your team's history, your stakeholder relationships, and your institutional memory. That's your edge.

What to expect next



## DEVELOPER & E-LEARNING NOTES

*Interactivity mechanics: Pop up appears over the image to right with the following text: "Great work. You've completed the initial audit of your role. Click the button below to generate your personal **Stage 1 Reflection Sheet**. This sheet captures your 1-sentence role purpose, your sorted task inventory, and your preliminary thoughts on where AI can remove routine friction. Bring this summary to your upcoming team meeting session!"*

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Stage 1 Reflection Sheet

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