

Same Output, Different Human Role

Different ways of working with AI can produce similarly strong visible work while leaving the person in different cognitive positions.

A. Self-first

The person does the core reasoning first, then uses AI to extend, challenge, or refine it.

- 1

person icon

The person begins the reasoning
 - Frames the problem
 - Identifies the key considerations
 - Starts forming the argument or judgment



- 2

AI icon

AI contributes
 - Extends the analysis
 - Offers challenges or alternatives
 - Refines or strengthens the reasoning



- 3

person icon

The person integrates and revises
 - Evaluates the input
 - Modifies the reasoning
 - Arrives at the final work

B. AI-first

AI provides much of the initial framing and reasoning, and the person mainly evaluates, edits, or endorses it.

- 1

AI icon

AI begins the reasoning
 - Frames the problem
 - Organizes the key considerations
 - Provides much of the initial analysis or conclusion



- 2

person icon

The person responds
 - Reviews the output
 - Edits or adjusts it
 - Evaluates whether it seems persuasive



- 3

person icon

The person endorses or revises
 - Accepts, modifies, or finalizes the work
 - Arrives at the final work



What the final result shows



The final result may look equally strong in both cases

On the surface, the visible result may not reveal how the cognitive work was allocated



What the final result may hide



Even when the final result looks similar, the person behind it may not be in the same cognitive position

The difference lies in what the person can explain, apply, detect, and accurately identify as their own



Examples of what may differ after the task

Outcome	Self-first	AI-first
Ability to explain the reasoning	More likely to remain strong	More likely to be weaker or partial
Ability to apply it to a new problem	More likely to transfer	More likely to depend on renewed AI support
Ability to detect errors or weak assumptions	More likely to identify them	More likely to miss them
Ability to identify what came from self and what from AI	More likely to be accurate	More likely to be less accurate



The same visible performance can reflect different underlying human roles and different resulting human capabilities.