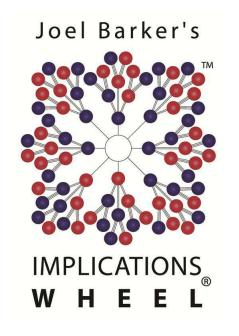


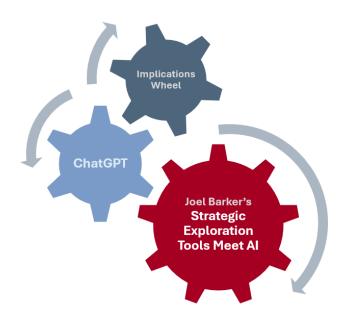
Organizational Culture Focus Segment Campfire (GPT) Discussion Barriers, Bridges, & Information Needs

What are the possible implications of the emerging trend and identified issue of an AI Skills Gap and Digital Divide?



The Implications Wheel® will give you a substantial advantage in finding, recognizing, and securing your future.

Joel Barker



Introduction

When ChatGPT exploded into the world, reaching over 100 million users in January 2024, it became a focus of multiple experiments for Joel Barker's Strategic Exploration Tools. Because Joel's concepts and tools, specifically paradigms, T.I.P.S. Tracking, and the Implications Wheel, are based on diversity of input and a "Wisdom of Crowds" approach, the challenge of testing ChatGPT's "Wisdom of the World" was evident.

The first experiments included a strategic exploration using ChatGPT on the same "center" as one conducted by I-Wheel-trained facilitators. Joel's comment, "*That's amazing!*" summarizes the results best. Further experiments tested all the Strategic Exploration Tools. More information on these experiments is detailed at the end of this report.

An Implications Wheel exploration typically contains 12 or more "first-orders" and "arcs," resulting in over 300 specific implications. Examples typically include five completed "arcs" with **Desirability** and **Likelihood** scoring. For these "12 - 2 - 60" Scouting Journeys, Chat GPTs, developed for the Strategic Exploration Tools, are prompted to:

- Create a "center" using structured questions from a T.I.P.S. Tracking "Interrogation."
- Generate 12 "first-order" implications (with some "experimental" alternatives).
- Based on the selection of one "positive" and one "negative" first-order implication, generate a complete "arc" containing five "second-order" implications and five "third-order" implications for each "second-order" (*An "arc" with 31 implications*).
- Suggest several possible "points-of-view" for scoring.

An additional "Interrogation" of this topic was created. 24 "first-orders" were generated, and five were selected for further exploration. In addition, the "Campfire" discussion and the "Bridges, Barriers, and Information Needs" GPTs are demonstrated.

The end of this report includes more information on the Chat GPTs, including references to the experiments. **Responses from the Chat GPTs included here are presented unedited** (Exceptions Noted).

I. Create a "Center"

Please interrogate the trends in the articles on the AI skills gap and the digital divide."



The issue of AI literacy and the emerging digital divide represents a significant sociotechnological challenge that is reshaping our understanding of digital equity. Drawing from the two documents you provided, we can interrogate this issue across three key dimensions: the nature of the AI divide, its impacts, and the strategies proposed to bridge this gap.

1. Nature of the Al Divide

The "AI divide" refers to the growing chasm between those who can access, understand, and effectively use AI technologies and those who cannot. Unlike earlier digital divides rooted in access to hardware or internet connectivity, this new divide centers around **cognitive access**—specifically, **AI literacy**, which encompasses understanding what AI is, how it works, and how to interact with it responsibly and effectively.

This divide mirrors past transitions like the personal computing revolution, where digital skills eventually became a baseline requirement in most jobs. Today, as AI becomes embedded in everyday tools and decision-making processes, foundational knowledge of AI is poised to become just as essential.

2. Impacts of the Divide

Marginalized communities are disproportionately affected. As Susan Gonzales outlines, groups such as women, people of color, disabled individuals, and LGBTQ+ persons often face compounded disadvantages in acquiring AI literacy. These groups not only have less access to educational resources but also contend with higher levels of fear and skepticism regarding AI—often stemming from real concerns about bias and exclusion within AI systems.

In the workplace, a lack of AI literacy can exacerbate inequalities. Employees who are unfamiliar with AI risk falling behind professionally, potentially widening wage gaps and limiting career mobility. The emotional toll is also nontrivial; for both new and senior employees, the pressure to "learn AI" can be overwhelming, particularly without supportive learning environments.

3. Strategies for Bridging the Gap

The call to action is robust and multifaceted:

- **Inclusive Education**: Tailor AI literacy programs to diverse audiences. This means providing materials in multiple languages and accommodating different learning needs, especially in communities historically left behind in tech revolutions.
- **Community-Driven Learning**: Trust is pivotal. Local nonprofits and educational institutions are better suited to deliver AI literacy in culturally sensitive ways. This approach is more effective than impersonal, tech-product-focused education.
- Institutional Mandates: Organizations are encouraged to make AI training mandatory and backed by executive sponsorship. This sends a clear message about its importance while fostering a culture of learning.
- Progressive Learning Models: Start with low-barrier, practical training that shows immediate utility—like using AI to summarize documents or streamline routine tasks. Over time, as familiarity grows, individuals can engage with more complex AI applications.

Future Outlook and Considerations

Looking forward, the failure to address AI literacy risks deepening societal inequalities, especially as AI technologies become more autonomous and influential. Conversely, widespread AI literacy could democratize access to information, empower civic participation, and enhance workforce productivity.

However, this progress hinges on:

- · Sustained investment in community education,
- Ethical design of AI systems to ensure inclusivity,
- Transparent policies that hold institutions accountable for equitable access to AI
 education.

Conclusion: Al literacy is not just a technical skill—it's a cornerstone of future citizenship. Bridging the Al divide requires a coordinated effort from governments, tech companies, educators, and communities alike. Only through inclusive and proactive strategies can we ensure that the benefits of Al are broadly shared and its risks equitably managed.

Prompt: Interrogate this based on the T.I.P.S. Tracking process.

ChatGPT:

Based on the **T.I.P.S.** Tracking process—**Trends, Innovations, Paradigm Shifts, and Signals**—we can interrogate the issue of AI literacy and the digital divide through structured, future-oriented questions. These are designed to provoke critical thinking, guide strategic foresight, and support the design of inclusive AI literacy frameworks.

T - Trends

- 1. What are the emerging trends in global AI literacy, and how are different regions or demographics adapting?
- 2. How is AI integration into everyday life (e.g., education, employment, healthcare) influencing the demand for AI literacy?
- 3. Are we seeing a trend towards AI literacy being recognized as a fundamental civic skill, akin to traditional literacy or digital literacy?

I - Innovations

- 1. What innovative educational models or technologies are emerging to teach Al literacy effectively across diverse populations?
- 2. How are startups and non-profits using AI to teach AI—e.g., through conversational agents, localized content, or gamification?
- 3. What role does Generative AI play in personalizing AI education, especially for marginalized communities?

P - Paradigm Shifts

- 1. To what extent does the focus on AI literacy represent a shift in how societies define "basic education" in the 21st century?
- 2. Is there a paradigm shift from centralized (government/school-led) education to decentralized, community-driven learning ecosystems in AI literacy?
- 3. How is the corporate sector's involvement in AI training redefining the employer-employee social contract?

S - Signals

- What weak signals indicate a growing recognition of the AI literacy gap as a social justice issue?
- 2. Are there early signs that mandatory AI training in workplaces is reducing the AI skills gap?
- 3. What policy experiments (local, national, or international) show promise in making AI education more equitable and accessible?

These questions serve as a diagnostic and forecasting framework, helping stakeholders identify where we are, where we might be headed, and what interventions might be needed to shape a more inclusive AI future.

Would you like to explore any of these categories in more detail or use them to guide a strategic workshop or planning session?

Prompt: Please explore responses to these questions.

ChatGPT:

Let's explore detailed responses to the T.I.P.S. Tracking questions on **AI literacy and the digital divide**, integrating insights from your documents and current global developments.

T-Trends

- **1. Emerging Global AI Literacy Trends:** Globally, there's a burgeoning recognition that **AI literacy is a civic necessity**. Countries like Singapore, Finland, and South Korea are integrating AI basics into public education. Meanwhile, global disparities persist: while tech-forward nations are embedding AI into curricula, many developing regions still lack internet infrastructure. **Corporate and nonprofit initiatives** are increasingly bridging these gaps with open-access AI tools and courses.
- 2. Influence of Al Integration on Literacy Demand: As Al infiltrates employment (automation), healthcare (diagnostics), and governance (decision-support systems), the ability to understand and use Al responsibly becomes crucial. This expands literacy

beyond coding to include **ethical awareness**, **data interpretation**, **and human-Al collaboration skills**.

3. Civic Skill Status of AI Literacy: We're witnessing a shift where **AI literacy parallels digital literacy** in the 1990s—once optional, now essential. Movements like UNESCO's call for digital competencies include AI literacy, reinforcing its role as a baseline civic competency.

I – Innovations

- **1. Educational Models and Technologies:** Innovative models include **AI-powered tutors** (e.g., Khanmigo), **gamified learning platforms**, and **scenario-based mobile apps** that teach AI concepts through local, real-world applications. **Low-tech adaptations**—like community-led workshops and radio-based learning—are also gaining traction in areas with limited internet access.
- 2. Teaching AI with AI: Nonprofits and ed-tech firms are deploying chatbots that simulate AI interactions for training purposes, offering hands-on experience without technical barriers. Generative AI is also being used to custom-tailor learning content to individual needs and language preferences.
- **3. Role of Generative AI in Personalization:** Generative AI can simplify complex content, provide **multilingual and multimodal educational resources**, and adjust learning paths dynamically. This lowers the barriers for learners with different backgrounds, particularly **marginalized or neurodivergent learners**.

P - Paradigm Shifts

- **1. Al Literacy as Basic Education Redefinition:** This is a foundational shift. Where literacy once meant reading and math, it now includes **data reasoning, algorithmic awareness, and Al ethics**. Education systems must adjust to reflect these new imperatives.
- 2. Shift to Community-Driven Learning: There is a clear movement from centralized, standardized curricula to hyperlocal, community-tailored learning ecosystems.

 Community organizations are emerging as key actors in democratizing AI literacy, often filling gaps left by formal institutions.
- **3. Corporate Sector Redefining Learning:** Companies are beginning to see AI upskilling as **core to business resilience**. Mandatory training, executive sponsorship, and performance

incentives are common. This reflects a broader shift: **learning is now part of every job role**, not a separate function.

S - Signals

- **1. Al Literacy as a Social Justice Issue:** Organizations like **AlandYou** highlight that Al literacy is not just technical but **deeply political**—a tool for empowerment and protection against exclusion or algorithmic harm. Grassroots initiatives emphasize equity, giving early signals of this shift.
- 2. Impact of Mandatory Workplace Training: Early evidence from firms piloting mandatory AI onboarding shows increased tool adoption and productivity. These programs are often structured to be low-threshold and supportive, avoiding punitive measures and instead focusing on gradual familiarization and confidence-building.
- 3. Promising Policy Experiments: Examples include:
 - Finland's "Elements of AI" course, offered free globally.
 - California's community-based Al listening sessions, informing inclusive policy development.
 - **UNESCO's digital literacy framework**, which now includes AI ethics and governance awareness.

II. Generate "First-Order" Implications

What are the possible implications of the emerging trend and identified issue of an Al Skills Gap and Digital Divide?

ChatGPT said:



Here are 12 first-order implications of the emerging trend and identified issue of the **Al Skills Gap and Digital Divide**, each framed as a direct, specific consequence. These implications reflect both positive and negative possibilities, across economic, social, organizational, and educational domains:

- 1. **One possibility is** corporations bypass traditional labor markets by building proprietary inhouse AI academies to cultivate bespoke talent pipelines.
- 2. **One possibility is** under-resourced regions suffer economic disenfranchisement as populations remain excluded from AI-driven industries.
- 3. **One possibility is** urban and high-income clusters centralize AI development, intensifying regional inequality in innovation ecosystems.
- 4. **One possibility is** national governments embed mandatory AI literacy curricula into public education systems to strengthen geopolitical competitiveness.
- 5. **One possibility is** public-private partnerships dominate AI workforce development by reskilling low-to-mid-income adult populations.
- 6. **One possibility is** digitally-excluded populations experience civic disenfranchisement when unable to access AI-mediated public services.
- 7. **One possibility is** organizations recalibrate recruitment criteria to prioritize adaptability and continuous learning over traditional technical credentials.
- 8. **One possibility is** organizational cultures fracture under the symbolic frame, as workers excluded from AI training perceive inequity in career progression.
- 9. **One possibility is** global AI talent migration drains local ecosystems of their most AI-literate professionals, deepening skill asymmetries.

- 10. **One possibility is** AI-enhanced tools designed for low-skill users expand digital inclusion among non-traditional workforce segments.
- 11. **One possibility is** AI applications in education remain inaccessible to digitally divided communities, perpetuating instructional inequities.
- 12. **One possibility is** small and medium-sized enterprises (SMEs) outsource AI capabilities under competitive pressure, limiting internal capacity development.

Would you like to generate further implications using specific **Points of View** such as those of **Individuals, Government, Customers, or Competitors**, or by applying a specific frame like **Structural, Human Resource, Political, or Symbolic**?

Prompt:

Please generate a set from a workforce (HR) frame.

ChatGPT:

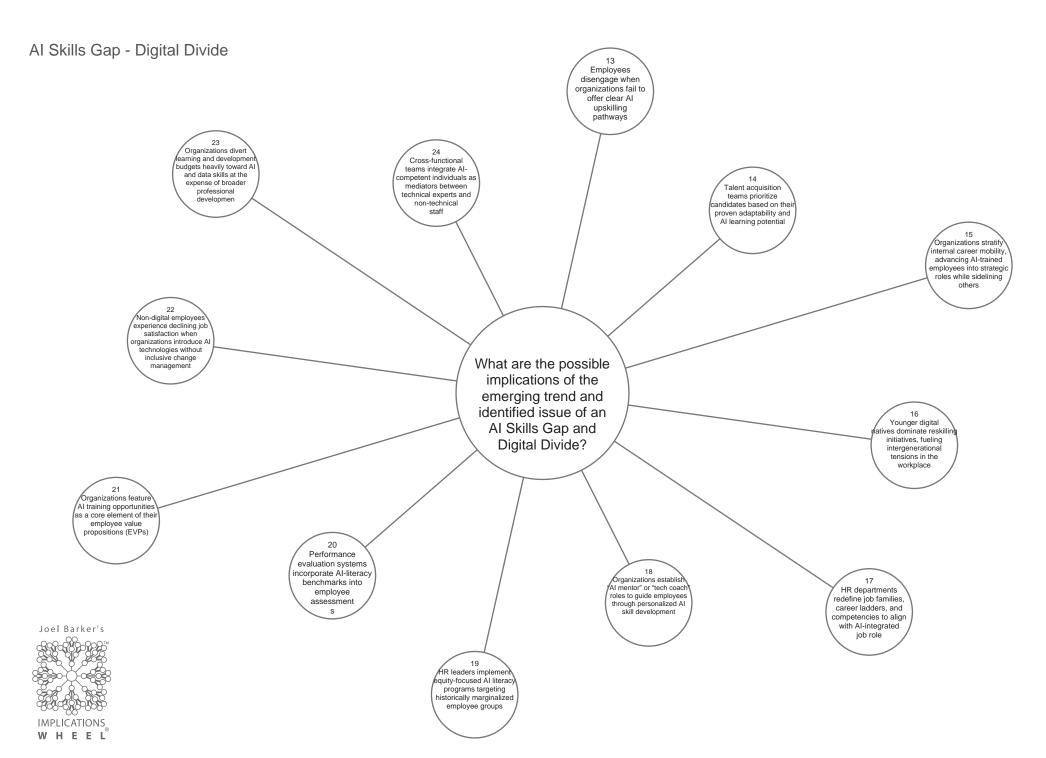
Here is a set of **first-order implications** of the AI Skills Gap and Digital Divide viewed through the **Human Resource (HR) Frame**. This frame emphasizes individual skills, relationships, organizational alignment, and the integration of personal growth with institutional objectives:

- 1. **One possibility is** employees disengage when organizations fail to offer clear AI upskilling pathways.
- 2. **One possibility is** talent acquisition teams prioritize candidates based on their proven adaptability and AI learning potential.
- 3. **One possibility is** organizations stratify internal career mobility, advancing AI-trained employees into strategic roles while sidelining others.
- 4. **One possibility is** younger digital natives dominate reskilling initiatives, fueling intergenerational tensions in the workplace.
- 5. **One possibility is** HR departments redefine job families, career ladders, and competencies to align with AI-integrated job roles.
- 6. **One possibility is** organizations establish "AI mentor" or "tech coach" roles to guide employees through personalized AI skill development.

- 7. **One possibility is** HR leaders implement equity-focused AI literacy programs targeting historically marginalized employee groups.
- 8. **One possibility is** performance evaluation systems incorporate AI-literacy benchmarks into employee assessments.
- 9. **One possibility is** organizations feature AI training opportunities as a core element of their employee value propositions (EVPs).
- 10. **One possibility is** non-digital employees experience declining job satisfaction when organizations introduce AI technologies without inclusive change management.
- 11. **One possibility is** organizations divert learning and development budgets heavily toward AI and data skills at the expense of broader professional development.
- 12. **One possibility is** cross-functional teams integrate AI-competent individuals as mediators between technical experts and non-technical staff.

Al Skills Gap - Digital Divide

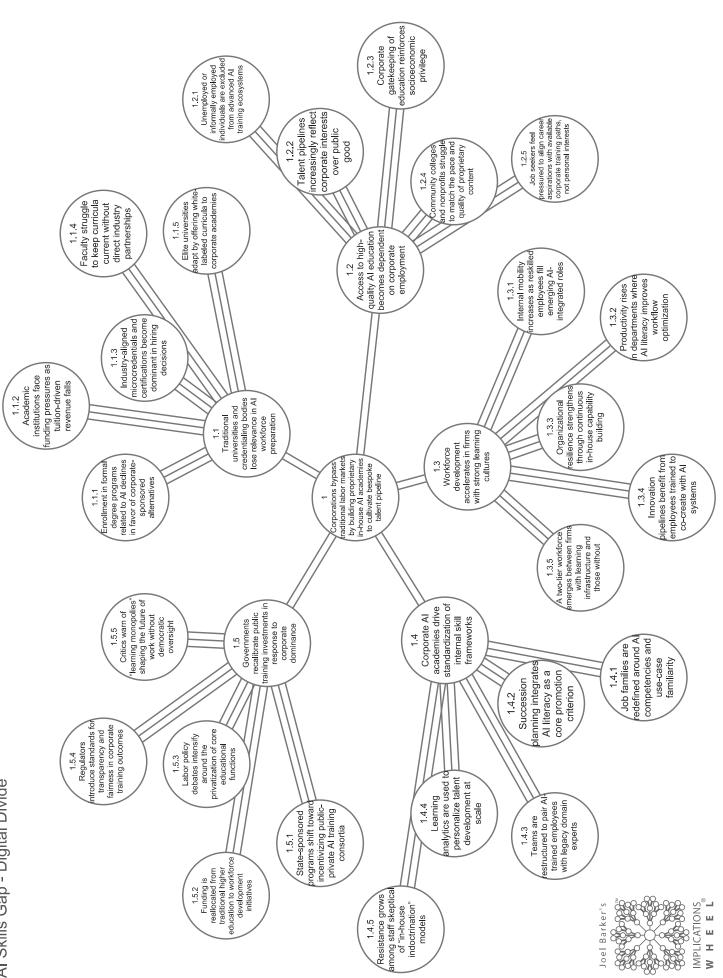


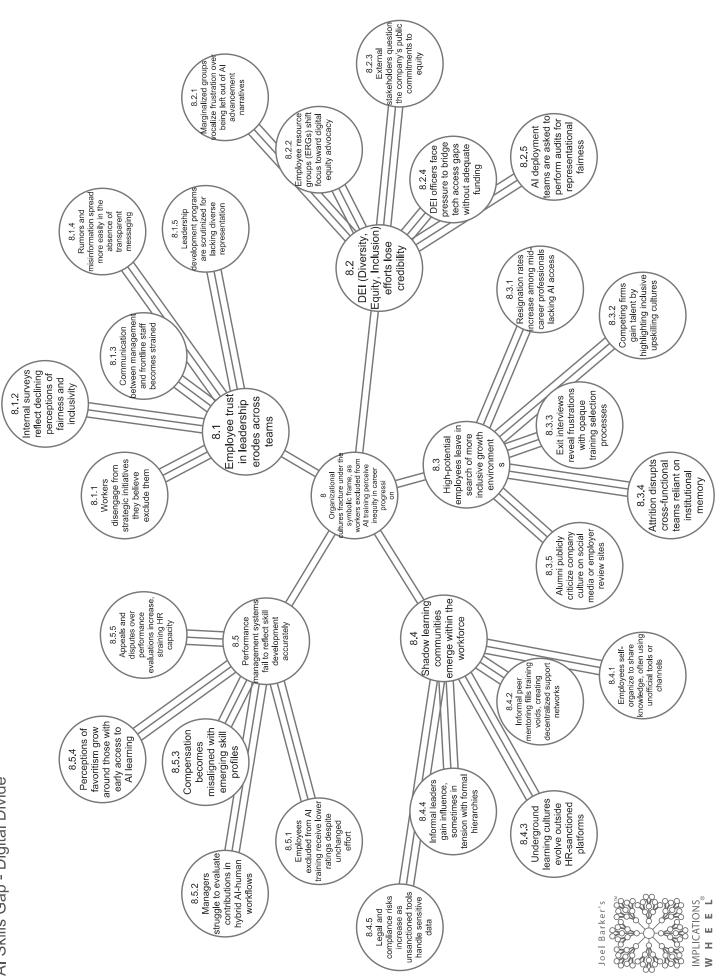


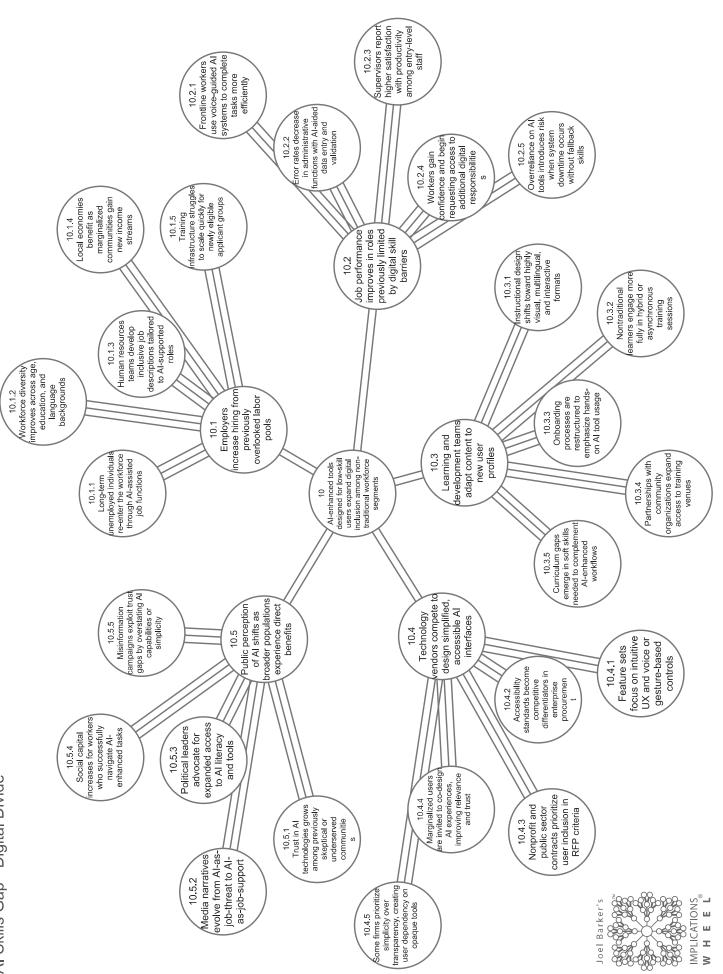
III. Generate "Second- and Third-order" Implications

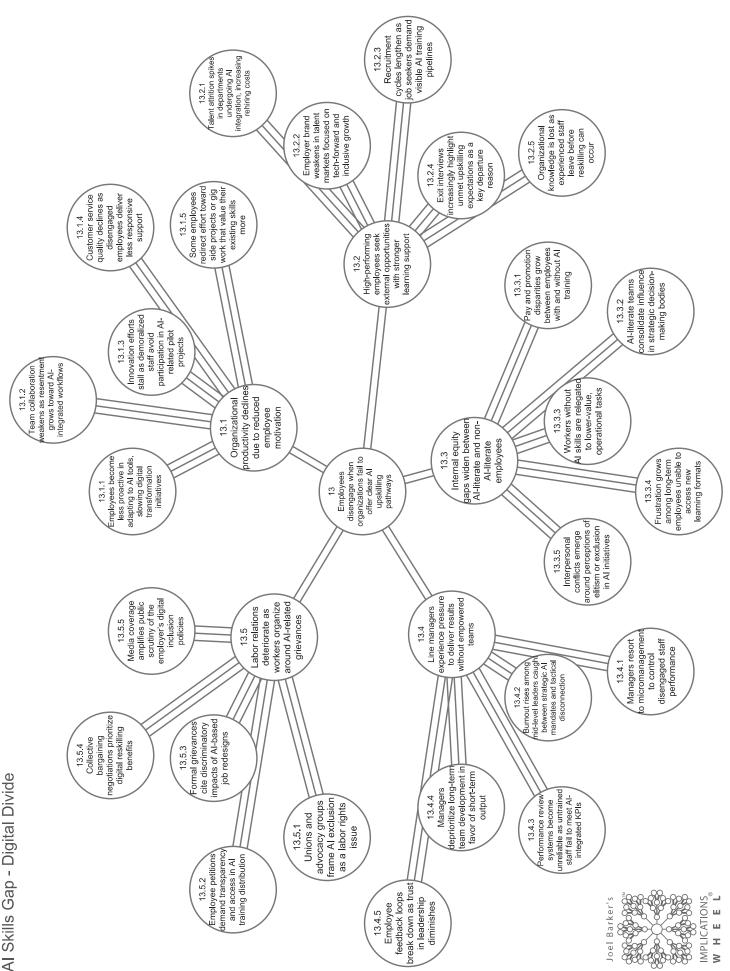
Note: One "positive" and one "negative" first-order was selected from the original ChatGPT first-orders AND then from the second set generated from the "HR" point-of-view. An additional first-order was selected from the original set.)

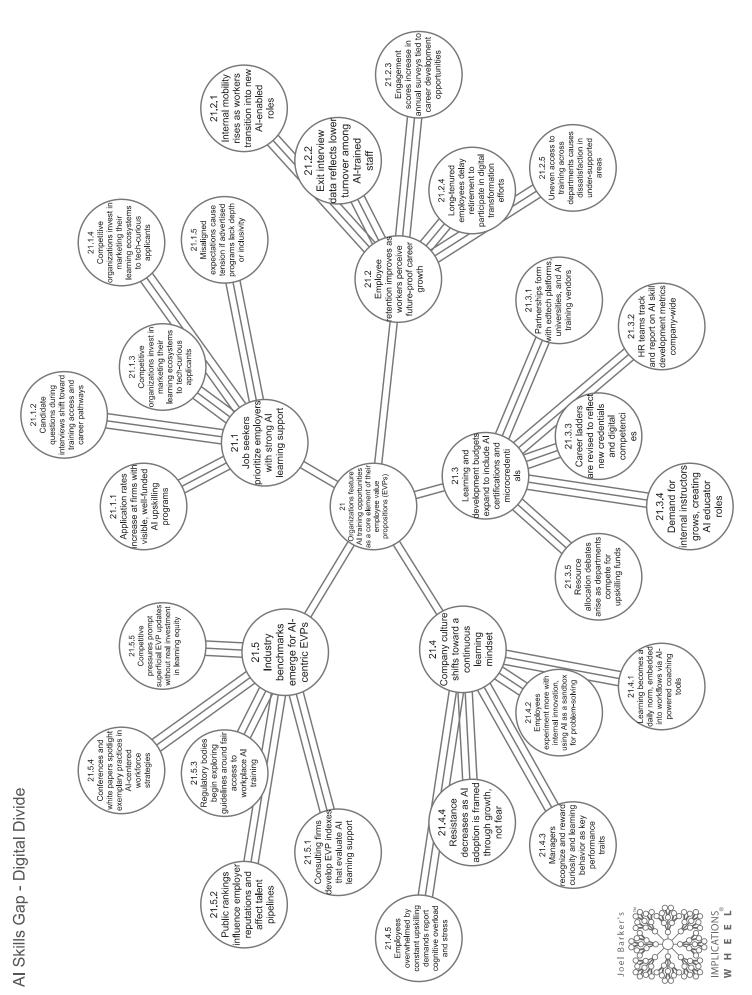
The "arcs" presented here are generated by the **Implications Wheel "Arc" Explorer** GPT. They were then entered into the Implications Wheel software to generate the "arc" graphic presentation. Minor editing for these implications was done to increase clarity and compliance with Implications Wheel rules for specificity.











IV. Identify Scoring Possibilities

The Implications Wheel features scoring for desirability and likelihood from a specified "point of view." What are some possible "points of view" for scoring this exploration?

ChatGPT:



The **point of view (POV)** determines how implications are interpreted—what's desirable or risky, what's likely or unlikely—based on the priorities and constraints of a particular stakeholder. For your exploration of the **AI Skills Gap and Digital Divide**, here are some useful POVs to consider:

Organizational/Institutional POVs

- Corporate Executive (e.g., CEO, CIO) Focused on innovation, competitiveness, productivity, and brand risk.
- HR Leader / Chief People Officer Concerned with workforce capability, morale, DEI, and retention.
- **L&D** (Learning & Development) Director Evaluates implications based on training efficacy, engagement, and scale.
- **SME Owner / Operator** Values cost-efficiency, talent retention, and minimizing disruption during upskilling.

Government/Public Sector POVs

- Policy Maker / Regulator Concerned with workforce equity, public education, access, and national competitiveness.
- **Public School Administrator or Higher Ed Leader** Focused on institutional relevance, curriculum design, and reach.
- Municipal Leader (Mayor, City Council) Evaluates impacts on local employment, community access, and economic inclusion.

Civil Society / Social Equity POVs

- **Nonprofit or Community Organizer** Focuses on digital justice, marginalized populations, and trust in technology.
- **Union Leader / Labor Advocate** Concerned with fairness in training access, job security, and employee voice.
- **Disabled Rights or Aging Advocate** Prioritizes accessibility, interface design, and inclusion in upskilling programs.

Individual POVs

- **Low-Skill Job Seeker** Evaluates based on access to opportunity, skill requirements, and support structures.
- **Mid-Career Professional** Looks for signals of career risk, training investment, and age-related bias.
- **AI-Literate Early-Career Professional** Prioritizes growth opportunities, influence, and alignment with values.

V. Scoring Exercise

In 12 – 2 – 60 Scouting Journey reports, an opportunity to interact with the exploration will be included.



This is an exercise frequently conducted with audiences during an introduction to the Implications Wheel. It also introduces participants to evaluating the implications of an exploration.

- 1. Review the five "arcs" included earlier in this report.
- 2. Select a scoring "point-of-view" from the list of suggestions generated by ChatGPT or...
- 3. Point-of-View:
- 4. Identify, based on the "point-of-view" and your assessment, the three most important **negative** implications and the three most important **positive** implications.

VI. Organizational Culture Focus

In preparation for the 12-2-60 reports, the first-orders are evaluated, and then two, sometimes more, are selected for full exploration using the "Arc Explorer" GPT. For this exploration, two sets of first orders were created, then positive and negative implications were selected from each set. But one first-order implication stood out, and we examined it for additional exploration:

Organizational cultures fracture under the symbolic frame, as workers excluded from AI training perceive inequity in career progression.

After generating a complete "arc" and scoring the arc from the two points of view selected, 1) HR and 2) Mid-Career Professional, it was clear this exploration segment deserved special attention. There are three reasons:

- I. Organizational Culture has been a major focus of my consulting effort, having conducted culture assessments of several major organizations.
- II. Several years ago, a comprehensive evaluation was conducted on an organizational culture model and the Implications Wheel. The experiment demonstrated that the results of an Implications Wheel could be "scored" based on the organizational culture factors.
- III. The Scoring GPT scored the first-order at **-50 (Catastrophe).** It is the first time, in scoring 100s of implications with the GPT, that a -50 was assessed.

The main focus of this special segment is on the scoring. Let's begin with "the end in mind." ChatGPT provided a detailed evaluation and additional summaries of the scoring for this arc. An arc graphic showing the comparison scores is included.

Prompt: Please provide the rationale for scoring the first-order implications as a -50 from both points of view.

ChatGPT: Here's the rationale for scoring the first-order implication a –50 (Catastrophe) from both the Human Resources (HR) and Mid-Career Professional (MCP) perspectives:

▼ First-Order Implication #8:

"Organizational cultures fracture under the symbolic frame, as workers excluded from AI training perceive inequity in career progression."

Scoring Justification: -50 = Catastrophe

From the HR Perspective

This implication represents a **complete breakdown in the social fabric of the organization**, with ripple effects across every major HR concern:

- **Equity and Inclusion**: Al training becomes a symbol of favoritism or bias, undermining carefully built DEI frameworks.
- **Engagement and Retention**: Perceived inequity in growth opportunities drives disengagement, mistrust, and attrition among top talent.
- **Leadership Credibility**: If certain employees are excluded from strategic upskilling, it erodes trust in the fairness and competence of leadership.
- **Organizational Cohesion**: "Fracturing" culture implies factionalism, siloed thinking, and internal resistance.
- **Brand Risk**: Culture failure damages employer brand, making it harder to attract and retain talent.
- **Systemic Impact**: It's not just one department—this hits performance management, workforce planning, succession, and morale across the board.

In short, this is the **HR equivalent of cultural collapse**, qualifying as a **-50 Catastrophe**.

From the Mid-Career Professional (MCP) Perspective

This implication strikes at the **core of career viability and trust** for someone midjourney in their professional arc:

- Career Stagnation: Being excluded from AI training suggests you're being left behind just as transformative tech reshapes the job market.
- Loss of Mobility: Without access to cutting-edge skills, promotions, lateral
 moves, and even job security become jeopardized.
- **Betrayal of Expectations**: MCPs often rely on internal development pathways. Being passed over signals that the system no longer values or invests in them.
- **Burnout and Disengagement**: Watching less experienced or "selected" peers leap ahead causes resentment, burnout, and checked-out behavior.
- Psychological Toll: This isn't just about skills—it's about fairness, belonging, and self-worth.

For a mid-career employee, this represents a **catastrophic rupture in both opportunity and identity**, justifying a **-50 Catastrophe**.

Summary: Why -50 for Both?

In both perspectives, this implication **undermines the foundational contract**—between employee and employer, between fairness and opportunity—and signals a system failure with **deep**, **lasting consequences**.

Summary Highlights: Human Resources (HR) Perspective

Most Negative (Desirability –50 to –4)

These are strategic and systemic threats to organizational health:

- **-50**: Cultural fracture due to perceived AI training inequity catastrophic for morale, trust, and inclusion.
- -5:

- Erosion of trust in leadership.
- DEI efforts lose credibility.
- Failure of performance systems to reflect skill growth.

• -4 to -3:

- Disengagement from strategic initiatives.
- Resignation of high-potential talent.
- Growing perceptions of favoritism.
- o Increasing evaluation disputes.
- o Talent poaching by more inclusive competitors.

▲ Moderate Concerns (Desirability –2 to –1)

- Spread of rumors due to lack of communication transparency.
- Leadership programs and Al teams under equity scrutiny.

Positive or Manageable (Desirability 0 to +5)

- +2: Self-organized peer learning is viewed as slightly beneficial.
- +1: Informal mentoring helps, but remains unofficial.
- **0**: Neutral view on underground learning efforts.

Risk vs. Reward

• Shadow learning communities (–1 overall) present cultural tension and compliance issues, but offer resilience if properly supported.

Summary Highlights: Mid-Career Professional (MCP) Perspective

▲ Most Negative (Desirability –50 to –4)

These reflect deep career damage, unfairness, and disempowerment:

- **-50**: Cultural fracture due to perceived AI training inequity catastrophic loss of advancement and relevance.
- -5:

- Receiving lower performance ratings due to exclusion.
- Systemic failure of performance evaluations and DEI credibility.

• -4 to -3:

- Watching peers disengage or succeed unfairly.
- Seeing leadership lose employee trust.
- Misaligned compensation and favoritism.
- Perception of abandonment by DEI and HR systems.

▲ Moderate Concerns (Desirability –2 to –1)

- Compliance risks in informal learning.
- · Attrition's impact on team functionality.
- Limited career mobility within formal structures.

Most Positive (Desirability +5 to +2)

These reflect agency, initiative, and the chance to reinvent one's path:

+5:

- Leaving for more inclusive organizations.
- o Peer-led knowledge sharing to fill training gaps.

+4:

- o Informal learning communities.
- Being recruited by inclusive competitors.

+3 to +2:

- Seeing ERGs shift toward digital equity advocacy.
- o Informal leadership influence when aligned with professional goals.

Solution Empowerment Takeaway

While the breakdown of trust and fairness is disastrous, MCPs can find **pathways to resilience and progress** through alternative communities, personal agency, and market mobility.

VII. Campfire Inquiry

★ What point-of-view would you like to use for this analysis?

Prompt: Mid-Career Professional

ChatGPT:

You're stepping into the shoes of a **Mid-Career Professional**. This perspective brings a blend of experience, career stability, and a forward-looking mindset concerned with advancement, relevance, and work-life balance.

Please upload or paste your Implications Wheel results.

Thanks for uploading your Implications Wheel results titled "AI Skills 5 Arcs."

Now, from your **Mid-Career Professional** perspective, here's the menu of structured questions you can explore:

Campfire Inquiry Menu

- 1. What are the most important positive implications?
- 2. What are the most important negative implications?
- 3. Which implications are duplicated?
- 4. Which positive implications are mentioned three times or more?
- 5. Which negative implications are mentioned three times or more?
- 6. From the negative implications, which are the most likely to occur?

Note: The Campfire GPT was prompted to examine #'s 1, 2, 3, and 6.

What are the most important positive implications?

Based on the "AI Skills 5 Arcs" Implications Wheel, key positive implications particularly relevant to a mid-career professional include:

1. Expanded Career Mobility

- **Implication:** Acquiring AI skills can significantly enhance your ability to shift roles or industries.
- Why it matters: As a mid-career professional, adaptability is critical to staying relevant and pursuing higher-value opportunities without starting over.

2. Increased Earning Potential

- **Implication:** High demand for AI-literate professionals is raising compensation in many sectors.
- Why it matters: You may be reaching peak earning years; leveraging AI fluency could compound income or open doors to consulting or leadership roles.

3. Future-Proofing Your Role

- **Implication:** Understanding AI helps ensure your position isn't automated away or marginalized.
- Why it matters: You've invested years into your expertise—Al literacy lets you guide tech adoption rather than be displaced by it.

4. Leadership in Change Management

- Implication: Your experience positions you to lead AI integration efforts in your organization.
- Why it matters: This raises your strategic value and makes you a candidate for executive roles or cross-functional leadership.

5. Enhanced Problem-Solving Abilities

- Implication: Al tools can augment your decision-making with data-driven insights.
- Why it matters: Rather than learning everything from scratch, you use AI to amplify the skills you've already mastered.

What are the most important negative implications?

(from the viewpoint of a Mid-Career Professional)

Drawing from the "AI Skills 5 Arcs" Implications Wheel, the most significant negative implications include:

1. Skill Obsolescence and Pressure to Reskill

- Implication: Rapid AI advancement could make existing expertise outdated.
- Why it matters: Mid-career professionals may face steep learning curves, and the need to "start over" in key technical areas can be demoralizing or impractical given current life responsibilities.

2. Job Displacement or Redefinition

- Implication: Roles may disappear or shift radically as AI automates routine tasks.
- Why it matters: You might find your role narrowed to supervision or coordination, potentially reducing job satisfaction or influence.

3. Increased Workload During Transition

- **Implication:** All adoption can initially create *more* work—learning new systems while maintaining old responsibilities.
- Why it matters: Balancing learning with ongoing duties may stretch your bandwidth, especially with family, financial, or leadership commitments.

4. Unclear Career Pathways

- **Implication:** All is evolving faster than organizational career ladders or job descriptions.
- Why it matters: Without clear guidance, making smart career bets feels riskier and more stressful, especially for those seeking stability.

5. Bias and Ethics Risks in Al Tools

- Implication: You may be held accountable for outcomes from biased or flawed Al decisions.
- Why it matters: As someone in a position of responsibility, these risks can impact your professional reputation and require extra vigilance.

Which implications are duplicated?

Duplicated implications are ideas that appear multiple times across different arcs or branches of the Implications Wheel. These often signal *core concerns or benefits* that are resonating across contexts.

"Need for Continuous Learning"

- Found across multiple arcs: "Career Transition," "Leadership," and "Workplace Skills."
- Duplicated in different forms: as a personal challenge, an organizational expectation, and a strategic advantage.
- Why it matters: Indicates a strong consensus that upskilling isn't optional—it's a recurring theme at both the individual and system levels.

"Al Enables Productivity but Adds Complexity"

- Repeated in both "Tools" and "Workforce Impacts" arcs.
- Sometimes framed positively (e.g., time-saving tools), sometimes negatively (e.g., overload or tool fatigue).
- Why it matters: Signals that while AI brings speed, it also introduces friction, especially in transitional periods.

"Risk of Displacement"

- Mentioned under job automation, role redefinition, and industry shifts.
- Appears both as a direct threat and as a driver for proactive career planning.
- Why it matters: Suggests displacement anxiety is a consistent undercurrent—even when the future looks promising.

"Al Literacy as a Leadership Requirement"

- Duplicated across "Leadership," "Organizational Culture," and "Education" arcs.
- Viewed as a future credential and as a practical necessity.
- Why it matters: Implies that mid-career professionals who want to lead must see AI as a core competency—not a niche skill.

⚠ From the negative implications, which are the most likely to occur?

(with a Mid-Career Professional lens)

Looking at the negative themes from the "AI Skills 5 Arcs" Implications Wheel, these are the implications most likely to materialize in the near to mid-term:

1. Pressure to Reskill Quickly

- Likelihood: High
- Why: The pace of AI development and corporate adoption is accelerating.
 Organizations expect professionals to keep up, often with minimal support or clarity.
- **Impact on You:** You'll likely need to self-direct your learning while juggling existing responsibilities, with deadlines driven by tech cycles rather than personal readiness.

2. Increased Workload During Transition

- **Likelihood:** High
- Why: Al adoption doesn't instantly reduce workload. Initially, it adds complexity, new tools, and procedural changes.
- **Impact on You:** You may face overlapping "old vs. new" systems, stretching your capacity and increasing stress—especially if you're also mentoring others.

3. Unclear Career Pathways

- **Likelihood:** High
- **Why:** All is outpacing HR structures and job frameworks. New roles are emerging before formal recognition or compensation models are defined.
- Impact on You: Navigating your next move could feel ambiguous, and you might hesitate to commit without clear reward signals.

1 4. Al Bias and Accountability Risks

- Likelihood: Moderate to High
- **Why:** As AI gets embedded in decision-making, the risk of being blamed for flawed outputs grows—especially if you're seen as a leader or expert.

• **Impact on You:** You may need to advocate for ethical safeguards and explain AI outcomes to non-technical peers or superiors.

1 5. Job Displacement (Indirect)

- **Likelihood:** Moderate
- Why: Full role eliminations are less common than redefinitions, but the risk of being sidelined is real if you don't engage with AI developments.
- **Impact on You:** Even if your title remains, the substance of your work—and your influence—could shrink if you're not seen as adaptable.

VIII. Barriers, Bridges, and Information Needs

Note: For this example, the prompts and some GPT responses, e.g., introductory comments, have been deleted. Responses included here are unedited.

Barriers, Bridges, and Information Needs, a GPT designed to help you explore complex decisions using an **Implications Wheel** strategy.

- Identifying **Barriers** (challenges or obstacles) tied to a potential implication.
- Building Bridges (solutions or supports) that could help overcome those barriers or enhance positive outcomes.
- Exploring **Information Needs** (key unknowns or data requirements) to improve your understanding of a situation.

We'll work together by selecting an implication, and then you can decide whether to explore a **Barrier**, a **Bridge**, or an **Information Need** tied to that implication.

What is the center of the exploration?

Thank you for providing the background documents. Based on them, here's a quick summary:

Center of Exploration: You appear to be focusing on the AI Skills Gap—the
disparity between rising demand for AI skills and the lack of trained individuals—
and its organizational impacts, especially related to culture, equity, and
retention.

Here is your options menu:

- 1. **Construct a Barrier** What makes this implication harder to address or more likely to happen?
- 2. **Build a Bridge** What could prevent or reduce this issue, or help amplify a positive outcome?
- 3. **Explore an Information Need** What data or knowledge do we need to better understand or act on this?

ChatGPT: First-Order Implication #8:

Organizational cultures fracture under the symbolic frame, as workers excluded from AI training perceive inequity in career progression.

This is a foundational implication—many second- and third-order consequences stem from it. Now, please choose what you'd like to do next:

Menu:

- Construct a Barrier What challenges make this cultural fracture more likely or harder to fix?
- 2. Build a Bridge What interventions might prevent or reduce the cultural fracture?
- 3. **Explore an Information Need** What knowledge would help the organization better understand or respond to this fracture?

You're choosing to **construct a Barrier** for:

Implication 8: Organizational cultures fracture under the symbolic frame, as workers excluded from AI training perceive inequity in career progression.

Barrier to Implication 8:

Executive Overconfidence in Existing Inclusion Metrics

Many leaders rely on high-level, aggregate DEI metrics or previous cultural survey scores to assess equity and inclusion. This creates a blind spot when AI initiatives—seen as "technical" or "innovation-driven"—operate outside traditional inclusion lenses. If executives believe the organization is already inclusive, they may not perceive the need to audit who is actually gaining access to AI training and advancement opportunities.

Contributing Factors:

- Legacy success in DEI creates complacency.
- Al access metrics are rarely disaggregated by role, department, or demographic.
- Leadership may not see digital equity as part of their cultural responsibility.

Consequence:

This barrier increases the likelihood that symbolic fractures will go unrecognized until they manifest in disengagement, attrition, or reputational harm.

You're choosing to **build a Bridge** for:

Implication 8: Organizational cultures fracture under the symbolic frame, as workers excluded from AI training perceive inequity in career progression.

Bridge to Implication 8:

Equity-Centered AI Upskilling Strategy

Implement a cross-functional AI learning initiative that is explicitly designed to prioritize equitable access. This includes identifying underrepresented employee groups, auditing current training participation, and creating accessible, modular learning paths across job levels—not just technical roles.

Key Elements:

- Use **DEI analytics** to target training gaps.
- Offer Al literacy tiers (from awareness to advanced application).
- Co-design content with employee resource groups (ERGs) to ensure cultural relevance.
- Incentivize participation with **career-linked rewards** (e.g., project assignments, mentoring, promotion consideration).

Outcome:

This bridge proactively prevents cultural fracturing by making AI advancement visibly inclusive, helping employees feel seen, supported, and valued in a future-forward workforce.

You're choosing to **explore an Information Need** for:

Implication 8: Organizational cultures fracture under the symbolic frame, as workers excluded from AI training perceive inequity in career progression.



Information Need for Implication 8:

Who is actually gaining access to AI training—and who is not?

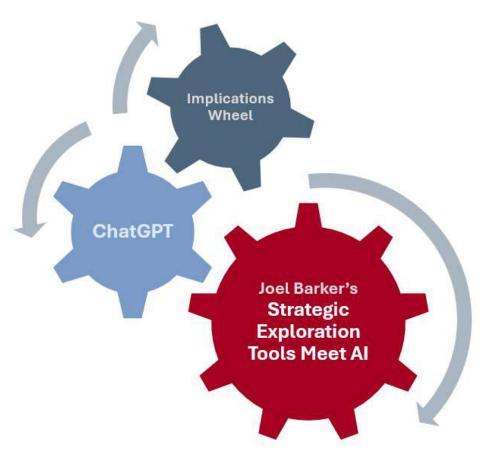
Most organizations lack disaggregated data showing which employees are participating in Al-related learning opportunities. Without this insight, leadership may be unaware of emerging inequities in access, which are often masked by high-level enrollment statistics.

Specific Data Needed:

- Al training participation rates by role, location, tenure, and demographic identity.
- Correlation between training access and performance reviews, promotions, or compensation changes.
- Qualitative feedback from employees about perceived fairness and visibility of Al opportunities.

Why It Matters:

This data helps validate or challenge assumptions about inclusion, provides early warning signals of cultural risk, and informs targeted interventions that prevent symbolic fractures from deepening.

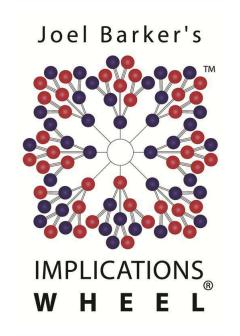


Coming Next

A 12 - 2 - 60 Scouting Journey Report #25-06



What are the possible implications of the current trends in veteran suicide?



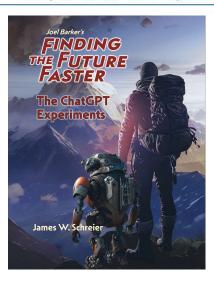
The Implications Wheel® will give you a substantial advantage in finding, recognizing, and securing your future.

Joel Barker



"Amazing!" (Joel Barker)

An Implications Wheel™ - ChatGPT Experiment





This report compares an exploration developed by I-Wheel facilitators to the same topic explored by ChatGPT.

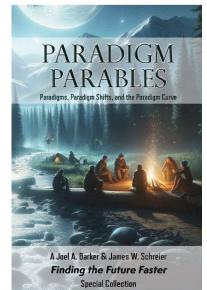
Key observations include the identification of identical and similar implications plus the need to actively "facilitate" the work of ChatGPT.

This special publication contains multiple examples of paradigms, paradigm shifts, and applications of the paradigm curve.



This special publication contains experiments and examples of how ChatGPT works with Joel's Strategic Exploration tools.

SCAN TO REQUEST MORE INFORMATION!



There are six Chat "GPTs" developed and trained based on Joel Barker's Strategic Exploration Tools.

Strategic Exploration

GPT Guides





Future Insight

A strategic exploration GPT for interrogating trends, innovations, and paradigm shifts. It uses a formal set of questions based on the **T.I.P.S Tracking** Interrogation process.



Implications Explorer

Expert-level GPT for direct, specific, first-order implications.



Implications Wheel "Arc" Explorer

Generates a 5 x 5 Implications Wheel Arc.



Implications Scorer

Scores implications for an "Arc" of an Implications Wheel. A specific point-of-view is specified to begin the scoring.



Campfire Inquiry

A structured inquiry of Implications Wheel results, based on "When the Scouts Return."



Barriers, Bridges, Information Needs

Generates possible decision strategies for specific I-Wheel Implications