

The AI Task Enablement Scale

Human (Fully Manual)

Entirely human-driven with no AI tools involved



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

Human-Driven with AI Support

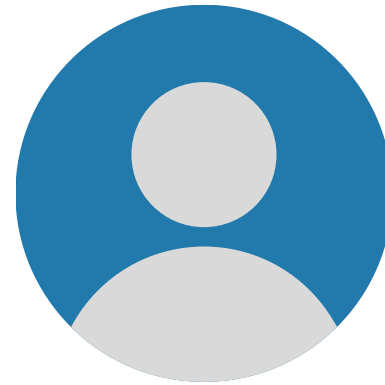
Human leads with AI supporting specific sub tasks



An L&D manager 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.

Human-Guided AI Assistance

Human guides AI, refining and adapting AI outputs



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.

Joint Human-AI Collaboration

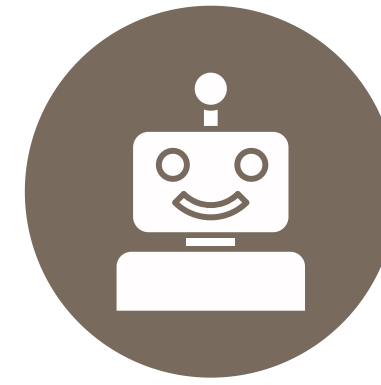
Human and AI collaborate actively, sharing tasks



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.

AI-Assisted Human Oversight

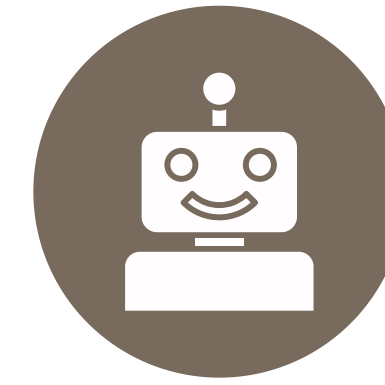
AI performs most tasks; human ensures quality



An AI system generates practice questions for a compliance training course. An L&D specialist reviews the questions for accuracy, relevance, and clarity, and ensures they align with legal requirements.

AI-Driven with Human Monitoring

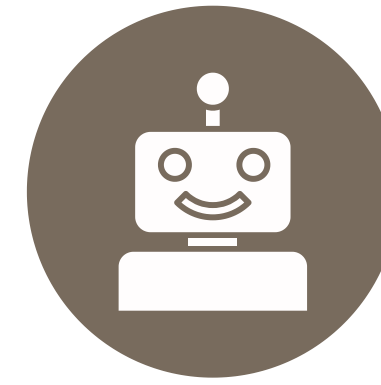
AI operates autonomously with human monitoring



An AI-powered learning platform delivers adaptive learning experiences, adjusting the difficulty and content based on each learner's performance. L&D administrators monitor overall platform usage, identify any technical issues or content gaps, and address learner feedback.

AI Agent (Fully Autonomous)

Full AI autonomy without human involvement



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.