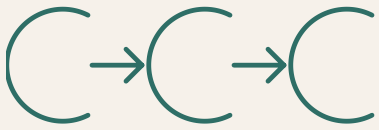
A REFLECTION FOR THE AGE OF AI



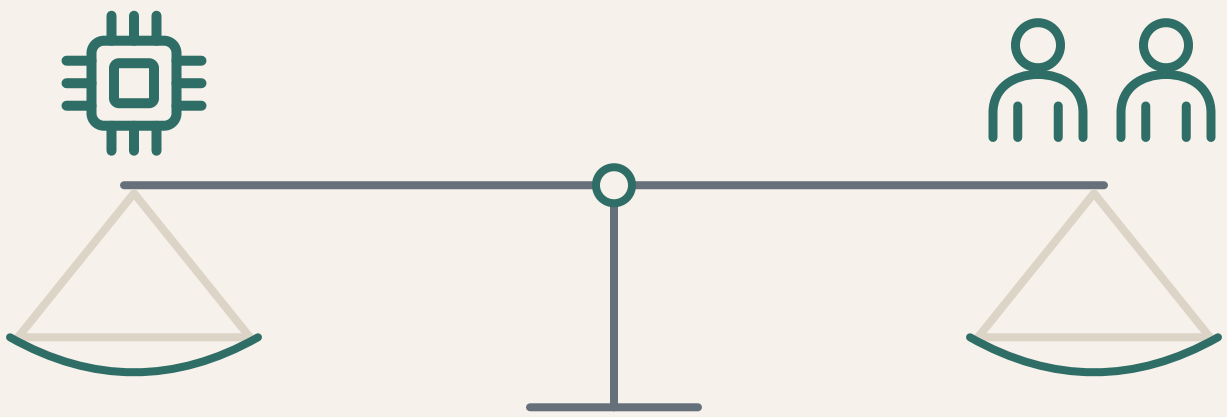
The 3Cs

What will really matter as AI takes on more of the technical work?

Three human capabilities to build in ourselves, our children and our organisations. And how they connect.

THE SHIFT

AI is taking on more of the technical work.



So the question I keep coming back to is not which tool to learn next.

It is what we should be developing in ourselves, in our children, in our organisations.

Three capabilities. One connected way of thinking.

1 

Contextual Intelligence

Understand the world as it really is



2 

Creativity

Imagine what could be



3 

Critical Thinking

Determine what should be done

Then **act, learn, refine** and begin the cycle again.

1

Contextual Intelligence

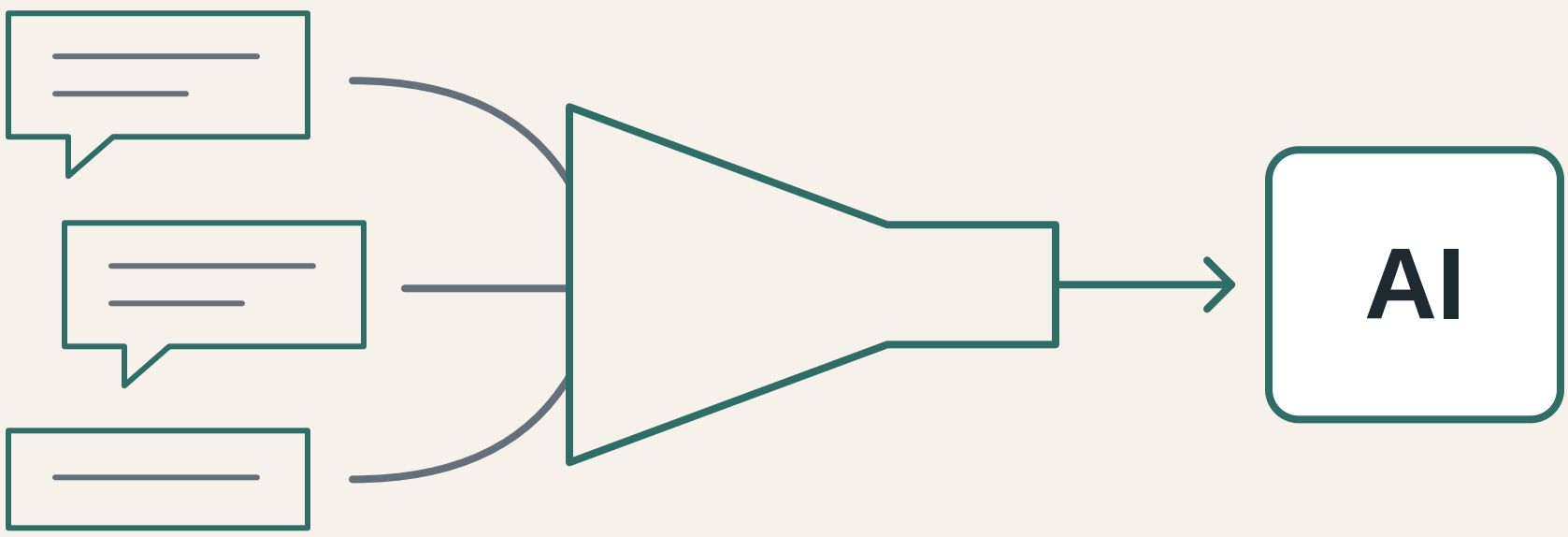
Understand the world as it really is



- **Listen deeply:** hear what is said and what remains unsaid.
- **Create safe spaces** for honest conversations about what is really happening.
- **Seek challenging views,** not just context confirming our existing beliefs.

THE IDEA I KEEP COMING BACK TO

AI cannot work with context it never receives.

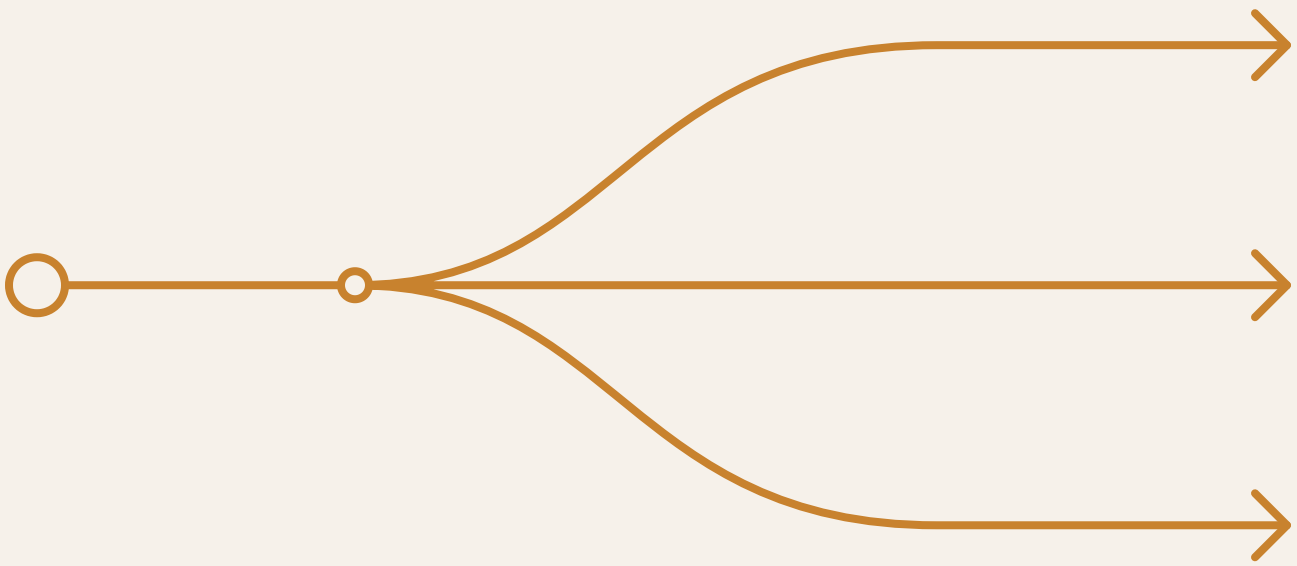


Faithfully surfacing tacit, human context makes AI more useful. Use technology to ease gathering and organising it, while protecting the trust that enables sharing.

2

Creativity

Imagine a world that has yet to be



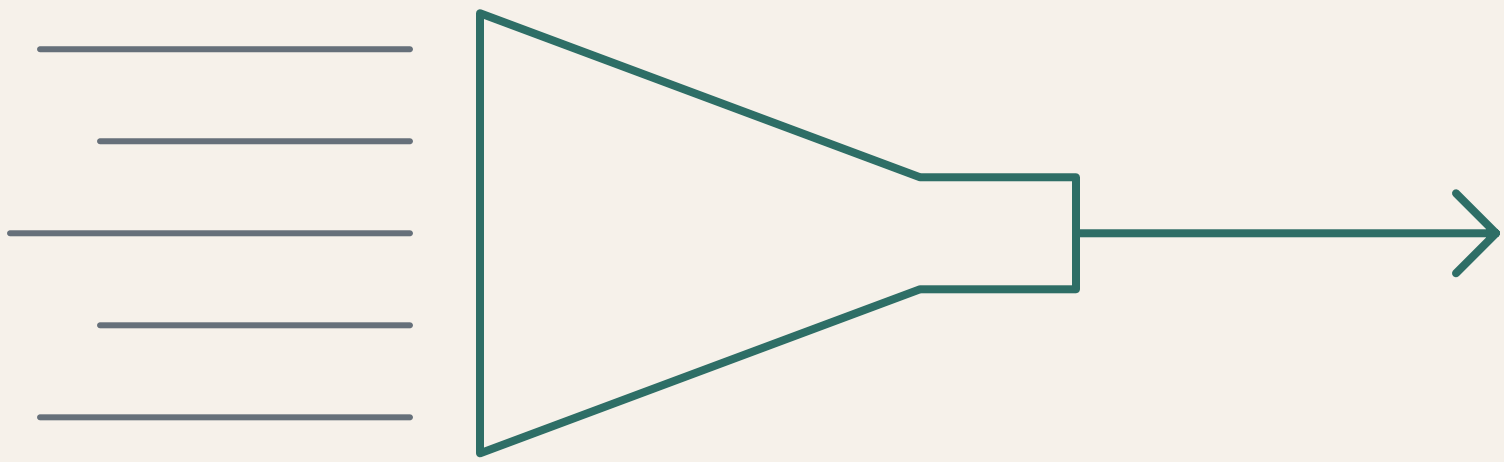
- **Diverge:** connect unrelated ideas and question how things are usually done.
- **Develop taste:** a personal sense of what is worth creating, and why.
- **Ground ambition in context** and what people actually need.

3

Critical Thinking

Turn possibilities into outcomes

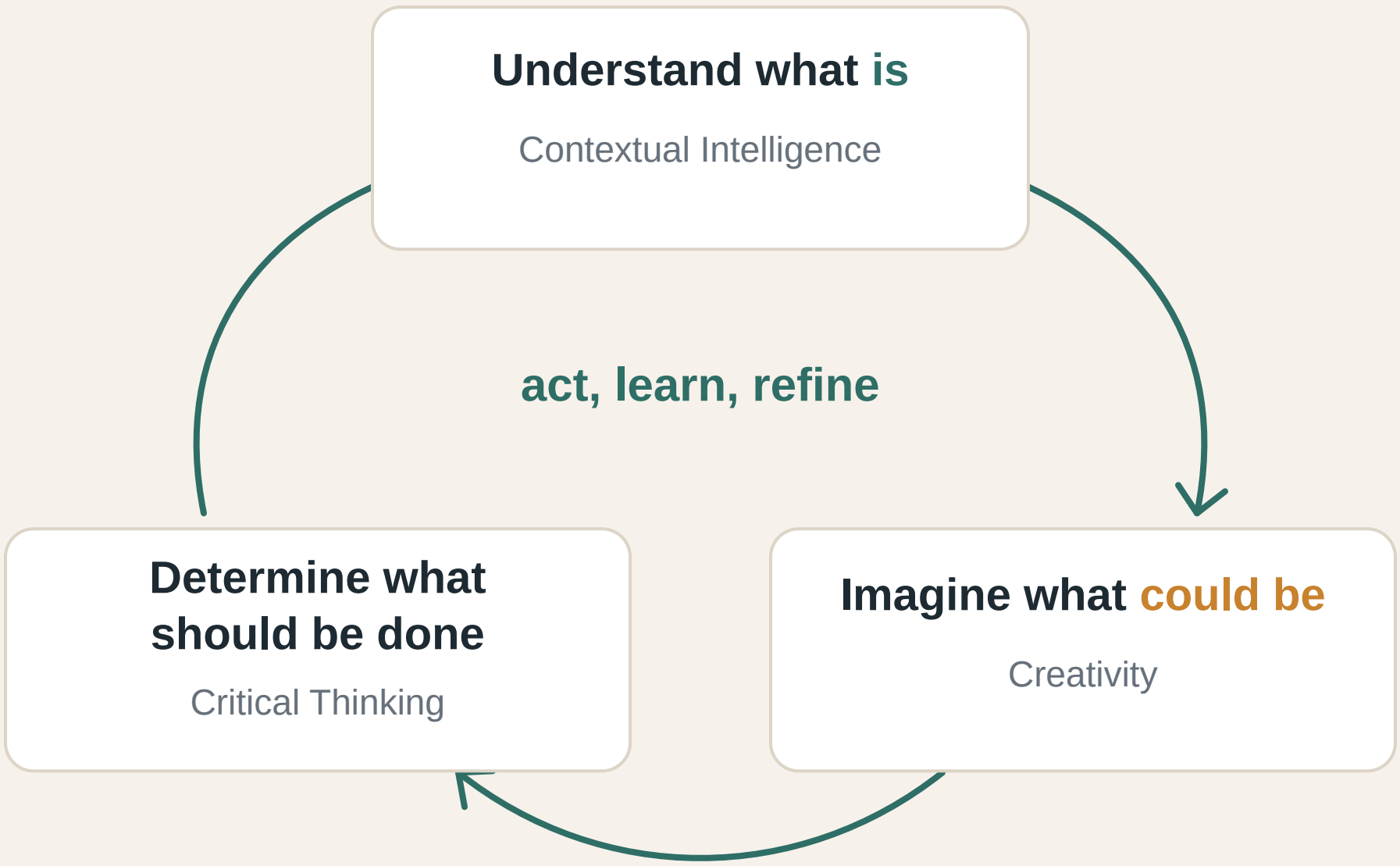
Answers are now cheap.
Knowing which ones to trust is not.



- **Converge:** test assumptions, weigh evidence and confront trade-offs.
- **Make judgement practical:** assess feasibility, cost and second-order effects.

HOW THEY WORK TOGETHER

A cycle, not a checklist.



Then act, learn and refine. **AI can help at every stage. The quality of the outcome still depends on us.**

THE TAKEAWAY



Getting better with AI tools matters.

Getting better at these three matters more.

Which of the three is hardest to build in your team? And what would you add?