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Use the technology. Keep the **humanity**.

BRING SHIFT BACK TO WORK

Could SHIFT Help My Organization?

Use this quick self-check to see whether your team or organization could benefit from a more human-centered approach to AI, overwhelm, and decision-making.

#	STATEMENT	RARELY	SOMETIMES	OFTEN
1	Our people are expected to make important decisions under pressure.	☐	☐	☐
2	Teams sometimes react before they have time to think.	☐	☐	☐
3	Burnout, overload, or change fatigue is affecting the work.	☐	☐	☐
4	Communication gets harder when stress levels go up.	☐	☐	☐
5	Employees are using AI, but mostly figuring it out on their own.	☐	☐	☐
6	We want AI to support people without replacing human judgment.	☐	☐	☐
7	Leaders are managing both performance pressure and emotional load.	☐	☐	☐
8	People need better ways to pause, sort through complexity, and respond clearly.	☐	☐	☐
9	We care about responsible AI use, not just faster output.	☐	☐	☐
10	We would benefit from a practical framework that people can actually use.	☐	☐	☐

WHAT TO NOTICE

If you marked several statements as Sometimes or Often, the issue may not be a lack of technology. It may be a lack of structure for how humans use it.

What stood out most to you?



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Where SHIFT Could Fit at Work

Use this matrix to connect real workplace friction points to a more thoughtful, human-centered response.

SITUATION	WHAT TENDS TO HAPPEN	HOW SHIFT HELPS
Difficult email or tense communication	People react quickly, escalate tone, or avoid responding.	Pause, name what matters, clarify the goal, and choose a grounded response.
Competing priorities	Everything feels urgent and people freeze or thrash.	Spot the real load, separate noise from priority, and identify the next step.
Manager or coworker conflict	Assumptions take over and conversations get harder.	Sort facts from story, define what help is needed, and respond with intention.
Organizational change or uncertainty	Stress rises and people spiral around the unknowns.	Slow the spiral, clarify what is known, and focus on what can be done next.
Burnout or decision fatigue	People push through, snap, or avoid decisions altogether.	Make cognitive load visible before important decisions get made.
AI adoption without guardrails	Teams use tools inconsistently or let AI think for them.	Keep the human in the driver's seat while AI supports clarity and structure.

TAKEAWAY

SHIFT is not a replacement for leadership, policy, or support systems. It is a practical structure people can use in the moments when overwhelm starts driving the work.

Where do you see the biggest friction point in your team?



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A STANDARD TO HOLD

Human-Centered AI Commitments

If you bring AI into your team or organization, these are the commitments worth keeping visible.

1 Support human thinking — not just faster output.	2 Preserve human judgment at the center of important decisions.
3 Increase clarity rather than dependency.	4 Respect privacy, boundaries, and emotional safety.
5 Reduce harm for people under stress or cognitive overload.	6 Encourage appropriate human support when it is needed.
7 Never masquerade as therapy, crisis care, or human connection.	8 Help people take the next human step — not surrender it.

THE PRINCIPLE

Technology should make humans more capable — not less necessary.

Which of these commitments matters most in your workplace right now?



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RUN A PILOT

A 30-Day SHIFT Pilot

Use this framework if you want to test whether SHIFT could support clearer thinking, healthier use of AI, and better day-to-day decision-making at work.

PURPOSE

Explore whether structured thought-partner AI can help people slow down, clarify decisions, and move forward without outsourcing human judgment.

POSSIBLE PARTICIPANTS

A single team, cross-functional pilot group, managers, technical leaders, or a small internal cohort of 10-25 people.

KICKOFF

Start with a 60- or 90-minute SHIFT workshop so participants learn the method before using the tool.

DURING THE PILOT

Participants use the S.H.I.F.T. Method and SHIFT Thought Partner on real workplace situations such as communication, priority-setting, conflict, overwhelm, or decision fatigue.

WHAT WE MEASURE

- Did the person feel clearer afterward?
- Did SHIFT help identify a realistic next step?
- Did it reduce reactive or impulsive responses?
- Did the participant retain ownership of the decision?
- Would they use the method again?
- Which workplace situations felt most useful?

WHAT WE DO NOT MEASURE

- Private journal content
- Personal mental-health disclosures
- Performance surveillance
- Employee emotional data for managerial review

WHO WOULD SPONSOR THIS INTERNALLY?

WHAT TEAM OR USE CASE WOULD BE THE BEST PLACE TO START?



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BRING THIS BACK

Questions Leadership Will Ask

These are the questions people often ask when a new method or AI-supported workflow enters the workplace. Keep the answers simple, grounded, and human.

#	QUESTION	ANSWER
1	Is this therapy?	No. SHIFT is a structured thought-partner method, not therapy or clinical care.
2	Is AI making decisions for employees?	No. The human stays the decision-maker from start to finish.
3	Can this replace managers, HR, EAPs, or therapists?	No. It is a support tool and a thinking framework — not a replacement for people or care systems.
4	Can the method be used without the app?	Yes. The method works on paper first; the app makes it easier to use in the moment.
5	Is this just AI training?	Partly, but it is really about helping people work with AI without handing over their judgment.
6	Does this replace our AI policy or governance work?	No. It can complement governance, AI literacy, wellness, and leadership development efforts.
7	What about privacy?	Use a participant-owned approach. Focus on learning and outcomes — not monitoring private reflection.

ONE LINE TO REMEMBER

SHIFT helps people think more clearly. It does not think in place of them.

Which question do you think your leaders would ask first?



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KEEP GOING

Bring SHIFT to Your Team

If this approach feels useful, here are practical ways to bring S.H.I.F.T. and SHIFT Thought Partner into your organization through Schoser Talent and Wellness Solutions.

Keynote or Conference Session	A compelling introduction to AI as a thought partner, human-centered AI, and the S.H.I.F.T. Method.
Interactive Workshop	A hands-on learning experience where participants practice the S.H.I.F.T. Method and use SHIFT on real-world situations.
Leadership Workshop	Focused on decision-making, communication, change, and cognitive load for people responsible for teams and outcomes.
Team Pilot	A structured pilot to test how SHIFT could support clearer thinking and healthier AI use inside a real work environment.
Custom Program	Tailored to your organization's needs, AI maturity, workforce challenges, and goals.

GREAT FIT FOR

- AI literacy initiatives
- Leadership development
- Change management
- Employee wellness
- Responsible AI adoption

LET'S TALK

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SCAN TO OPEN SHIFT

Use the technology. Keep the humanity. Take the next step.