



Presents



LWT SUMMIT 2026 • WORKSHOP COMPANION

AI as a Thought Partner

The S.H.I.F.T. Method Field Guide & Reflection Journal

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

#UseTechnologyKeepHumanity

How to Use This Workbook

This isn't something to read once and shelve. It's built to get marked up — in the room during the workshop, and again later, whenever things start to feel like too much.

You'll notice this workbook doesn't need the app open to work. That's on purpose. S.H.I.F.T. is a way of thinking, not a feature — and the fastest way to actually learn it is to do it by hand first, with nothing but a pen between you and the thought. Once it's muscle memory, the app just makes it easier to reach for in the moment. But the method has to work without it, or it isn't really yours.

Everywhere you see a line, that space is for you. There are no wrong answers here — just your own words, which is the whole point of the S.H.I.F.T. method in the first place.

WHAT'S INSIDE

- The S.H.I.F.T. Method — quick reference
- Run Your Own SHIFT — pen-and-paper practice, no app required
- Burnout-Aware Decision Guide
- Human-Centered AI: The Standard We're Holding
- Make the Case to Your Boss
- A Moment for Reflection + notes
- Stay Connected

ICEBREAKER

Think of one real thing you'd talk through if you had a safe, structured place to untangle it. You don't have to share it. Just notice it.

The S.H.I.F.T. Method

Not a script. Not a diagnosis. A thinking structure — for the 2am spiral or the 2pm Slack message.



Spot the Load

Identify what is occupying your attention and what feels heaviest.

ASK

What is taking up the most space in my head right now?



Halt Before Handing It Over

Pause and decide what kind of help you need and what judgment must remain human.

ASK

What kind of help do I need, and what decision must remain mine?



Instruct Clearly

Add the context, desired outcome, constraints, and priorities needed for useful support.

ASK

What context, outcome, and constraints would make the support useful?



Filter the Output

Test the options, question assumptions, and keep only what genuinely fits.

ASK

What fits, what doesn't, and what assumption should I question?



Take the Human Step

Choose one realistic action that you, not the AI, will take.

ASK

What's the one human step you can take next?

Run Your Own SHIFT

Pick something real — big or small. Walk yourself through it below, one step at a time.

No app needed for this part — just you, a pen, and five honest questions.

WHAT YOU'RE CARRYING

What's the messy thing you're bringing today?

S

Spot the Load

What is taking up the most space in my head right now?

H

Halt Before Handing It Over

What kind of help do I need, and what decision must remain mine?

Run Your Own SHIFT

I Instruct Clearly

What context, outcome, and constraints would make the support useful?

F Filter the Output

What fits, what doesn't, and what assumption should I question?

T — YOUR FIRST NEXT STEP

What's the one human step you can take next?

Burnout-Aware Decision Guide

Overwhelm doesn't stay in one lane. When cognitive load is maxed out, clarity gets buried — and it spreads.

Decision-Making Choices made from fatigue, not clarity	Communication Words we regret, conversations we avoid
Leadership Less presence, more reactivity	Mental Health Anxiety, shutdown, disengagement
Work Performance Tasks stall, priorities blur	Relationships Short fuses, missed signals, distance

BEFORE YOU DECIDE

- ☐ Have I named what's actually taking up space?
That's Spot the Load — not everything vague deserves the same urgency.
- ☐ Do I know what kind of help I actually need?
That's Halt — information, a sounding board, or just space to think?
- ☐ Am I about to let a tool decide instead of me?
That's Take the Human Step — the tool can prepare. You stay responsible for judgment.

If you're not sure, that's the signal to slow down — not push through.

Human-Centered AI: The Standard We're Holding

Not all AI is designed the same way — and the design choices matter enormously. Before you adopt a tool, for yourself or your team, ask:

- ☐ Does it help people think more clearly?
Not just faster — better. More clarity, less reactivity, stronger agency.
- ☐ Does it protect the human's agency?
The person using the tool stays the decision-maker — never the passenger.
- ☐ Does it reduce harm?
Especially for users in vulnerable states — emotional safety, not just task completion.
- ☐ Does it support better decisions?
By reducing noise, not by replacing the human at the center of the choice.

It is a thought partner, not a therapist. This standard doesn't replace clinical care, crisis support, or your own judgment — it just makes sure the tools you use actually respect it.

Make the Case to Your Boss

This is not soft. This is infrastructure for better decisions — the same way you'd treat latency, uptime, or technical debt.

IS THIS YOUR TEAM?

- ☐ Decisions get made under pressure, often reactively.
- ☐ Burnout or change fatigue is affecting the work.
- ☐ People are using AI on their own, without much structure.
- ☐ You want AI to support judgment — not replace it.

A READY-TO-SEND PITCH

"Our team is making decisions under real cognitive load. I'd like us to evaluate AI tools the way we'd evaluate any other infrastructure investment — does it help people think more clearly, or does it just move faster? I picked up a framework at LWT Summit that costs nothing to try. Can I have 30 minutes to walk through it?"

Want the full picture for your leadership team? Ask for the Bring SHIFT to Work packet — a full organizational self-check, a 30-day pilot framework, and answers to the questions leadership will ask.

MAKE IT YOURS

What's the actual problem on your team right now? Name it in your own words — that's the version that will actually land.

A Moment for Reflection

Think about something you're carrying right now. Not the biggest thing in your life. Not the most private thing. Just something real — something with a little weight to it.

What would change if you had a structured way to slow down and look at it differently?

If something's coming up for you, please reach out. 988 is available anytime — call or text.

OTHER NOTES

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STAY CONNECTED

Let's Keep the Conversation Going

Questions • Discussion • Pushback • Curiosity — all of it welcome.

Ask Anything

What came up for you? What do you want to push back on? Technical or personal — bring it.

Try SHIFT This Week

You don't need the app to start. Walk yourself through S-H-I-F-T on something real.

Stay Connected

Find me, the podcast, and SHIFT Thought Partner through Schoser Talent and Wellness Solutions.

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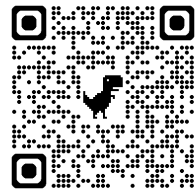
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SCAN TO OPEN SHIFT