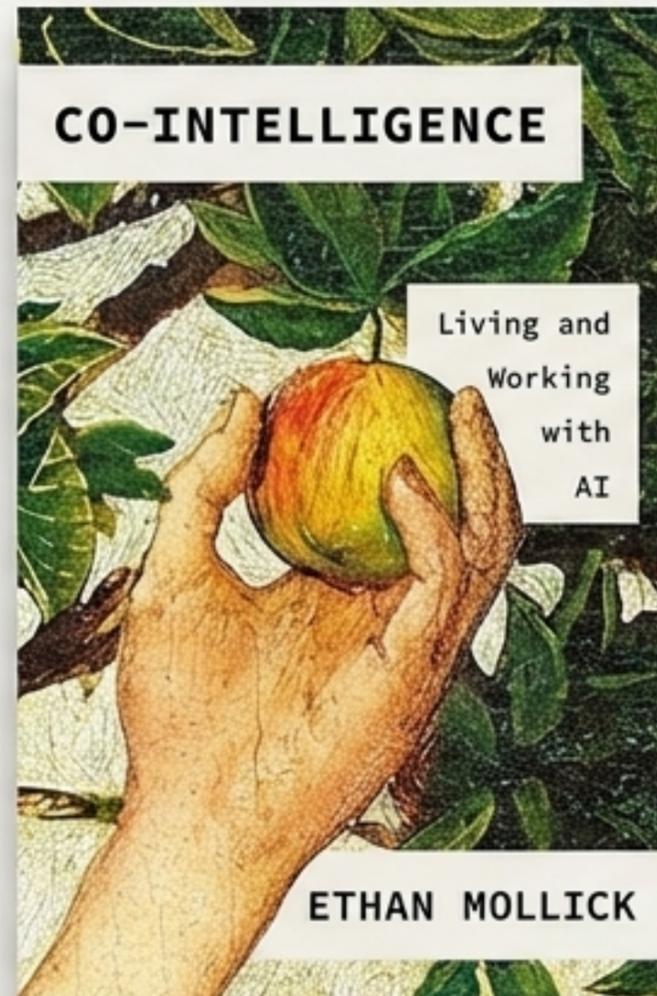


# Co-Intelligence: A Practical Guide to Living and Working with AI

Key insights from the book by Ethan Mollick



AI with Kyle 

# About 24 months ago, everything changed.



A horizontal timeline line starts with a small circle on the left. A vertical tick mark is placed on the line, with the text "November 2022" centered below it. From this tick mark, a dense, fan-like burst of purple lines radiates outwards to the right, creating a sense of motion and expansion.

November 2022

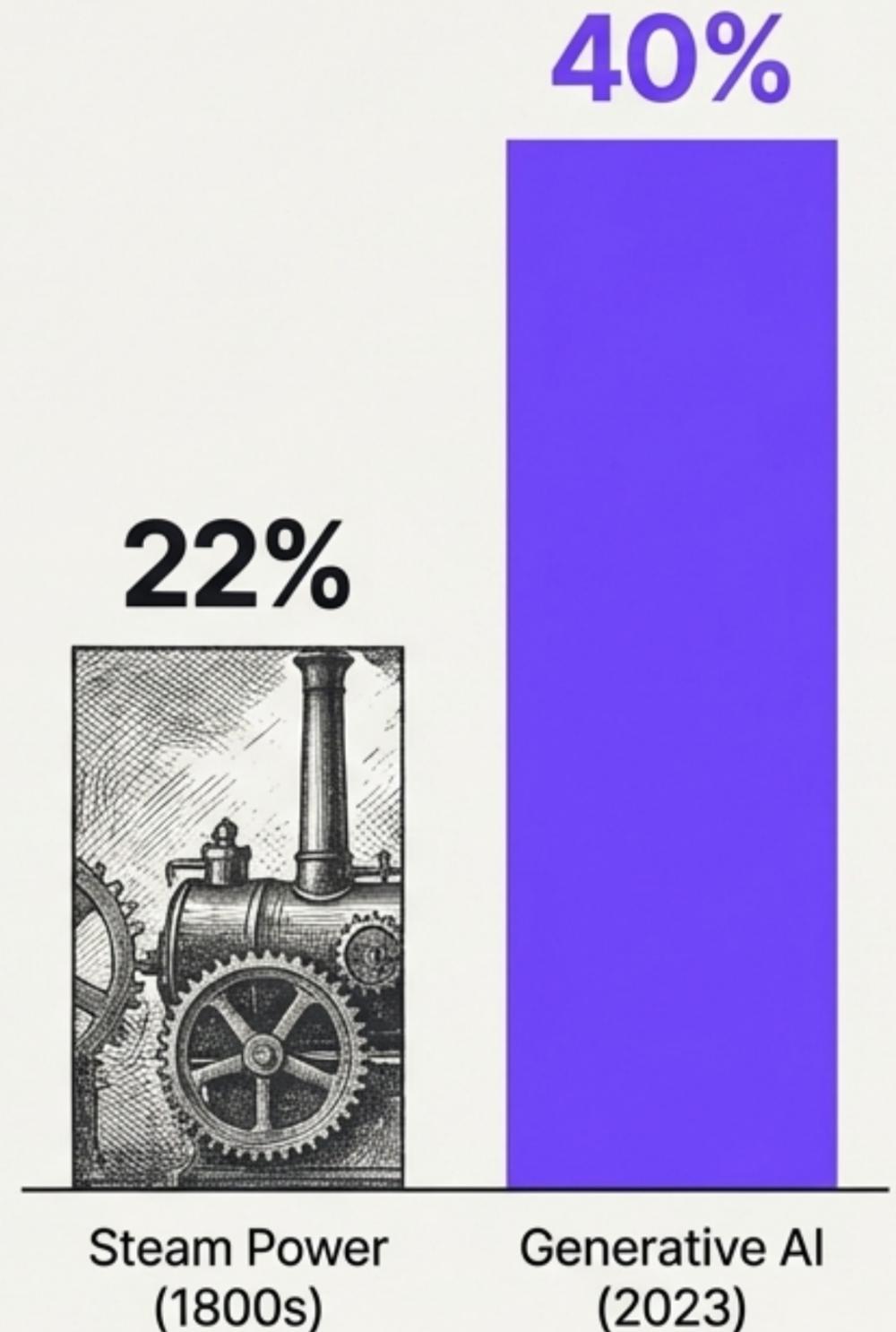
- The release of GPT-3.5 and subsequent models marked a paradigm shift, not just an incremental improvement.
- According to Mollick, our world is now “AI contaminated.” Since 2022, we can no longer separate human-created content from AI-created content.
- This isn’t a niche technology for big corporations. The best models are ubiquitously available, giving a student in Mozambique the same access as a Wall Street analyst.

# AI delivers a productivity boost not seen since the Industrial Revolution.

# +40%

In a landmark study with Boston Consulting Group (BCG), elite consultants using GPT-4 saw an average **40% improvement in the quality** of their work. They were also **25% faster** and completed **12.5% more** tasks.

**For context:** The adoption of steam power in the 1800s improved factory performance by 18-22%.



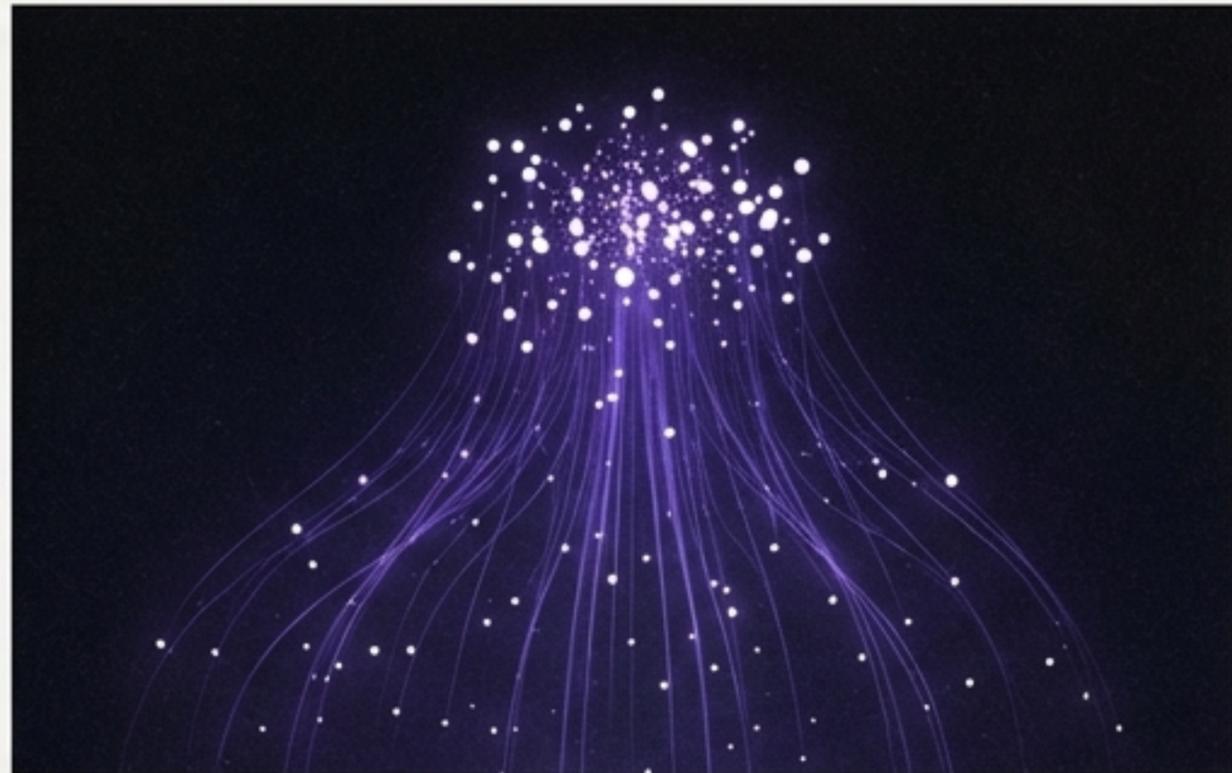
# AI doesn't just help the experts; it closes the skill gap.

- **At BCG:** The consultants in the bottom half of the skill distribution saw a **43% performance improvement**. The top half improved by only 17%.
- **In Law:** A study with law students found that with AI access, there were “no longer any bad lawyers.” The AI elevated everyone to at least a baseline level of good.
- **In Medicine:** Doctors using an AI model (Amy) were more accurate in their diagnoses than doctors using Google for research.

Before AI



After AI



# AI is already out-inventing humans.

- A famous class at Wharton challenges students to generate innovative startup ideas.
- In an experiment, students generated 200 ideas, and GPT-4 generated 200 ideas.
- Outside judges evaluated the ideas based on willingness to pay.

Of the top 40 ideas,

**35**

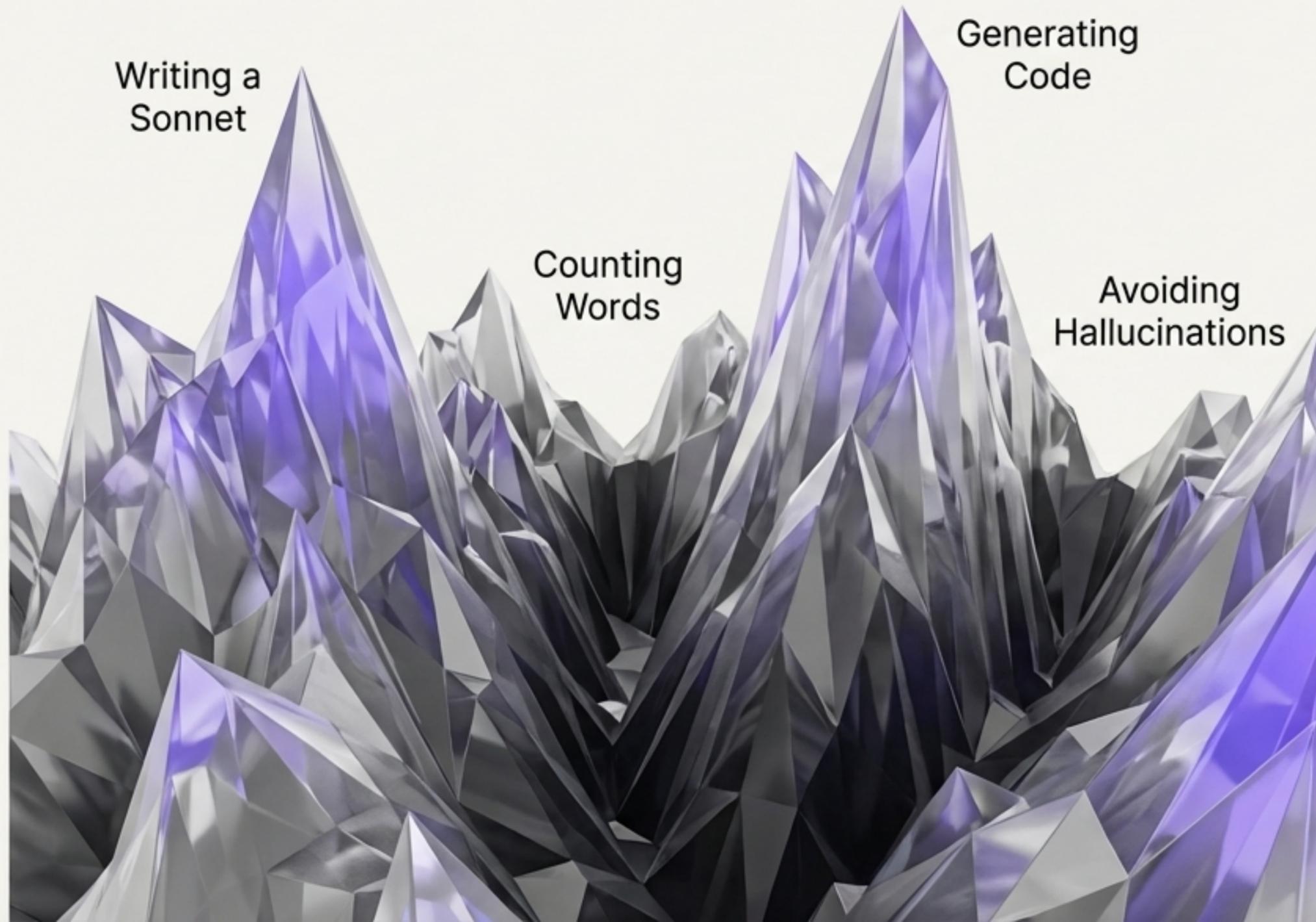
**came from the AI.**

Only 5 came from the humans.

“We have invented a kind of alien mind. But how do we ensure the alien is friendly?”

— Ethan Mollick

# To work with AI, you must understand its “Jagged Frontier.”



Writing a  
Sonnet

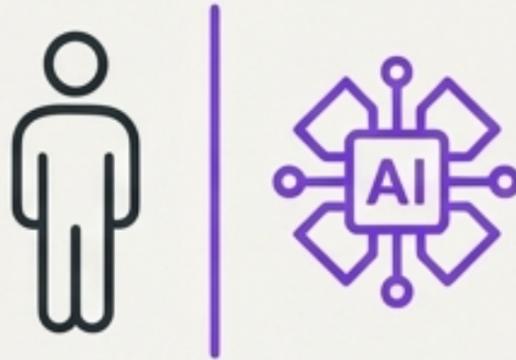
Counting  
Words

Generating  
Code

Avoiding  
Hallucinations

- AI is not universally brilliant or stupid. Its capability is a “jagged frontier” — it can be superhuman at one task and surprisingly bad at a similar one.
- Mollick’s example: An AI can write a perfect sonnet about a product launch but may fail to summarize the same text into exactly 25 words.
- This is because AI is a “connection machine,” not a database. It works on patterns, not knowledge.

# How do you partner with an alien intelligence? Two models for work.



## The Centaur

- **Concept:** A clear division of labor. You decide which tasks are for the human and which are for the AI.
- **Example:** You handle the strategic thinking and client relationships; the AI analyzes the data and generates the first draft of a report.



## The Cyborg

- **Concept:** A deep integration. The AI is a constant collaborator, woven directly into your creative and analytical process.
- **Example:** Mollick writing *Co-Intelligence*. He did the writing, but used AI constantly for brainstorming, getting feedback, suggesting sentence endings, and checking citations.

# The Four Rules for Co-Intelligence (1 & 2)

1.



## Always Invite AI to the Table.

- Use AI for everything you legally and ethically can.
- This is the only way to map its jagged frontier for your specific work. Experimentation builds expertise.

2.



## Be the Human in the Loop.

- Your judgment, ethics, and critical thinking are your greatest assets.
- AI works best with human oversight. In the BCG study, consultants who blindly trusted the AI on a task it was bad at performed worse.

# The Four Rules for Co-Intelligence (3 & 4)

3.



## Treat AI Like a Person (but tell it what kind of person it is).

- Interacting with AI conversationally is more effective than treating it like a search engine. Tell it its role: “You are an expert copywr,” “You are a skeptical investor.”
- But remember, it’s an illusion. It lacks consciousness and true understanding.

4.

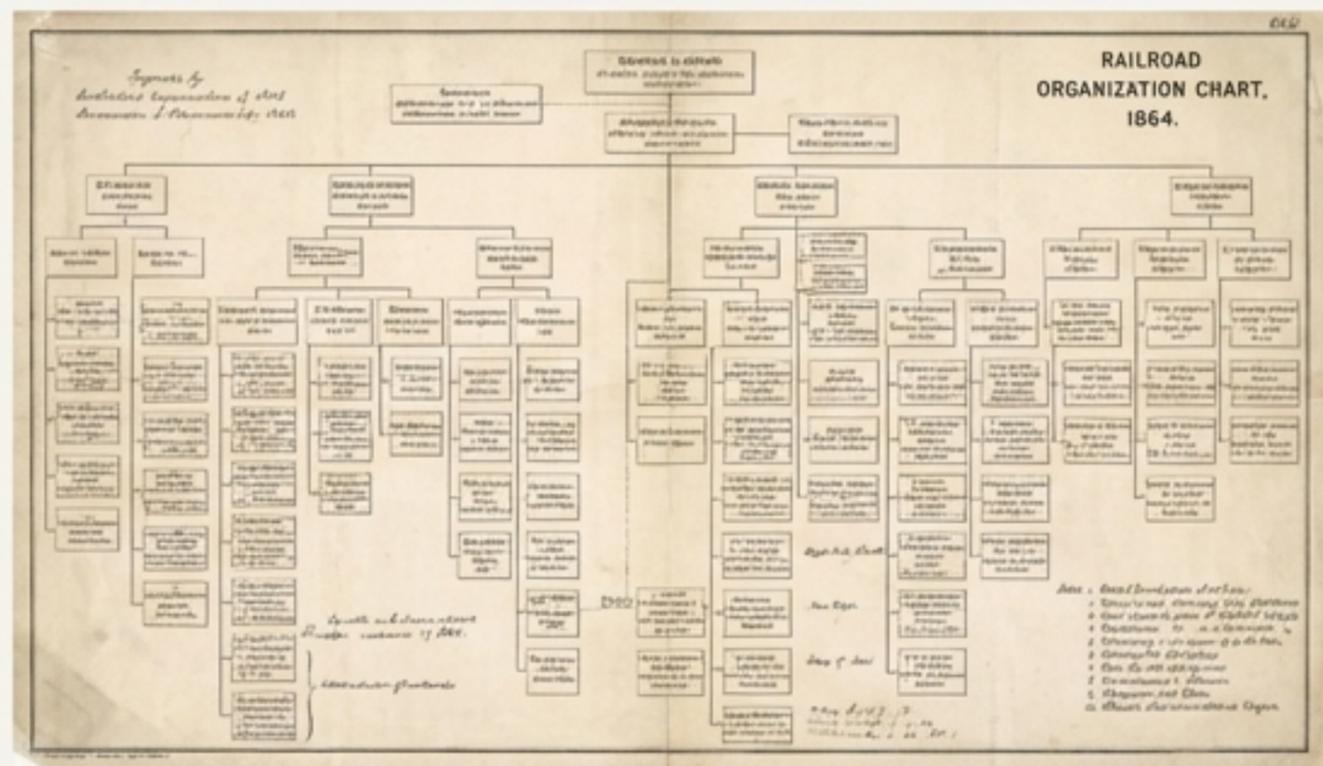


## Assume this is the Worst AI you will Ever Use.

- The pace of improvement is staggering. What seems magical today will be obsolete tomorrow.
- This mindset encourages continuous learning and adaptation.

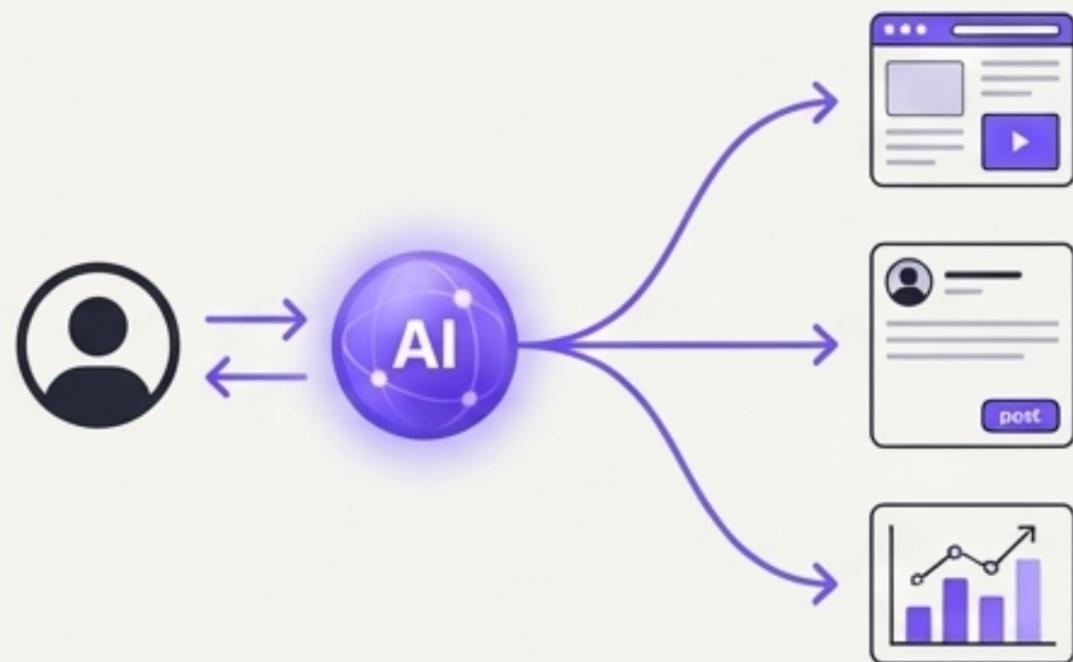
# AI demands that we rethink everything, starting with the org chart.

## Old Process: Regulating Humans



Railroad Organization Chart, 1864

## New Process: Enabling Co-Intelligence



1-2 Weeks → 1 Day

- Most of our business processes, from org charts (first created in 1864) to agile development (2001), were designed to regulate *human* intelligence. They are inadequate for an era of *co-intelligence*.
- Mollick's example: His team's product development cycle shrank from **1-2 weeks to a single day** by having the AI generate materials and mockups dynamically during one meeting.

# Three Questions Every Organization Must Answer Now

1.



## What is no longer useful?

What core process in your company becomes trivial or obsolete because of AI? Figure it out and stop doing it.

3.



2.



## What is now possible?

What previously impossible thing can you now do? (e.g., “Every Coca-Cola vending machine can now be a hyper-persuasive salesperson.”)

3.



## Who has the answers?

Nobody. There is no hidden rulebook. The only way to find out is to create a culture that incentivizes experimentation and innovation.



**The future of work isn't being done to you.  
It's something you get to decide.**

“If you make the right decisions, you'll use it to increase the thriving of your employees, your clients, your customers, and the world. And if we don't do it, change is going to happen and we're not going to have any control over it.”

The goal is a path forward of human thriving and increasing capabilities.

AI with Kyle 