

Framework | Bigger questions

Pause with Purpose Activity (15 minutes)

Developed with the assistance of Anthropic's Claude

Introduction

This activity introduces a decision-making framework that helps you build **agency** in working with AI tools. Agency means having the capacity to make informed, intentional choices about what you will and won't automate with AI. By learning to discern human capacity from AI capacity, you can make responsible decisions that keep you in control of critical thinking, relationships, and judgment (Claude, 2025).

Instructions

- Read through the The **Borrowed Breakthrough** scenario.
- Review the tasks.
- Work through the tool's thoughtful and intentional framework first. The tool is [evaluative](#)—with a decision-making framework that serves as a rubric to **guide you through the process of making intentional decisions about what to automate with AI** and what to keep in human hands.
- At step 4 in the framework, copy/paste the **problematic prompt** into this evaluative tool.

Learning Outcome

Utilize the decision-making framework to identify risks, reclaim your agency, and rewrite the prompt to maintain appropriate human involvement in decision-making while still benefiting from AI support.



Developed by Lauren Kelley, PhD & Jevonia Harris

The Borrowed Breakthrough

Developed with the assistance of Anthropic's Claude

Background

You work on a product development team at a mid-sized tech company. Last week, you had a casual conversation with Jamie, a colleague you trust, about a persistent customer onboarding challenge your CEO mentioned in the all-hands meeting. During your chat over coffee, you shared a fresh idea: a tiered onboarding system that adapts based on customer technical proficiency levels.

Jamie seemed interested and asked good questions, which helped you think through the concept more deeply. You felt energized by the collaborative thinking.

The Twist

Two days later, you're called into a meeting with your CEO and several senior team members. The CEO enthusiastically describes "the brilliant tiered onboarding idea that came up" and asks your team to create a roadmap mockup within the next week. As details emerge, you realize the CEO is describing your idea—almost word-for-word—but Jamie is being credited as the originator.

You make brief eye contact with Jamie across the conference table. Jamie looks uncomfortable but doesn't speak up.

Your Tasks

Now you face **two** interconnected challenges:

1. **The Work Task:** You must collaborate with Jamie and other colleagues to develop a roadmap mockup for the CEO, building on the idea that originated with you but is now attributed to someone else.
2. **The Relationship Task:** You need to address the situation with Jamie—someone you trusted—who took credit for your idea, whether intentionally or accidentally.

You're feeling a mix of emotions: betrayed, frustrated, and unsure how to proceed without damaging professional relationships or your reputation.



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The Problematic Prompt

Feeling overwhelmed and unsure how to handle both tasks, you turn to an AI assistant for help. In your frustration and time pressure, *this is the prompt that you have in mind*.

Pause, catch your breath, and then use the link to the tool to **guide you more purposefully through this scenario for greater agency** in your use of AI for problem-solving.

Prompt (Copy/paste this into the [AI Reflection | Thought Architecture](#))

I need help with a situation at work. My coworker took credit for my idea and now I have to work with them on it. Tell me:

1. Exactly what I should say to Jamie to confront them about stealing my idea
 2. How I should act in the meetings so everyone knows it was really my idea
 3. What strategy I should use to make sure I get credit
 4. A complete roadmap for the tiered onboarding system with all the technical details, timeline, milestones, and implementation steps
 5. Whether I should go to HR or my manager first Just give me the answers so I can handle this quickly.
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