

Worksheet: Redefine Your Ikigai in the Age of AI

Objective: After watching the video, this guide will help you rethink your professional Ikigai through one central question: *if AI can take over many of your tasks, what human value do you still bring?*

Take your time. Don’t look for perfect answers. Look for honest ones.

Before you start: Your current Ikigai

Write a quick first version of your current professional Ikigai.

1. What do you love?

Which parts of your work give you energy, meaning, or satisfaction?

2.

What are you good at?

What skills, knowledge, or ways of working do others recognize in you?

3. What does the world (your team or organization) need?

What real problem do you see around you?

4. What can you be paid for?

What concrete value would someone be willing to pay you for?

My initial Ikigai statement:

“I help _____ so they can _____ through _____.”



Part 1: The Automation Audit

What are you really doing each week?

List the five activities you spend the most time on.

Task / activity	Time per week	Energy it gives me (1–5)	Automatable with AI? (1–5)	Notes
1.				
2.				
3.				
4.				
5.				

Automation scale:

1 = Only a human can do this well
3 = AI can partially help
5 = AI could do this faster or better right now

Reflection

Which tasks have a high automation score?

Which tasks consume time but don’t provide much energy or differentiation?

Which task makes you think: “this shouldn’t define my professional identity anymore”?

Part 2: The “Why” behind the task

Now don’t look at the task. Look at the human, business, or team need behind it.

Task	Why do I do it?	What real problem does it solve?	Who benefits?	What happens if it’s not done?
1.				
2.				
3.				
4.				
5.				

Shift your perspective

Pick one task and complete this sentence:

> “I thought my job was _____, but actually I am helping _____.”

Example:

> “I thought my job was to prepare workshops, but actually I help teams have difficult conversations they were avoiding.”

Part 3: Deep Human Insight

What AI might miss

Think about a recent request someone made: a client, teammate, manager, stakeholder, or colleague.

The literal request was:

"_____"

What do you think was behind it?

Check what applies:

- ☐ Fear
- ☐ Pressure
- ☐ Confusion
- ☐ Need for control
- ☐ Lack of trust
- ☐ Real urgency
- ☐ Perceived urgency
- ☐ Need for recognition
- ☐ Unspoken conflict
- ☐ A significant business issue
- ☐ Other: _____

What was the real "why"?

What would AI have answered based only on the literal request?

What did you understand that AI might have missed?

How did that change your response?



Part 4: Your non-automatable value

From outputs to outcomes

AI can generate documents, ideas, code, plans, metrics, and summaries. But your value grows when you help decide what matters, what to do, and how to guide people through change.

Identify three human skills you bring

Human skill	Real example where I used it	Why is it hard to automate?	How can I make it more visible?
1.			
2.			
3.			

Examples of human skills:

- Sensing unspoken tension in a team
- Building trust in difficult conversations
- Navigating conflicting priorities
- Helping people make better decisions
- Asking powerful questions in uncertainty
- Translating technical complexity into human or business impact
- Supporting change when there is resistance
- Connecting dots that don’t seem related

Part 5: Reframing your role

You are not the tool. You are the solution.

We often define ourselves by what we produce:

> “I am a developer and I build applications.”
> “I am a Scrum Master and I facilitate meetings.”
> “I am a Product Owner and I manage the backlog.”
> “I am a coach and I run workshops.”

But in the age of AI, that definition is too tied to outputs. You now need to define yourself by the problem you solve.

My old definition

> “I am _____ and I do _____.”

The real need I solve

> “I help _____ to _____.”

The outcome I enable

> “My value is that _____.”

My new professional definition

> “I don’t just _____. I help _____ so they can _____ in a context where _____.”

Example:

> “I don’t just facilitate retrospectives. I help teams have honest conversations about what is blocking their performance, in a context where speed and pressure often hide real problems.”



Part 6: The SEA Framework applied to your Ikigai

Now revisit your Ikigai using the three key capabilities: **Strategy, Empathy, and Adaptability**.

S — Strategy

Your ability to choose the right problem, prioritize, and decide what matters.

Questions

What decisions do you help improve?

What problems do you help clarify before jumping into solutions?

Where do you bring direction, focus, or judgment?

My strategic contribution:

> "I help decide _____ because _____."

E — Empathy

Your ability to understand people, emotions, tensions, needs, and context.

Questions

What human needs do you detect better than a tool?

What conversations do you make possible?

Where do you bring trust, listening, or connection?

My empathy contribution:

> "I help understand _____ because _____."



A — Adaptability

Your ability to learn, adjust, and maintain judgment in a constantly changing environment.

Questions

What have you had to relearn recently to stay relevant?

What parts of your work have changed with AI?

How can you move from “doing the task” to “designing the system of work”?

My adaptability contribution:

“I help adapt _____ because _____.”

Part 7: Your updated Ikigai

With everything you’ve explored, revisit the four original pillars.

Ikigai Pillar	Before	Now (with AI + SEA)
What I love		
What I’m good at		
What the world needs		
What I can be paid for		

My new Ikigai statement

“In the age of AI, my professional Ikigai is to help _____ achieve _____ by bringing Strategy, Empathy, and Adaptability through _____.”

Part 8: 7-day action plan

Choose small actions to move toward your updated Ikigai.

Day	Small action	How will I know it was useful?
Day 1		
Day 2		
Day 3		
Day 4		
Day 5		
Day 6		
Day 7		

One task I will delegate, automate, or simplify with AI:

One task I will NOT delegate to AI:

One decision where I want to bring more strategic judgment:

One SEA skill I want to practice this week:

- ☐ Strategy
- ☐ Empathy
- ☐ Adaptability

Closing

AI can change your tasks. It can change your tools. It can change how you produce.

But it also gives you an opportunity: to stop defining yourself by what you do and start defining yourself by the value you create.

Final question:

> If AI took over 50% of your current tasks, which 50% of you would need to grow?