



CARE LOOP

From Chapter 9 of *AI and the Art of Being Human*

WHAT IT IS

A team practice that scales individual clarity into organizational compassion and systematic care.

WHERE YOU WOULD USE IT

- When your team needs to embed care and dignity into AI systems and their use
- When implementing AI that affects employees, customers, or other stakeholders
- When organizational speed conflicts with human care
- When you need to build care into company culture, not just compliance

THE TOOL:

Four Movements For Teams

- **Context:** Map the whole system—who's affected, what assumptions exist, how different worlds collide in one space
- **Acknowledge:** Name impacts honestly in team settings—make the invisible visible to everyone, not just leadership
- **Respond:** Act at two scales—immediate adjustments in the present, systemic changes in the near future
- **Evaluate:** Review patterns using both metrics and stories—schedule regular “Reflection Hours” to ask what's working

HOW TO USE IT

Make this a weekly team practice. Pick one AI process affecting people. Spend 30 minutes running the complete loop together. Document what you discover. Implement at least one immediate fix and identify one systemic change.