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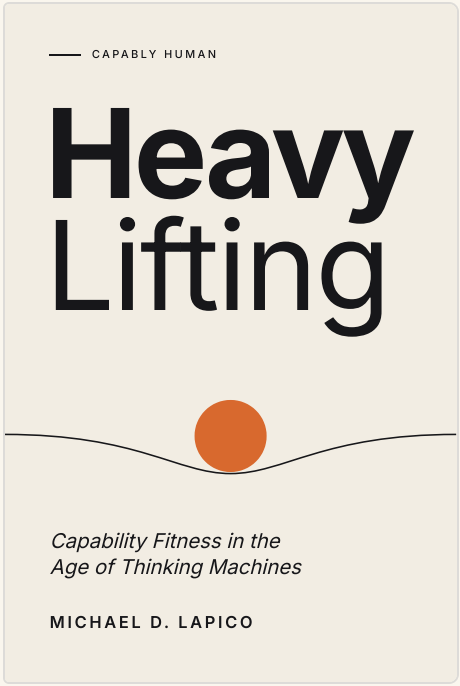

Heavy Lifting

Capability Fitness in the Age of Thinking Machines

MICHAEL D. LAPICO

Who is doing the heavy lifting — *you, or the machine?*

Your great-grandparents never needed a gym. Their work was the workout. When machines took over the labor of our bodies, nobody gave the machines back. We invented exercise instead, heavy lifting that moves nothing, and got stronger for it.

Now AI is taking the load off thinking, and much faster. It will gladly write the essay, weigh the decision, and dream up the idea. Used one way, it lifts the bar for you: the work gets done, and you skip the reps. Used another, it works like a good spotter, helping you lift more than you could alone while the reps stay yours. Which one you get is a design choice, and it is ours to make.

Michael D. Lapico, a product design leader who spent thirty years making technology effortless, calls the practice we need now **Capability Fitness**: the lifelong work of building and keeping the capabilities we use to reason and decide, learn, focus, create, and adapt. *Heavy Lifting* shows how, with rules of engagement for working with AI: what to delegate and what to retain, when to trust and when to challenge, when to let it run and when to step in.

The machines will keep getting better. This book is about making sure we do, too.

BOOK DETAILS

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ABOUT THE AUTHOR



Michael D. Lapico is the Founder and CEO of Capably Human. A product design leader since 1996, he is the author of *The Capability Fitness Framework* and *Heavy Lifting: Capability Fitness in the Age of Thinking Machines*.

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