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Shifting Economic Logics- A Theoretical Model of AI-Resilient Tasks Based on the Inspiration Economy

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Abstract
The rapid advancement of digital transformation and Artificial Intelligence (AI) has triggered widespread anxiety about the future of work, primarily rooted in a Capital Economy (CE) logic of 'Supply vs. Demand' where human labour is valued for its efficiency and replaceability. This paper proposes a paradigm shift, arguing that the future of secure and thriving work lies in the principles of the Inspiration Economy (IE), defined by the formula 'Capacity vs. Demand'.
Through a qualitative conceptual analysis methodology, a robust framework is built for logically deriving and structuring the AI-resilient roles according to the type of economic formula. The research demonstrates that while AI excels at automating CE tasks (execution, routine analysis, and mass production), it simultaneously amplifies the value of intrinsically human capacities. We identify and analyse emerging task categories that are resilient to automation precisely because they leverage this new economic logic. The paper concludes that in the IE, career security is derived not from competing with AI on computational terms, but from expanding one's capacity to inspire, create with emotional resonance, and navigate ambiguity—thereby charting a human-centric path forward in the AI era. This means that the future work would belong to those who can define the terrain of the game itself, making human inspiration the bedrock of value in the 21st century.

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1. Introduction

Many people are panicking about their future with the speed of the development of the digital transformation, including Artificial Intelligence (AI). Since Inspiration Economy (IE) is considers that in every challenge there are plenty of opportunities, we apply this IE concept formula (Capacity vs. Demand) on all the types of tasks that would sustain, in the foreseen future, due to their differentiated roles that AI can easily replace because they are on the Capital Economy (CE) (Supply vs. Demand) formula. Buheji (2021) [8, 9], Buheji (2016) [5]

In the CE, you are a replaceable executor, while in IE, you are an irreplaceable creator, empath, and strategist. The tasks that stay won't be about competing with AI on its terms (speed, scale, calculation), but rather about defining the terrain on which the game is played, bringing the uniquely human capacities of love, curiosity, intuition, and purpose to the forefront. Thus, the future secure careers will come from tasks that can expand a community or organisation's capacity to inspire and be inspired, or influence with minimum power, which AI can't compensate.

The societal-scale impact of AI and digital transformation, as documented by Lavrentyeva *et al*. (2019) [25], provides the essential macro-context for reshaping social structures, institutions, and daily life, creating a new societal operating environment. Thus, the economic logic must evolve in tandem with this societal transformation.

The widespread anxiety over job displacement, which Lavrentyeva *et al*. (2019) [25] frame as part of this broader digital societal shift, is a direct symptom of applying an outdated Capital Economy logic (Supply vs. Demand) to this new reality. The Inspiration Economy (Capacity vs. Demand) is proposed here as the necessary economic corollary to this digital societal transformation, offering a framework that aligns economic value with the uniquely human capacities—creativity, empathy, and ethical judgment—that become ever more critical for social cohesion and progress in a technologically saturated world. Therefore, adopting this new economic logic is not merely a business strategy but a societal imperative for navigating the future described by Lavrentyeva *et al*. (2019) [25].

2. Literature Review

2.1. The Shift in Economic Logic

There is an evolution happening through the shift to a Capital Economy that is based on digital transformation and AI. This transformation represents a fundamental change in the source of value and the very logic of how we work and prosper. We can deal with this transformation either through the lens of 'capital scarcity' or the lens of 'human capacity'. This is the core engine of value creation. Buheji and Sisk (2020) [11]

Digital transformation and AI are not just new technologies; they are a new normal environment that forces a change in social and economic rules. This shift can be understood across several key dimensions.

The transformative role of AI as a driver of value creation further solidifies the shift in economic logic. As Challoumis (2024) [17] elucidates, the primary economic impact of AI extends beyond mere automation to generating new, data-driven value streams. While AI's ability to optimise existing processes (the Capital Economy) is significant, its greater potential lies in its capacity to augment human intelligence and enable novel solutions. Challoumis's (2024) [17] focus on value creation through machine learning dovetails with the Inspiration Economy's formula of Capacity vs. Demand, where AI acts as the critical partner that amplifies human capacity, thereby meeting the burgeoning demand for innovation, personalisation, and meaning. Thus, the value creation mechanisms identified by Challoumis (2024) [17] are not merely operational efficiencies, but are fundamentally the engines that power the emerging Inspiration Economy.

The shift is not merely a change in technology but a change in the definition of what is valuable. We are moving from an economy where people or machines of production make the economy to a new normal where the potential of capacities and the depth of meaning is what make the difference. Buheji. and Buheji (2020) [11]

The central question in the new economy is no longer just "How efficiently can you produce?" but rather "How effectively can you learn, adapt, empathise, and create novel value that resonates on a human level?" Therefore, this transition is disruptive and uncomfortable, as it invalidates old success formulas and offers a more human-centric future. These unique capacities for wonder, connection, and inspiration are not just valued—they are the bedrock of the new economy. Buheji *et al*. (2020) [4]

2.2. Tasks that were built based on Capital Economy (Supply vs. Demand)

A capital-based economy is an economy that has consistently kept the human focus on both 'scarcity and efficiency'. It is an economy that has built our world on the goal to produce more goods/services with fewer resources (capital, labour) to meet market demand.

Capital Economy is built on scarcity, thus physical goods are seen to be rivalrous. Thus, it creates competition and drives the need for ownership and control. The value source of CE is both physical and financial capital. In this economy, value is created by controlling and efficiently deploying scarce resources, be it factories, machinery, money, or raw materials. With the development of Artificial Intelligence (AI) become a tool for extreme optimisation. It automates predictable, repetitive tasks to lower costs and increase supply. AI is a super-efficient tool for optimising this equation. It minimises labour costs and maximises output from capital assets.

The entire concept of CE is organised around matching the supply of finite goods and services to consumer demand, while the price is the primary signal, the goal is equilibrium. CE sees work as a series of predefined tasks and processes. The ideal worker in CE is the reliable, efficient, and one who follows instructions perfectly. In this economy, production is best if repetitive, perfect, and can be mass-produced with high replication. CE sees that the power should always reside with capital owners who control the factories, infrastructure, and financial resources. Business models are based on selling units of a product or service, i.e. they are transactional.

AI trend shows that any predictable tasks or functions or work activities, or processes would be more vulnerable to being replaced. In the concept of (supply vs demand), any task that is primarily about executing a known process, even if it is about analysing finite data sets, or managing routine transactions, starting from 'Data Entry Clerks', or 'Assembly Line Workers', till even routine analysts are expected to be replaced.

The critique of the modern "information economy" offered by Foley (2013) [19] provides a critical historical and theoretical foundation for the paradigm shift this paper proposes. Foley (2013) [19] challenges the fundamental assumptions of financial capitalism, arguing that its treatment of information often obscures rather than clarifies real value creation. This critique aligns with the limitations of the Capital Economy model exposed by AI; just as Foley questions the financial system's abstractions, this paper argues that an economic logic (Supply vs. Demand) focused solely on efficient allocation of scarce resources is an inadequate framework for an age of computational abundance and human potential. The Inspiration Economy, with its focus on Capacity vs. Demand, can be seen as a direct response to this need for a more substantive value theory. It moves beyond the financial and informational abstractions critiqued by Foley (2013) [19] by recentering the economy on the tangible, non-algorithmic capacities of human inspiration, empathy, and creativity—thereby redefining value in a way that is both post-capitalist in its logic and human-centric in its application.

2.3. Tasks that are related to the formula (Capacity vs. Demand) of Inspiration Economy

In Inspiration Economy, where the formula is (Capacity vs. Demand), the focus is on human potentials, including their capacity to associate things together based on live observations and then optimise it with their internal capacity, Buheji (2016) [5]. Instead of the "supply" that AI would easily replace, it is the unique human capacity for creativity,

empathy, intuition, and strategic thought. Inspiration economy sees that the "demand" would be for more novel solutions, meaning, connection, and experiences that cannot be algorithmically predetermined, at least in the foreseeable future. Here, AI would be a collaborative partner that amplifies human capacity, i.e. it would handle the computational heavy lifting, freeing humans to focus on the parts that require a human essence. Buheji (2021b) [9]

IE sees that the power should shift to those who work to raise their capacity with the most compelling creativity, strategic intuition, and ability to build community. Business models are based on subscriptions, access, experiences, and ecosystems, i.e. more relational models.

The value source is the development of human and cognitive capital. This value is created by unlocking and applying uniquely human capacities that trigger creativity, intuition, empathy, ethical reasoning, and strategic vision. This formula brings human insight and AI amplification that bring in novel solutions and meaning. AI can handle the computational tasks, thus freeing human capacity for higher-order thinking. In this economy, tasks would depend on curation and direction, i.e. asking the right questions, setting a vision, and making nuanced judgments. The ideal worker is curious, creative, and can manage ambiguity. The goal is to create something that has never existed before. AI generates options, and the human curates, refines, and infuses it with intent. Buheji (2021a) [8], Buheji (2020b) [4]

The conceptual shift towards a more human-centric economic model in the AI age is gaining scholarly momentum, as evidenced by parallel frameworks like the "Alignment Economy" proposed by Callaghan (2025) [14]. While Callaghan (2025) [14] posits a general theory focused on aligning AI systems with human values and complex societal goals, this paper's Inspiration Economy framework offers a complementary, yet distinct, lens by focusing on the intrinsic human capacity that AI must be aligned to. Where the Alignment Economy addresses the design principle for AI systems, the Inspiration Economy, with its Capacity vs. Demand formula, provides the underlying economic logic and taxonomy of valuable human work that justifies why such alignment is necessary. The thriving tasks of Problem Definers and Empathy Catalysts identified in this analysis represent the very human potentials that an "aligned" AI should seek to amplify, not replace. Thus, the Inspiration Economy can be seen as defining the human substrate—the source of value and demand for meaning—that gives purpose and direction to the Alignment Economy.

Data and computation are non-rivalrous in IE, which means that the use of an AI model doesn't prevent others from using it. This creates a foundation of abundance while the goal is to get the best of the human attention and their authentic trust. Inspiration economy focuses on the amplification of abundant potential, and thus it is a concept that is organised around matching the ever-expanding capacity of human creativity to a demand for novelty, meaning, and connection. The signal is attention and resonance. Thus, as per the inspiration economy formula, the thriving tasks would be those that raise the capacity, such as help in defining new problems, navigate ambiguity, create with emotional resonance, and foster trust. IE sees that "Capacity vs. Demand" tasks are not about doing the task but about defining what the task should be and why it matters. They leverage AI to expand their own creative and intellectual capacity.

The transition to an Inspiration Economy is contingent on organisations' ability to strategically integrate AI, a practical challenge addressed by frameworks such as Holmström's (2022) [22] "AI Readiness Framework." While Holmström (2022) [22] provides a critical roadmap for the technological and organisational preparedness required to adopt AI, this paper provides the essential economic and strategic rationale for why that readiness is necessary. The AI Readiness Framework ensures that an organisation has the capacity to implement AI tools effectively; however, the Inspiration Economy's Capacity vs. Demand model defines the ultimate purpose of that implementation. It posits that readiness should not be aimed merely at automating existing processes (optimising the Capital Economy), but at building the organisational capability to leverage AI for augmenting human creativity, strategic intuition, and empathetic connection—the very capacities that generate new value. Thus, the Inspiration Economy provides the strategic "North Star" for AI readiness, guiding organisations to invest in readiness not for efficiency alone, but to empower their workforce to become the problem definers, empathy catalysts, and creative visionaries of the future.

2.4. Role of Digital Transformation and AI in Creating the New Tasks

Digital transformation is pushing for fast automation of the predictable. AI systematically automates any task that is rules-based or pattern-based. This dismantles the core "execution" layer of the capital economy, forcing humans up the value chain. Digital tools and AI platforms put capabilities once reserved for large corporations (e.g., graphic design, video production, data analysis) into the hands of individuals. This erodes the monopoly of capital. Buheji (2025) [10], Hassoun *et al*. (2025) [21], Ajaj *et al*. (2024) [1]

The disruptive force of AI on traditional business models and the associated risks, as extensively documented by Bachir, Adel, & Ahmed (2023) [2], underscores the urgent need for the paradigm shift proposed in this paper. Their analysis details how AI is fundamentally altering value chains and creating new vulnerabilities, which can be interpreted as the direct consequences of clinging to a Capital Economy logic in an era of intelligent automation. However, while Bachir *et al*. (2023) [2] effectively diagnose the disruption and its associated risks, this paper offers the Inspiration Economy as a proactive framework to navigate it. The risks they identify—such as the obsolescence of existing models and workforce displacement—are precisely the challenges that the Capacity vs. Demand formula mitigates. By shifting focus from AI as a disruptive risk to AI as an amplifier of irreplaceable human capacities, the Inspiration Economy provides a strategic pathway to not only manage these risks but to build more resilient, human-centric, and sustainable business models for the future.

The historical primacy of physical capital as the cornerstone of economic growth, as classically articulated by Carrington & Edwards (1979) [16], provides a critical baseline from which to measure the profound shift catalysed by AI. Their work, which details capital's indispensable contribution to industrial expansion, perfectly encapsulates the logic of the Capital Economy (Supply vs. Demand) that has dominated for centuries. However, the rise of AI and digital transformation fundamentally challenges this model. While physical capital remains necessary for infrastructure, the primary driver of

value creation is no longer the accumulation of financial and industrial capital alone, but the amplification of human capacity.

The Inspiration Economy (Capacity vs. Demand) does not negate the role of capital but subsumes it, positioning it as a facilitative tool rather than the central engine of growth. In this new paradigm, the most critical "investment" is no longer just in machinery, but in cultivating the human capacities for creativity, empathy, and strategy that generate novel solutions and meaning, thereby redefining the very source of economic prosperity.

While data is considered the new source of non-financial wealth, its value is in its flow and application. The ability to interpret and act wisely on data requires a human capacity that becomes the most valuable thing than just owning such data. As material needs are increasingly met, consumers' demand shifts from owning things to experiencing meaning. This plays directly into the strengths of the Inspiration Economy.

To fully appreciate the significance of the shift from a Capital to an Inspiration Economy, it is essential to view it not merely as a technological adjustment but as a potential transformation within the capitalist world-system itself. The analysis of the capitalist world-economy, as explored by Hopkins (2016) [23] from a Braudelian perspective, provides a macro-historical lens through which to understand the CE's Supply vs. Demand logic as the reigning operational principle of a specific historical epoch. This epoch has been characterised by core-periphery dynamics, competition for scarce resources, and the primacy of capital accumulation. The rise of AI, however, acts as a systemic shock that exposes the limitations of this logic for organising advanced, information-rich societies. The Inspiration Economy, with its Capacity vs. Demand formula, can thus be interpreted as the emergent logic of a new, more distributed, and human-centric layer within this world-system. It challenges the core tenets Hopkins (2016) [23] describes by proposing a value structure where the most scarce and sought-after resources are no longer solely material but are the immaterial, infinitely scalable capacities for inspiration, empathy, and creative problem-framing—potentially heralding a fundamental reconfiguration of how economic value is defined and power is structured on a global scale.

3. Methodology

This study employs a qualitative, conceptual research design to explore and define the landscape of AI-resilient tasks through the lens of the Inspiration Economy. The methodology is structured in three sequential phases.

Phase 1 is targeted to establish the conceptual foundation. A comprehensive review of literature was conducted to establish the core principles of the two opposing economic models, Capital Economy (CE) vs. Inspiration Economy (IE). CE focused on literature related to `Supply vs. Demand`, efficiency, automation, and the impact of AI on routine tasks. IE is grounded in the foundational texts of Buheji (2016, 2021b) [5, 9] to define the `Capacity vs. Demand` formula, human potential, and the role of intrinsic human capacities like creativity, empathy, and intuition.

Phase 2 worked on task identification and categorisation. Through a process of thematic analysis, tasks and roles were identified and categorised based on their alignment with either economic logic. First CE-vulnerable tasks were identified. The tasks were analysed and included if their primary value proposition was based on execution, repetition, pattern recognition, or managing routine processes—principles central to the CE model.

Then, IE-resilient tasks were identified. Tasks were identified and included if their primary value was derived from problem-framing, navigating ambiguity, emotional resonance, building trust, or strategic intuition—capacities central to the IE model. This was done through logical deduction based on the established IE principles.

Then, Phase 3 focused on framework development, where IE-resilient tasks were synthesised and grouped into emergent thematic categories. These categories formed the proposed taxonomy of future work (e.g., Problem Definers, Empathy Catalysts). Furthermore, the collaborative workflow between human capacity and AI amplification was conceptualised to illustrate the practical application of the `Capacity vs. Demand` model.

4. Application & Analysis of the Inspiration Economy Concept on AI Era Thriving Tasks

4.1. The Task of Problem Definers

Since AI is excellent at solving well-defined problems, the future value would shift to those who are good at identifying and framing the right problems. Thus, in the future, we might see tasks titled ‘Chief Question Officer’, or ‘Problem Framing Strategist’, who doesn't provide answers, but designs the most powerful questions for an organisation to explore.

In line with these, we might see an ‘Ethical Systems Designer’ who identifies potential biases, unintended consequences, and ethical dilemmas in AI systems and business models before they are built. The other possible tasks can come from the role of ‘Synthesis Navigator’ that brings insights from multiple AI models that can foresight the market trends, or the human behaviour, or synthesise them with the necessary logistics and put them into a coherent, actionable strategic direction. Buheji (2019) [12]

The transition towards an economy that prizes uniquely human traits is foreshadowed by the concept of the "Feeling Economy," as proposed by Huang, Rust, & Maksimovic (2019) [24]. Their groundbreaking work correctly predicted the rising valuation of emotional intelligence and interpersonal skills as AI masters cognitive and mechanical tasks. This paper's Inspiration Economy framework both aligns with and extends this trajectory. While the Feeling Economy describes the nature of the valued skills (emotion), the Inspiration Economy provides the underlying economic logic (Capacity vs. Demand) that explains why these skills are becoming paramount and maps the broader landscape of future work. It positions empathy and feeling not as isolated skills, but as core components of a larger human capacity that also includes problem-framing, creative vision, and strategic intuition. Thus, the Inspiration Economy can be viewed as the economic system that emerges from and systematises the principles of the Feeling Economy, offering a comprehensive taxonomy and a clear economic formula to guide individuals and organisations in this new era. Garbuio and Lin (2021) [20]

4.2. The Task of Empathy and Connection Catalysts

AI can analyse sentiment, but it cannot feel or build genuine trust. The capacity for authentic human connection becomes a premium skill. Hence, AI can be used to analyse session notes for patterns and suggest therapeutic techniques, but the healing relationship needs to stay dependent on the human

empathy, intuition, and shared experience, which can come from what one might call an 'AI-Augmented Therapist' or Counsellor. Bozdağ (2025) [3].

Using AI data also requires a profound understanding of human emotion and motivation. This means the world needs tasks that take the role of 'empathy-driven experience curators' that design deeply personalised customer journeys, user experiences, or learning pathways. These types of tasks can be extended to be like 'community weavers' that foster genuine connections and culture within the organisations or targeted communities, navigating complex social dynamics that algorithms cannot grasp.

4.3. The Task of Creative Visionaries and Storytellers

As the capacity of any community or individuals can be differentiated, their ability to bring in bring generate emotional stories that resonate with someone else's experience, more creative storytellers would be needed even in the AI era. Thus, we will always need someone who crafts the overarching story and "why" for a brand or movement, ensuring all communication—whether AI-generated, or human-written—feels authentic and purposeful. Buheji (2020a) [6]

Creative Director, even if they use AI-assisted sets of the artistic vision, mood, and narrative for a campaign or product to generate thousands of mood boards, concept art, or copy variations, they are highly needed in curating and refining the output based on their unique taste. When AI is used to manage continuity and generate background lore, while steering the core narrative and character arcs, the world would still need someone who would take the role of creating rich, consistent fictional stories that AI can't match. Caramiaux *et al*. (2025) [15]

The critical discourse surrounding generative AI's impact on creative fields, as explored by Caramiaux *et al*. (2025) [15], directly informs and validates the need for the Inspiration Economy's distinction between execution and creative vision. Their 2025 analysis of the narratives, values, and impacts of generative AI in creative work highlights the ongoing tension between the tool's capability to produce content and the human capacity to imbue it with meaning, context, and ethical consideration. This tension is precisely what the Inspiration Economy framework seeks to resolve. While Caramiaux *et al*. (2025) [15] detail the problem—questioning the values embedded in AI systems and their societal impact—this paper provides the economic rationale for the solution. The role of the "Creative Visionary" or "Strategic Narrative Designer" we propose emerges as a direct response to these challenges; it is the human-centric role tasked with providing the critical oversight, ethical grounding, and purposeful intent that Caramiaux *et al*. (2025) [15] argue is essential. Thus, our framework positions these uniquely human capacities not as ancillary, but as the central source of economic value in a world saturated with AI-generated content.

4.4. The Tasks of Strategic Narrative Designer

AI provides probabilistic forecasts, but human intuition is needed for leaps of logic, strategy in the face of incomplete data. Thus, even with AI, a human 'Fusion Strategist' is needed who can interpret AI outputs and blend them with market intuition, geopolitical awareness, and long-term vision to make bold strategic bets.

To raise the capacity also we would also continue to have someone who would play the role of 'Resource Orchestrator' who can go beyond efficiency to allocate different talents, and the most suitable attention with the best resilience and innovation. The other capacity still needed is the 'Negotiator' and the 'Diplomacy Facilitator' who navigates complex, multi-party negotiations where trust, body language, and unspoken concerns are as important as the facts on the table.

The critical role of the "Strategic Narrative Designer" within the Inspiration Economy finds a robust theoretical foundation in the work of Rindova & Martins (2022) [26] on Futurescapes. Their research demonstrates that effective strategy in complex environments is not about predicting a single future, but about designing narratives that reorganise temporal understandings and mobilise collective imagination. This aligns perfectly with the core premise of the Inspiration Economy, where value is created by defining new terrains of opportunity (Capacity vs. Demand).

While AI can generate probabilistic forecasts, it lacks the capacity for the imaginative, temporal reorganisation that Rindova & Martins (2022) [26] identify as crucial. Therefore, the Strategic Narrative Designer in our taxonomy is not merely a storyteller but a strategist who performs this exact function: they use human intuition and creativity to construct compelling "futurescapes" that give direction and purpose to AI-derived data, thereby transforming raw information into a coherent and inspiring strategic narrative. This synthesis ensures that technological capabilities are guided by human meaning and a shared vision for the future.

4.5. The Tasks Related to Physical and Craft Mastering

In a digital world, the demand for unique, high-touch physical craftsmanship and performance will increase, as it represents an irreplaceable human capacity. An artisan who creates custom, handcrafted goods where the story, imperfection, and human touch are the primary values would still have a meaning. Actors and musicians whose live, unscripted, and emotionally charged performances provide a connection would still be the preference for humans over AI-generated media. Even personal trainers, bodyworkers, and coaches who provide real-time, adaptive physical feedback and motivational support would still be tasks that are more competitive than AI.

The resilience of artisanal and crafting professions within the Inspiration Economy is powerfully prefigured by the concept of "automation for the artisanal economy" proposed by Eglash *et al*. (2020) [18]. Their research demonstrates that the future of craftsmanship lies not in rejecting technology, but in a synergistic human-machine collaboration that enhances both economic and environmental sustainability. This model is a perfect embodiment of the Capacity vs. Demand logic, where AI and automation are not used for mass replacement (the Capital Economy model) but to amplify the unique capacity of the artisan. In this framework, machines might handle precise, repetitive, or physically strenuous subtasks, thereby freeing the human craftsperson to focus on the creative design, nuanced judgment, and embodied skill that infuse a product with its unique story and irreplicable value. The work of Eglash *et al*. (2020) [18] thus provides a critical evidence-based counter-narrative to the fear of total automation, validating that in a human-centric economy, technology's highest role is to sustain and elevate, rather than erase, the deeply human traditions of physical craft.

5. Discussion and Conclusion

5.1. Reconciling the Two Economies

The general findings of this analysis affirm the central thesis: the disruption caused by AI and digital transformation is not merely technological but fundamentally economic. By applying the Inspiration Economy (IE) framework, we can reinterpret the crisis of job displacement as a necessary transition from a Capital Economy (CE) that optimises for efficiency to an IE that valorises uniquely human potential.

The shift from `Supply vs. Demand` to `Capacity vs. Demand` should not be seen as the complete eradication of the CE, but as a rebalancing of value creation. The CE will continue to govern the production and logistics of physical goods. However, the primary engine of growth, innovation, and competitive advantage will increasingly reside in the IE. AI serves as the pivotal technology forcing this split, automating the CE's "execution layer" and simultaneously creating the tools to amplify the IE's "inspiration layer." This resolves the apparent paradox: the same technology that displaces routine tasks also creates the conditions for more meaningful, human-centric work.

5.2. The Amplification of Human Potential

The identified taxonomy of roles—Problem Definers, Empathy Catalysts, Creative Visionaries, etc.—demonstrates that the future of work is not a battle against machines, but a partnership. AI's role is to handle computational abundance (generating options, analysing data), thereby freeing human intelligence to focus on tasks of qualitative judgment, meaning-making, and ethical reasoning. This partnership, as seen in the proposed workflow, does not diminish human agency but elevates it from executor to director and curator. The value shifts from the output itself to the intent, vision, and emotional resonance behind it, which are imbued by human capacity.

5.3. Implications and Limitations of this Study

This paper has argued that navigating the future of work requires a fundamental shift in economic perspective. The prevailing anxiety over AI-driven job displacement is a symptom of an outdated Capital Economy logic, where human value is measured in units of efficient output. By adopting the lens of the Inspiration Economy, with its core formula of `Capacity vs. Demand`, we can chart a clear and optimistic path forward. This transition has profound implications. Our current education systems, largely designed to produce reliable CE executors, must be radically reformed. The premium will be on fostering skills that the IE framework identifies as critical: critical thinking (to frame problems), creativity (to generate novelty), empathy (to build connection), and ethical reasoning (to guide technology). Similarly, policymakers must move beyond safeguarding obsolete industries and focus on creating ecosystems that nurture lifelong learning, entrepreneurial ventures, and the "soft" infrastructure of community and well-being that fuels human inspiration.

This study is conceptual in nature, establishing a theoretical framework and taxonomy. Its limitations point to critical avenues for future research. Empirical studies are needed to validate and refine these categories within specific industries. Longitudinal research could track the evolution of these roles and the effectiveness of the human-AI collaborative workflow. Furthermore, investigating the socio-economic risks of this transition—such as a potential "inspiration divide" between those who can cultivate these capacities and those who cannot—is a pressing concern.

5.4. A Call to Accelerate Our Investment on Human Potentials

The conclusion is unequivocal: in the AI era, career security and value will be derived from the irreducible human capacities for inspiration, empathy, and strategic intuition. The roles that will not only survive but thrive are those of the irreplaceable creator, the empathetic connector, and the visionary strategist. These are the roles that define the problems, set the vision, build trust, and infuse meaning—tasks that lie beyond the reach of algorithmic calculation.

Therefore, the call to action is not to resist technological progress, but to accelerate our investment in human potential. For individuals, this means a lifelong commitment to cultivating their unique human capacity. For organisations, it means restructuring to prioritise and amplify these capabilities. For societies, it means building systems that empower every person to have their valuable currency stay differentiated with potential meaning.

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