

# SUCCESS FACTORS: HUMANS + AI TEAMS

## Human ownership of outcomes

Humans remain accountable for decisions, ethics, and outcomes, even when AI does much of the work.

## Human-AI complementarity

AI amplifies human strengths, handling scale, speed, and iteration so people can focus on context, judgment, empathy, and trade-offs.

## Calibrated trust, transparency, and guardrails

AI is trusted within bounds: important outputs can be checked, challenged, and reversed, and safeguards minimize risk.

## Shared goals and clear roles

The team aligns on outcomes, then makes roles explicit: what humans do, what AI does, and what they do together.

## Workflow and autonomy by design

AI is integrated into end-to-end workflows with autonomy levels (assist, collaborate, delegate, automate) chosen according to task and risk.

## Co-learning and continuous adaptation

Teams improve over time by treating prompts, corrections, and outcomes as signals for learning and redesign.