WHO IS DOING THE LEARNING HERE?

DEVELOP **QUALITY THINKING** & **STRONG SKILLS**

DON'T LET YOUR LEARNING SLIP.

COGNITIVE LOAD

Effort in your brain during learning.

- Using your **working memory**.
- Paying **attention** to what matters.
- Removing **distractions**.

COGNITIVE OFFLOADING

Extending your memory with help.

- Cornell notes, flashcards, books, devices.
- Used later through **retrieval** & **practice**.

This is normal. We all do it.

COGNITIVE OUTSOURCING

Delegating thinking to others.

- Using AI to think for you.
- Asking other people for their ideas.

This is is a risk. Don't let it go too far.

COGNITIVE SURRENDER

Giving up on decision-making.

- Becoming dependent on AI.
- Asking other people to do your work.

This is is harmful & hard to come back from.

NEVER-SKILLING

Becoming incompetent.

- **De-skilling**: losing skills you had.
- **Mis-skilling**: learning skills incorrectly.

This impacts your future prospects.

Cognitive Load Theory: Sweller et al. 2011.
Cognitive Offloading: Risko & Gilbert 2016. Gerlich 2025.
Cognitive Outsourcing & Surrender: Shaw & Nave 2026.
Never-Skilling, de-skilling, mis-skilling: Ke et al. 2026.

100% HUMAN

(If You) USEME-AI
LEARNING FOR HOPE & AGENCY IN AN AI WORLD
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