

THE PROBLEM

Companies are spending **billions** on AI workforce transformation without a framework for which roles can safely be automated. They measure readiness by task volume — "AI handles 94% of the work" — when the **6% it can't handle is where all the consequences live.**

55%

of employers regret AI-driven layoffs
Forrester, 2025

\$500M+

in settlements from one botched restructure
Twitter/X, 2022-23

10/12

failure scenarios correctly predicted
JA Framework v0.2

THE FRAMEWORK

Every role contains three layers of judgment. AI excels at one, partially handles the second, and is completely blind to the third. The framework maps these layers before any automation decision.

VISIBLE

AI Strong

Judgment encoded in systems

Data, patterns, structured decisions. AI excels here — processes volume faster, catches patterns humans miss.

CONTEXTUAL

AI Partial

Judgment requiring interpretation

AI surfaces inputs but can't make the call. Requires calibration, reading the room, understanding what data doesn't say.

INVISIBLE

AI Blind

Judgment you don't know exists until it's gone

Relationships. Institutional memory. Informal signal networks. The tacit knowledge embedded in tenure.

THE 94% TRAP

When someone says AI handles 94%, ask: 94% of the **volume** or 94% of the **consequences**? IBM automated 94% of HR tasks. The 6% it couldn't handle broke everything. They hired everyone back.

THE BOTTLENECK PRINCIPLE

If a role's most consequential decisions live in the Invisible layer, the role **cannot be safely automated** — regardless of how much Visible work AI handles. One load-bearing wall holds up the whole structure.

WHAT WE DELIVER

Sextant Labs applies the Judgment Architecture framework to map the judgment layers inside your organization's roles **before** you make automation or restructuring decisions.

- Role Decomposition Audit — map every role's judgment layers
- Automation Risk Scorecard — quantify which roles are safe, partial, or untouchable
- Governance Gate Assessment — values, liability, and escalation readiness
- Board-Ready Decision Brief — evidence-backed recommendations for leadership

THREE GATES BEFORE YOU AUTOMATE

Every automation decision must pass all three. Any failure = stop.

1

VALUES GATE

What values govern these decisions? Has anyone written them down?
CNET: 78 AI articles, half with errors. Nobody told AI accuracy > speed.

2

LIABILITY GATE

If AI gets this wrong, what's the worst-case legal or reputational damage?
Air Canada: chatbot made a promise. Court said: still your promise.

3

ESCALATION GATE

When AI hits a case it can't handle, what's the human path?
Workday: 1B+ applicants screened. Zero human review. Lawsuit followed.

VALIDATED RESULTS

AUGMENTATION MODEL — Markel Insurance + Cytora AI

Deployed AI for visible judgment (application processing, risk flagging). Kept humans for contextual and invisible judgment (complex cases, relationships). **Result: 113% productivity increase. Quote turnaround from 24 hours to 2 hours.** Underwriter satisfaction improved.

STRUCTURAL FAILURE — Twitter/X

80% workforce eliminated without mapping judgment architecture. Content moderation, infrastructure, advertiser relationships severed. **Result: \$500M+ settlements. Brand value halved. Advertiser exodus.**

Framework v0.2: Avg 4.35/5.0 across 12 scenarios · 83% confirmed accuracy
Validated against Duolingo, Google, Salesforce, Meta, Klarna, Twitter/X, UnitedHealthcare, and others