

Stanford University

# Future of Work with AI Agents

Auditing Automation and Augmentation  
Potential across the U.S. Workforce

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Codebook for WORKBank Database

Research Paper:

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# Domain Worker Desires

## Task ID

**Description:** Unique identifier for the task.

**Variable Type:** text

## Occupation (O\*NET-SOC Title)

Label	Unweighted Frequency	%
Clinical Research Coordinators	133	2.32%
Web Developers	130	2.27%
Online Merchants	123	2.15%
...	...	...
Power Distributors and Dispatchers	7	0.12%
<b>Total</b>	<b>5,731</b>	<b>100%</b>

**Description:** Occupation name associated with the O\*NET task.

**Variable Type:** text

## Task

Label	Unweighted Frequency	%
Review and verify data, such as age, name, address, and principal sum and value of property, on insurance applications and policies.	11	0.19%
Inform job applicants of details such as duties and responsibilities, compensation, benefits, schedules, working conditions, or promotion opportunities.	11	0.19%
Troubleshoot program and system malfunctions to restore normal functioning.		
...	...	...
Track conditions that could affect power needs, such as changes in the weather, and adjust equipment to meet any anticipated changes.	3	0.05%
<b>Total</b>	<b>5,731</b>	<b>100%</b>

**Description:** O\*NET Task description.

**Variable Type:** text

# User ID

**Description:** Unique ID for the user.

**Variable Type:** text

# Date

**Description:** Date when the task rating is collected.

**Variable Type:** text

# Self-reported Expertise

Label	Unweighted Frequency	%
Expert	2699	47.09%
Average	2349	40.99%
Novice	683	11.92%
Total	5731	100%

**Description:** Answer to the question "With regards to this task, do you consider yourself a..."

**Values:** Novice, Average, Expert

**Variable Type:** text

# Automation Desire Rating

Label	Unweighted Frequency	%
3	1,531	26.71%
2	1,287	22.46%
4	1,230	21.46%
5	857	14.95%
1	826	14.41%
Total	5,731	100%

**Mean:** 3.00

**Standard Deviation:** 1.27

**Description:** Answer to the question "If an AI system can do this task for you completely, how much do you want an AI

to do it for you?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Time

Label	Unweighted Frequency	%
1	1,750	30.54%
2	1,483	25.88%
3	1,244	21.71%
4	927	16.18%
5	327	5.71%
Total	5,731	100%

**Mean:** 2.41

**Standard Deviation:** 1.23

**Description:** Self-reported amount of time a user spends on a task in their occupation.

**Values:** 1 (10% of working time) to 5 (100% of working time)

**Variable Type:** numeric

## Core Skill Rating

Label	Unweighted Frequency	%
4	1554	27.12%
3	1473	25.70%
2	1200	20.94%
5	911	15.90%
1	593	10.35%
Total	5731	100%

**Mean:** 3.17

**Standard Deviation:** 1.23

**Description:** Answer to the question "How closely is this task related to your core skills or unique strengths that are

essential to your job?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Job Security Rating

Label	Unweighted Frequency	%
1	1,997	34.85
2	1,362	23.77%
3	1,056	18.43%
4	825	14.40%
5	491	8.57%
Total	5,731	100%

**Mean:** 2.38

**Standard Deviation:** 1.32

**Description:** Answer to the question "If an AI can do this task for you completely, how worried would you be that your job will be replaced?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Enjoyment Rating

Label	Unweighted Frequency	%
3	1,602	27.95%
2	1,379	24.06%
4	1,179	20.57%
1	941	16.42%
5	630	10.99%
Total	5,731	100%

**Mean:** 2.86

**Standard Deviation:** 1.23

**Description:** Answer to the question "Without thinking about salary, how much do you enjoy doing this task?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Reasons for Automation Desire - Free Time

Label	Unweighted Frequency	%
False	3,221	56.20%
True	2,510	43.80%
<b>Total</b>	<b>5,731</b>	<b>100%</b>

**Description:** Selected reason why a task is desirable to be automated by AI: "Automating this task would free up my time for higher-value work."

**Variable Type:** boolean

## Reasons for Automation Desire - Repetitive

Label	Unweighted Frequency	%
False	4,045	70.58%
True	1,686	29.42%
<b>Total</b>	<b>5,731</b>	<b>100%</b>

**Description:** Selected reason why a task is desirable to be automated by AI: "This task is repetitive or tedious."

**Variable Type:** boolean

## Reasons for Automation Desire - Human Error

Label	Unweighted Frequency	%
False	4,045	70.58%
True	1,686	29.42%
<b>Total</b>	<b>5,731</b>	<b>100%</b>

**Description:** Selected reason why a task is desirable to be automated by AI: "Automating this task would improve the quality of my work."

**Variable Type:** boolean

## Reasons for Automation Desire - Stress

Label	Unweighted Frequency	%
False	4,808	83.89%
True	923	16.11%
<b>Total</b>	<b>5,731</b>	<b>100%</b>

**Description:** Selected reason why a task is desirable to be automated by AI: "The task is stressful or mentally draining."

**Variable Type:** boolean

## Reasons for Automation Desire - Difficulty

Label	Unweighted Frequency	%
False	5,048	88.08%
True	683	11.92%
<b>Total</b>	<b>5,731</b>	<b>100%</b>

**Description:** Selected reason why a task is desirable to be automated by AI: "This task is complicated or difficult."

**Variable Type:** boolean

## Reasons for Automation Desire - Scale

Label	Unweighted Frequency	%
False	4,048	70.63%
True	1,683	29.37%
<b>Total</b>	<b>5,731</b>	<b>100%</b>

**Description:** Selected reason why a task is desirable to be automated by AI: "Automating this task would help me scale and handle higher output."

**Variable Type:** boolean



## Physical Action Requirement

Label	Unweighted Frequency	%
1	2,589	45.18%
2	1,245	21.72%
3	1,043	18.20%
4	632	11.03%
5	222	3.87%
Total	5,731	100%

**Mean:** 2.07

**Standard Deviation:** 1.19

**Description:** Answer to the question "How much does this task require taking physical actions or physical labor?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Interpersonal Communication Requirement

Label	Unweighted Frequency	%
3	1,430	24.95%
2	1,426	24.88%
4	1,162	20.28%
1	1,100	19.19%
5	613	10.70%
Total	5,731	100%

**Mean:** 2.78

**Standard Deviation:** 1.27

**Description:** Answer to the question "How much does this task depend on interpersonal communication or empathy?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Involved Uncertainty

Label	Unweighted Frequency	%
3	1,618	28.23%
2	1,535	26.78%
4	1,104	19.26%
1	985	17.19%
5	489	8.53%
Total	5,731	100%

**Mean:** 2.75

**Standard Deviation:** 1.19

**Description:** Answer to the question "How much does this task require dealing with uncertainty or making high-stake decisions?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Domain Expertise Requirement

Label	Unweighted Frequency	%
3	1,628	28.41%
4	1,472	25.68%
2	1,178	20.55%
5	834	14.55%
1	619	10.80%
Total	5,731	100%

**Mean:** 3.13

**Standard Deviation:** 1.21

**Description:** Answer to the question "How much does this task require specific domain expertise (such as specialized knowledge, unspoken wisdom, or insights gained through experience)?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Human Agency Scale Rating

Label	Unweighted Frequency	%
3	1,727	30.13%
2	1,643	28.67%
4	1,164	20.31%
1	647	11.29%
5	550	9.60%
Total	5,731	100%

**Mean:** 2.88

**Standard Deviation:** 1.15

**Description:** Answer to the question "If AI were to assist in this task, how much of your collaboration would be needed to complete this task effectively?"

**Values:** 1 (No Collaboration Needed) to 5 (Essential Collaboration Needed)

**Variable Type:** numeric

## Reasons for Human Agency - Physical

Label	Unweighted Frequency	%
False	4,954	86.44%
True	777	13.56%
Total	5,731	100%

**Description:** Selected reason why collaboration (i.e., human involvement) is needed for a task: "This task requires physical actions."

**Variable Type:** boolean

## Reasons for Human Agency - Control

Label	Unweighted Frequency	%
False	4,152	72.45%
True	1,579	27.55%
Total	5,731	100%

**Description:** Selected reason why collaboration (i.e., human involvement) is needed for a task: "This task involves making high-stake decisions which I would like to control."

**Variable Type:** boolean

## Reasons for Human Agency - Domain Knowledge

Label	Unweighted Frequency	%
False	3,998	69.76%
True	1,733	30.24%
Total	5,731	100%

**Description:** Selected reason why collaboration (i.e., human involvement) is needed for a task: "This task requires specific domain knowledge."

**Variable Type:** boolean

## Reasons for Human Agency - Empathy

Label	Unweighted Frequency	%
False	4,253	74.21%
True	1,478	25.79%
Total	5,731	100%

**Description:** Selected reason why collaboration (i.e., human involvement) is needed for a task: "The task involves nuanced communication or interpersonal skills."

**Variable Type:** Boolean

## Reasons for Human Agency - Quality Oversight

Label	Unweighted Frequency	%
False	4,013	70.02%
True	1,718	29.98%
Total	5,731	100%

**Description:** Selected reason why collaboration (i.e., human involvement) is needed for a task: "The task needs validation or oversight to ensure quality."

**Variable Type:** boolean

## Reasons for Human Agency - Dynamic

Label	Unweighted Frequency	%
False	4,352	75.94%
True	1,379	24.06%
<b>Total</b>	<b>5,731</b>	<b>100%</b>

**Description:** Selected reason why collaboration (i.e., human involvement) is needed for a task: "The task is dynamic and requires adapting to changing circumstances."

**Variable Type:** boolean

## Reasons for Human Agency - Ethical

Label	Unweighted Frequency	%
False	4,694	81.91%
True	1,037	18.09%
<b>Total</b>	<b>5,731</b>	<b>100%</b>

**Description:** Selected reason why collaboration (i.e., human involvement) is needed for a task: "The task has ethical, sensitive, or subjective aspects."

**Variable Type:** boolean

# Demographics Data

## User ID

**Description:** Unique ID for the user.

**Variable Type:** text

## Occupation (O\*NET-SOC Title)

Label	Unweighted Frequency	%
Customer Service Representatives	53	3.53%
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	35	2.33%
Accountants and Auditors	31	2.07%
...	...	...
Energy Engineers, Except Wind and Solar	10	0.67%
Total	1,500	100%

**Description:** Occupation name associated with the O\*NET task.

**Variable Type:** text

## Gender

Label	Unweighted Frequency	%
Male	770	51.33%
Female	693	46.20%
Prefer not to say	31	2.07%
Other	6	0.40%
Total	1,500	100%

**Description:** Gender of user.

**Values:** "Male", "Female", "Prefer not to say", "Other"

**Variable Type:** text

## Race

Label	Unweighted Frequency	%
White	774	51.60%
Black	345	23.00%
Asian American and Pacific Islander	169	11.27%
Hispanic	85	5.67%
Native American	21	1.40%
Total	1,500	100%

**Description:** Race of user.

**Values:** "Asian American and Pacific Islander", "Black", "Hispanic", "Native American", "White", "Other"

**Variable Type:** text

## Income

Label	Unweighted Frequency	%
86K-165K	425	28.33%
30-60K	374	24.93%
60-86K	275	18.33%
...	...	...
529K+	16	1.07%
Total	1,500	100%

**Description:** Income of user.

**Values:** "0-30K", "30-60K", "60-86K", "86-165K", "165-209K", "209-529K", "529K+", "Prefer not to say"

**Variable Type:** text

## Age

**Mean:** 35.28

**Standard Deviation:** 13.04

**Description:** Age of user.

**Variable Type:** numeric

## Education

Label	Unweighted Frequency	%
Bachelor's Degree	628	41.87%
Master's Degree	371	24.73%
Some College, No Degree	178	11.87%
...	...	...
Prefer not to say	13	0.87%
<b>Total</b>	<b>1,500</b>	<b>100%</b>

**Description:** User's level of education.

**Values:** "High School", "Some College, No Degree", "Associate Degree", "Bachelor's Degree", "Master's Degree", "Professional Degree (e.g., MD, JD)", "Doctorate (e.g., PhD)", "Prefer not to say"

**Variable Type:** text

## Experience

Label	Unweighted Frequency	%
More than 10 years	462	30.80%
3-5 years	419	27.93%
6-10 years	312	20.80%
1-2 year	247	16.47%
Less than 1 year	60	4.00%
<b>Total</b>	<b>1,500</b>	<b>100%</b>

**Description:** User's years of experience in their occupation.

**Values:** "less than 1 year", "1-2 year", "3-5 years", "6-10 years", "More than 10 years"

**Variable Type:** text



## AI Tedious Work Attitude

Label	Unweighted Frequency	%
Strongly agree	687	45.80%
Somewhat agree	553	36.87%
Neither agree nor disagree	97	6.47%
Strongly disagree	89	5.93%
Somewhat disagree	74	4.93%
Total	1,500	100%

**Description:** User agreement with the statement "AI agents can eliminate a lot of tedious work for people."

**Values:** "Strongly disagree" to "Strongly agree"

**Variable Type:** text

## AI Job Importance Attitude

Label	Unweighted Frequency	%
Somewhat agree	457	30.47%
Neither agree nor disagree	312	20.80%
Somewhat disagree	284	18.93%
Strongly agree	278	18.53%
Strongly disagree	169	11.27%
Total	1,500	100%

**Description:** User agreement with the statement "AI agents are lessening the importance of too many jobs now done by humans."

**Values:** "Strongly disagree" to "Strongly agree"

**Variable Type:** text

## AI Daily Interest Attitude

Label	Unweighted Frequency	%
Strongly agree	623	41.53%
Somewhat agree	495	33.00%
Neither agree nor disagree	145	9.67%
Strongly disagree	124	8.27%
Somewhat disagree	113	7.53%
<b>Total</b>	<b>1,500</b>	<b>100%</b>

**Description:** User agreement with the statement "I am interested in using artificially intelligent systems in my daily life."

**Values:** "Strongly disagree" to "Strongly agree"

**Variable Type:** text

## AI Suffering Attitude

Label	Unweighted Frequency	%
Somewhat disagree	400	26.67%
Strongly disagree	336	22.40%
Somewhat agree	308	20.53%
Neither agree nor disagree	282	18.80%
Strongly agree	174	11.60%
<b>Total</b>	<b>1,500</b>	<b>100%</b>

**Description:** User agreement with the statement "People like me will suffer if Artificial Intelligence is used more and more."

**Values:** "Strongly disagree" to "Strongly agree"

**Variable Type:** text

## Zip Code

**Description:** User zip code (Optional)

**Variable Type:** numeric

## Political Affiliation

Label	Unweighted Frequency	%
Democrat	473	31.53%
Republican	383	25.53%
Independent	267	17.80%
...	...	...
Green Party	2	0.13%
<b>Total</b>	<b>1,500</b>	<b>100%</b>

**Description:** User's self-identified political affiliation.

**Values:** "Democrat", "Republican", "Independent", "Libertarian", "Green Party", "No political affiliation", "Other", "Prefer not to answer"

**Variable Type:** text

## LLM Familiarity

Label	Unweighted Frequency	%
I use them regularly.	829	55.27%
I have some experience using them.	551	36.73%
I have heard of them but don't know much about their functionalities.	110	7.33%
No, I've never heard of them.	10	0.67%
<b>Total</b>	<b>1,500</b>	<b>100%</b>

**Description:** User familiarity with large language model (LLM) products.

**Values:** "I use them regularly.", "I have some experience using them.", "I have heard of them but don't know much about their functionalities.", "No, I've never heard of them."

**Variable Type:** text

## LLM Use in Work

Label	Unweighted Frequency	%
Yes, I use them every day in my work.	507	33.80%
Yes, I have used them occasionally for specific tasks.	414	27.60%
Yes, I use them every week in my work.	307	20.47%
No, I have not used them for any work-related activities.	246	16.40%
No, I've never heard of them.	26	1.73%
<b>Total</b>	<b>1,500</b>	<b>100%</b>

**Description:** Extent of user's LLM use in work-related activities.

**Values:** "Yes, I use them every day in my work.", "Yes, I use them every week in my work.", "Yes, I have used them occasionally for specific tasks.", "No, I have not used them for any work-related activities.", "No, I've never heard of them."

**Variable Type:** text

## LLM Usage by Type - Information Access

Label	Unweighted Frequency	%
Daily	492	32.80%
Weekly	408	27.20%
N/A	272	18.13%
Monthly	198	13.20%
Never	130	8.67%
<b>Total</b>	<b>1,228</b>	<b>100%</b>

**Description:** Frequency of using LLMs for fact-checking, searching for information, or summarizing topics.

**Values:** "Never", "Monthly", "Weekly", "Daily"

**Variable Type:** text

## LLM Usage by Type - Edit

Label	Unweighted Frequency	%
Weekly	431	28.73%
Daily	427	28.47%
N/A	272	18.13%
Monthly	220	14.67%
Never	150	10.00%
Total	1,228	100%

**Description:** Frequency of using LLMs for drafting, editing, or brainstorming work-related content.

**Values:** "Never", "Monthly", "Weekly", "Daily"

**Variable Type:** text

## LLM Usage by Type - Idea Generation

Label	Unweighted Frequency	%
Daily	421	28.07%
Weekly	379	25.27%
N/A	272	18.13%
Monthly	242	16.13%
Never	186	12.40%
Total	1,228	100%

**Description:** Frequency of using LLMs for generating ideas.

**Values:** "Never", "Monthly", "Weekly", "Daily"

**Variable Type:** text

## LLM Usage by Type - Communication

Label	Unweighted Frequency	%
Daily	534	35.60%
Weekly	330	22.00%
N/A	272	18.13%
Never	188	12.53%
Monthly	176	11.73%
Total	1,228	100%

**Description:** Frequency of using LLMs for writing emails or messages.

**Values:** "Never", "Monthly", "Weekly", "Daily"

**Variable Type:** text

## LLM Usage by Type - Analysis

Label	Unweighted Frequency	%
Daily	426	28.40%
Weekly	349	23.27%
N/A	272	18.13%
Never	237	15.80%
Monthly	216	14.40%
Total	1,228	100%

**Description:** Frequency of using LLMs for analyzing data or information.

**Values:** "Never", "Monthly", "Weekly", "Daily"

**Variable Type:** text

## LLM Usage by Type - Decision

Label	Unweighted Frequency	%
Daily	358	23.87%
Never	347	23.13%
Weekly	316	21.07%
N/A	272	18.13%
Monthly	207	13.80%
Total	1,228	100%

**Description:** Frequency of using LLMs to make decisions from information or data.

**Values:** "Never", "Monthly", "Weekly", "Daily"

**Variable Type:** text

## LLM Usage by Type - Coding

Label	Unweighted Frequency	%
Never	443	29.53%
Weekly	292	19.47%
N/A	272	18.13%
Daily	258	17.20%
Monthly	235	15.67%
Total	1,228	100%

**Description:** Frequency of using LLMs for programming assistance or code generation.

**Values:** "Never", "Monthly", "Weekly", "Daily"

**Variable Type:** text

## LLM Usage by Type - System Design

Label	Unweighted Frequency	%
Never	619	41.27%
N/A	272	18.13%
Weekly	224	14.93%
Monthly	222	14.80%
Daily	163	10.87%
Total	1,228	100%

**Description:** Frequency of using LLMs for designing high-level systems.

**Values:** "Never", "Monthly", "Weekly", "Daily"

**Variable Type:** text

## LLM Usage by Type - Data Processing

Label	Unweighted Frequency	%
Daily	382	25.47%
Weekly	326	21.73%
Never	302	20.13%
N/A	272	18.13%
Monthly	218	14.53%
Total	1,228	100%

**Description:** Frequency of using LLMs for data formatting, proofreading, or data entry.

**Values:** "Never", "Monthly", "Weekly", "Daily"

**Variable Type:** text



# Recruitment Source

Label	Unweighted Frequency	%
Prolific	966	64.40%
WoM	355	23.67%
Upwork	179	11.93%
Total	1,500	100%

**Description:** Source that user was recruited from.

**Variable Type:** text

# Expert Ratings

## Task ID

**Description:** Unique identifier for the task.

**Variable Type:** text

## Occupation (O\*NET-SOC Title)

Label	Unweighted Frequency	%
Software Quality Assurance Analysts and Testers	42	2.04%
Search Marketing Strategists	41	1.99%
Online Merchants	40	1.94%
...	...	...
Power Distributors and Dispatchers	2	0.10%
Total	2,057	100%

**Description:** Occupation name associated with the O\*NET task.

**Variable Type:** text

## Task

Label	Unweighted Frequency	%
Mark up, paste, and complete layouts and write typography instructions to prepare materials for typesetting or printing.	6	0.29%
Review illustrative material to determine if it conforms to standards and specifications.	6	0.29%
Review and approve art materials, copy materials, and proofs of printed copy developed by staff members.	6	0.29%
...	...	...
Review and edit transcribed reports or dictated material for spelling, grammar, clarity, consistency, and proper medical terminology.	1	0.05%
Total	2,057	100%

**Description:** O\*NET Task description.

**Variable Type:** text

## User ID

**Description:** Unique ID for the user.

**Variable Type:** text

## Date

**Description:** Date when the task rating is collected.

**Variable Type:** text

## Automation Capacity Rating

Label	Unweighted Frequency	%
3	683	33.20%
4	615	29.90%
2	385	18.72%
5	336	16.33%
1	38	1.85%
Total	2,057	100%

**Mean:** 3.40

**Standard Deviation:** 1.03

**Description:** Answer to the question "To what extent do current AI systems support automating this task?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Physical Action Requirement

Label	Unweighted Frequency	%
1	1,182	57.46%
2	480	23.33%
3	242	11.76%
4	130	6.32%

5	23	1.12%
<b>Total</b>	<b>2,057</b>	<b>100%</b>

**Mean:** 1.70

**Standard Deviation:** 0.98

**Description:** Answer to the question "How much does this task require taking physical actions or physical labor?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Involved Uncertainty

Label	Unweighted Frequency	%
2	651	31.65%
3	542	26.35%
1	493	23.97%
4	303	14.73%
5	68	3.31%
<b>Total</b>	<b>2,057</b>	<b>100%</b>

**Mean:** 2.42

**Standard Deviation:** 1.10

**Description:** Answer to the question "How much does this task require dealing with uncertainty or making high-stake decisions?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Domain Expertise Requirement

Label	Unweighted Frequency	%
3	607	29.51%
4	585	28.44%
2	419	20.37%

1	223	10.84%
5	223	10.84%
<b>Total</b>	<b>2,057</b>	<b>100%</b>

**Mean:** 3.08

**Standard Deviation:** 1.16

**Description:** Answer to the question "How much does this task require specific domain expertise (such as specialized knowledge, unspoken wisdom, or insights gained through experience)?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Interpersonal Communication Requirement

Label	Unweighted Frequency	%
2	619	30.09%
1	578	28.10%
3	445	21.63%
4	306	14.88%
5	109	5.30%
<b>Total</b>	<b>2,057</b>	<b>100%</b>

**Mean:** 2.39

**Standard Deviation:** 1.19

**Description:** Answer to the question "How much does this task depend on interpersonal communication or empathy?"

**Values:** 1 (Not at all) to 5 (Entirely)

**Variable Type:** numeric

## Human Agency Scale Rating

Label	Unweighted Frequency	%
2	645	31.36
3	586	28.49
4	405	19.69

1	326	15.85
5	95	4.62%
Total	2,057	100%

**Mean:** 2.66

**Standard Deviation:** 1.10

**Description:** Answer to the question "If AI were to assist in this task, how much of your collaboration would be needed to complete this task effectively?"

**Values:** 1 (No Collaboration Needed) to 5 (Essential Collaboration Needed)

**Variable Type:** numeric