Principle 01
Right to
Intelligence

Principle 02
Purpose
Driven

Principle 03
Disruption
Prevention

Principle 04
Risk
Evaluated

Principle 05
Accountable Redesign

Principle 3: Disruption Prevention

Measures for displacement protection should be in place to minimise social disruption by taking measures to create seamless and sustainable innovations for existing ecosystems.

Q1 **Do you have an early awareness communication plan or programme for the various stakeholders (including users) directly affected or replaced due to the change introduced by the new innovation?** *

○ Yes

● No

Q2 **How skilled are the professionals replaced by the new intelligent system?** *

Low - a simple task, not much experience required; Medium - requires training and certification; High - requires a higher degree of education, certification and years of practice

○ Low

○ Medium

● High

○ No Skills Displacement (Also, fully transferrable skills)

Q3 **Does the new innovation retain the current level of career growth for existing workers, and is there** *

training available to make the adoption of the new technology seamless?

◯ **Old experience is not relevant**

◯ **Significant level of new skills required**

🔘 **Some upskilling is required, training is available**

◯ **The same experts can easily work with the new tools**

Q4 **How complex is the new innovation for workers on the scale of 1 to 10?**

1 - No experience required, workers are easily replaced, 5 - Some training and certification is required, 10 - Extensive education and special license required, workers retain their jobs

1 – very easy   10 - Requires extensive training

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Q5 **Does the innovation create new jobs and educational opportunities within the existing ecosystem?** *

e.g. organisations, institutions and governing bodies

🔘 **Yes**

◯ **No**

Q6 How stable is the product and how frequently will it be replaced? *

A stable product will not require a user to purchase new versions of the product in a short time frame.

○ **No required update purchases**

○ **Within 12 months**

○ **within 2 years**

● **2+ years**

Q7 How sustainable is the new product? *

Unsustainable factors include (non-exhaustive list): running on and being produced by non-renewable energy sources, frequent hardware replacements, making decisions increasing the rate of fossil fuel use or extraction, deforestation, and affecting indigenous communities. The same goes for the waste produced by the business and the practices of the business itself.

● **Sustainable**

○ **Unsustainable**

Q8   **Do you have a relevant change management process for businesses, users, stakeholders, etc? Is there a process in place to manage the change in the existing ecosystem that has resulted from the new innovation?**   *

○   **Yes**

●   **No**

Q9   **How many people will be potentially impacted by the innovation across the world?** *

E.g. the taxi drivers in the case of new driverless taxis, customer service workers with the introduction of new chatbots, etc. (how many people whose task is the same or similar to the new AI will be impacted?)

○   Less than 10K

○   Less than 1M

●   Less than 100M

○   More than 100M+

Q10   **How long will it take for this innovation to be widely adopted by the users and society for the selected**   *

choice above?

The more complex the innovation, the longer it will take to be integrated into society. A simpler innovation will be adopted much faster.

○ **less than a year**

○ **1-3 years**

◉ **3-5 years**

○ **5-10 years**

○ **10+ years**

Q11 **Will it support seamless management of the changes/updates and the new version over the lifetime of the solution without disruption?**   *

◉ **Yes**

○ **No**

Q12 **How long will it take to see the effects of the adoption of this innovation?**   *

○ **Less than 3 months**

○ **Less than 1 year**

◉ **Less than 2.5 years**

○ **Less than 5 years**

○ **10 years+**

Q13 **How often will the user be potentially negatively impacted by the new innovation?** *

e.g. Car breakdown, Application crash, or security breaches, etc

○ **Rarely**

◉ **Monthly-Yearly**

○ **Weekly-Monthly**

Q14 **Does it impact the existing culture, societal values, ways of living and beliefs?** *

○ **Yes**

◉ **No/ NA**

Q15 Can you provide public evidence of survey or diverse consensus for the above criteria? *

You must organise a focus group discussion of external and diverse attendance exploring the product's proposal in light of intelligence ownership. Their feedback must be recorded, the attendees' emails must be provided for verification purposes, and they must be work email addresses that are external to your organisation.

(•) **Yes**

( ) **No**

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