



# Notes

Dec 2, 2025

# Justin: CH Scream Machine

Invited Kiyasha Singh Justin Germishuys

Attachments 📎 Justin: CH Scream Machine

Meeting records 📄 Transcript 🎙️ Recording

## Summary

Justin Germishuys and Kiyasha Singh discussed the development and commercialization of the "cyborg skills ecosystem," where Justin Germishuys introduced "vibe engineering" as a new cyborg skill for end-to-end design using AI, emphasizing the need to target the new "cyborg" market segment. Key content and outreach strategies proposed by Justin Germishuys included a weekly newsletter, a dedicated website with a skills catalog and marketplace, and a book on cyborg habits, while Kiyasha Singh suggested a March commercial release for the "cyborg habits" component. Justin Germishuys tasked Kiyasha Singh with organizing project transcripts using NotebookLM and GitHub and scheduled a dry run of an internal podcast for the following Tuesday, focusing on the future of work and human roles enhanced by AI.

## Details

*Notes Length: Standard*

- **Cyborg Skills Ecosystem and Commercialization** Justin Germishuys clarified that "cyborg habits" is a component within the broader "cyborg skills ecosystem". They emphasized the need to develop thinking around an easily deliverable commercial version of this ecosystem, suggesting Kiyasha Singh start getting a sense of what to include without premature building ([00:09:45](#)). They recommended that Kiyasha Singh utilize AI, like Gemini, to crystallize the vision and even generate images using tools like Nano Banana to visualize the concepts ([00:11:07](#)).

- "Vibe Engineering" as a Cyborg Skill** Justin Germishuys detailed a complete end-to-end engineering workflow using AI tools (Gemini and Nano Banana) to redesign a potato peeler, generating concepts, specifications, schematics, and 3D printable objects ([00:11:07](#)). They called this process "vibe engineering" and posited it as a new cyborg skill, highlighting that this capability—designing and realizing a physical object with minimal skills—is a first in human history ([00:13:36](#)). Justin Germishuys also suggested provisioning 3D printers to test this specialization within DAB ([00:14:55](#)).
- Sustaining the Cyborg Skills Ecosystem** Justin Germishuys discussed creating a book for cyborg habits, offering to handle the first draft, and mentioned the power of combining tools like Nano Banana and Gemini 3 for tasks such as creating game assets ([00:16:19](#)). They shared examples of existing cyborg skills, including UI on command, where AI generates cognitively ergonomic interfaces for consuming complex information like an adjacent possible analysis ([00:17:42](#)).
- Designing for the Hybrid Market Segment** Justin Germishuys raised the importance of developing "taste" as a human component when leveraging AI for design and development, citing Anelise from Seatra's excitement about Nano Banana but noting that uncontrolled AI output quickly becomes generic ([00:19:16](#)). They concluded that solutions must be designed for three segments: humans alone, AI agents, and the "cyborg" (human massively enhanced with AI), recognizing that the latter constitutes a new market segment with different needs and decision-making processes ([00:20:52](#)). They contrasted the "non-cyborg" interaction with a shop assistant during a trampoline purchase with the cyborg skill of using a phone or glasses to instantly gather and analyze product information based on physical specifications and build quality ([00:22:23](#)).
- Ecosystem Content and Outreach Strategy** Justin Germishuys proposed various content formats for the cyborg skills ecosystem, including infographics, videos, and cognitively ergonomic UIs, suggesting a weekly newsletter to discover and share emerging cyborg skills ([00:23:27](#)). They noted the widespread insecurity about future relevance, especially among young people, as a massive opportunity to draw attention to the cyborg skills ecosystem ([00:25:07](#)). Kiyasha Singh and Justin Germishuys considered expanding beyond the current "cyborg habits" with ideas like a cyborg skills game or a podcast featuring experts to harvest perspectives on the future of work and education ([00:26:32](#)).
- Product Development and Automation** Kiyasha Singh suggested a commercial consumer version release for cyborg habits in March to allow

time for building out the broader ecosystem. Justin Germishuys agreed on moving forward with a new version, recommending that Kiyasha Singh focus on automating the development process using tools like Claude code or Gemini to minimize manual work ([00:29:20](#)). Kiyasha Singh confirmed having a Claude code subscription, prompting a discussion about optimizing their AI tool access and utilizing AI Studio within Stride Shift for app building ([00:30:43](#)).

- **Cyborg Skills Website and Marketplace** Justin Germishuys proposed creating a dedicated "cyborg skills" website, distinct from Stride Shift's subdomain, to host thought leadership content, including a continuously updated catalog of future skills ([00:32:19](#)). They suggested establishing a marketplace on the site to sell products beyond courses, such as a beautifully crafted book using Nano Banana, potentially containing micro-stories illustrating the benefits of adopting cyborg habits ([00:33:54](#)). They also mentioned including a 3D-generated environment or a game as part of the ecosystem offerings ([00:36:31](#)).
- **Communication and Conceptual Framework** Justin Germishuys emphasized the importance of vocabulary and a glossary for discussing the future, noting that people struggle to imagine what they lack words for ([00:38:15](#)). They shared a conceptual artifact using the metaphor of Iron Man (human, AI, and armor) to define and assess a "cyborg" as a functional whole, illustrating how skills and performance should be assessed by considering all integrated parts ([00:41:01](#)). Kiyasha Singh and Justin Germishuys discussed the potential monetization strategies for the ecosystem, including selling individual items like books, offering a subscription bundle, or using a mix of free and paid resources ([00:44:28](#)).
- **Cyborg Skills for Execution and Identity** Justin Germishuys outlined a short course concept on "effective meeting facilitation to enable AI execution," where meeting transcripts are converted directly into prototypes or marketing material rather than just summaries ([00:45:48](#)). They proposed building tools like special agentic configurations for more technical cyborgs and communication workflows for improving clarity ([00:48:53](#)). They also discussed how AI could either enhance individuality (the "you, but better" concept inspired by cosmetology) or lead to homogeneity, suggesting this tension as a valuable topic for the cyborg skills content ([00:51:37](#)).
- **Shifts in Perception and Task Management** Justin Germishuys asserted that the concept of scarcity for tasks like data analysis, UI development, and research is a "non-cyborg way of thinking" ([00:54:49](#)). They stated that these are now "table stakes" for a cyborg, shifting the focus to what new

possibilities emerge when these capabilities are standard ([00:56:41](#)). To manage the project content, Justin Germishuys assigned Kiyasha Singh three organizational tasks: putting transcripts into NotebookLM, storing them in a specific Drive folder, and keeping them in a local GitHub project for concept and information management ([00:57:59](#)).

- **Podcast Development and Future Scheduling** Justin Germishuys suggested creating a RAGbot over the generated content as a knowledge base for the ecosystem and proposed starting an internal recorded podcast session with Kiyasha Singh as the host/interviewer ([00:59:12](#)). They recommended Kiyasha Singh watch "The Peripheral" using active reading techniques and listen to relevant podcasts, such as "The Knowledge Project" by Shane Parish, to prepare for the role ([00:35:15](#)) ([01:02:06](#)). Kiyasha Singh and Justin Germishuys scheduled a follow-up meeting for the following Tuesday to conduct a dry run of the internal podcast, focusing on questions about the future of work and the roles of human beings extended by AI ([01:03:30](#)).

## Suggested next steps

- ☐ Kiyasha Singh will schedule a dry run for the podcast next week to interview Justin Germishuys about the future of work.
- ☐ Kiyasha Singh will schedule an internal recorded session starting in week two of January with Allison, Barbara, or Steven to discuss the future of people and the future of work, in a podcast-style format.
- ☐ Justin Germishuys will write the first draft of the book for cyborg habits.
- ☐ Justin Germishuys and Kiyasha Singh will discuss Kiyasha Singh's subscription plan, including the Claude code subscription.

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# Transcript

Dec 2, 2025

# Justin: CH Scream Machine - Transcript

00:09:45

**Justin Germishuys:** Okay, I see read AI is in here, but um should I stop sharing with stop sharing with read AI if you're not going to use it?

**Kiyasha Singh:** I just Yeah, that's fine. Um, I've just started with Gemini, so

**Justin Germishuys:** Okay, cool. I just want to take read read AI out of this because I don't think we need that anymore. Um, all right. So, when we talk about the cyborg skills ecosystem, everything's in it. Uh, and cyborg habits is one of the things in the cyborg skills ecosystem. So, that's something that we just have to be clear on. What we need to develop is some thinking around what do we it should be easy for us to deliver a commercial version. So that has to be on the on the um delivery list. I think you can start making it like not now already.

**Kiyasha Singh:** Today,

**Justin Germishuys:** Don't like start getting a sense of what it needs to include. So don't start building prematurely. Sit and have a conversation with AI.

00:11:07

**Justin Germishuys:** Like I know sometimes it feels like if you're sitting on the couch with your phone and you're talking to AI doesn't necessarily feel like working, but if you're getting your your the picture in your mind crystal clear and then by all means go into nano banana generate images for what you think it could look like. Um, here's something that I did in Zoom last week, which I thought was a workflow that I've always wanted to have, but the technology hasn't been there, and it's like like 95% there now. I went in and I said, "What is wrong with potato peelers that people generally have? Like, what makes them suck?" And it was as simple as that. And then I I did this in Gemini and Gemini did a fantastic job of like listing all the things like it hurts your hand, it's difficult to hold, it doesn't grip on the skin when the potato is slippery, it like doesn't grip, you know, and it's particularly bad with certain kinds of cultivars and you know, like it it listed like all the things that would typically be annoying.

00:12:19

**Justin Germishuys:** So then I said, "Okay, well without overengineering it, can you suggest redesigns that would make it work better?" And it did. It just took each point that it made and it said we could fix it in all of these ways. So I said, "Okay, cool. From everything that you've suggested, can you make a clear recommendation and tell me why?" And then it did. Okay. Then I said, "Okay, now based on this recommendation, can you write me clear specifications with materials uh dimensions, everything that you would need from uh that you would need to include in a proper spec and then it did that and then I said, okay, now use Nano Banana to generate a schematic." So, you know, like you know, the schematic or the blueprints that somebody would use to build something off of. And then from there, I said, "Okay, now render some of these parts for me." And then it used Nano Banana to create 3D versions of some of the parts. I took those and I stuck them into Tripo 3D, but it could be anything.

00:13:36

**Justin Germishuys:** And I said, "Now create the 3D object." And then it created the 3D object. and ready for manufacturer print. So I could print that 3D object or I could send send the specs off for manufacturer or whatever. But that's end to end engineering, right? With no skills. So we talk about vibe coding, but this would be vibe engineering. And you can do this with any object. And so you can imagine that the possibility for creating better versions of things in the world is a massive untapped massively untapped potential. It's practically infinite. And so what I would really like to do is in the new year like bring that into being one of the cyborg skills because that's exactly what it is that end to end workflow just knowing you can do that and then getting to a physical object that is ready to test in the world. That is that is a capability that has never existed in the history of humanity. And so it very rightly falls under the heading of a cyborg skill in so far as a human being needs to be involved in it.

00:14:55

**Justin Germishuys:** And they still bring taste into the mix because we bring the things that we find frustrating to the table. You know, the reason we still have the



potato peelers we have is because they're cheap to manufacture and the irritation is so low that people live with it.

**Kiyasha Singh:** Yeah.

**Justin Germishuys:** But we don't have to live with those kinds of irritation anymore. And because we don't need things to be designed and then produced on mass in order to keep the costs low because the design cost is minimal, right? Um, and anybody with a 3D printer can create many, many objects without having to pay more than just the raw material costs involved. And so even the unit economics come down to a large extent. And so I think that that must definitely be one a cyborg skill that we share with the world and certainly one that we use ourselves either by creating a vibe engineering um specialization in DAB um possibly provisioning two or three 3D printers that can be used just as a as a test you know to see how it goes.

**00:16:19**

**Justin Germishuys:** And that's just so as we start to notice these cyborg skills then there we go. Now I suppose I want to kind of get back to talking about the ecosystem. We do need a book for cyborg habits for sure. Um but I'll I'll generally try and take care of a first draft. But we can also think of doing something that is unusual like to give you another example nano nano banana and Gemini 3 together they actually represent an enormous glimpse into what's coming. Normally to make a computer game you would need designers and you would need people to create sprite sheets which are just like slight variations on a character like this is the character here are four frames of the character standing still so that when you're looking at the screen it's not just like frozen it's looks like it's kind of moving as it's standing still here the frames when it's moving right here are the frames when it's moving left it's like little bits of animation and you need that for every object in a game that moves if you want it to look cool.

**00:17:42**

**Justin Germishuys:** But now with Nano Banana, you can quite quickly generate those game assets and then you put those game assets into a folder and you say, "Okay, now build this game using these game assets." And then you have a game. But it's what we've been doing all along. instead of producing uh just this is another thing I did in Zim last week. So I showed them the potato peeler thing in Zim to show that the future that they're working with will probably include people constantly like engineering things as well and that they can catalyze that and support that. Um but

we've already seen that we have things like UI on command. So one thing that I did um is I ran an adjacent possible analysis for one of the clients. So I said, "So I have a a knowledge graph that currently has like 3,000 use cases with AI across all industries and as well as the capabilities of AI now." And the adjacent possibility analysis says let's take a capability from medicine and then let's combine it with a capability in agriculture and see what else becomes possible because both of those things are true.

00:19:16

**Justin Germishuys:** What what else could we do in the world right now if we just decided to blend those things? And so what that does is it runs through hundreds of possible adjacent possibilities and then it ranks them from obvious to like really unexpected. But it produces quite a lot. And instead of trying to create a report or an infographic, all I said is turn this into a cognitively ergonomic UI. And then it just produced a interface with nutshell statements and then progressive disclosure is wonderful. So this is another cyborg skill is that to make it easier for us to consume information, we can use AI to produce interfaces for us on demand that are cognitively economic. Now this is also a cyborg skill, right? It's something you can do because you're a cyborg, but you as the human component, you don't have to know how to produce it. But as the human component in the relationship, you develop taste. You over time learn what works for you and what doesn't work for you. And so you bring a organismic perspective into the development and design.

00:20:52

**Justin Germishuys:** I was speaking to Anelise from Seatra yesterday and she's been very excited about AI, but this is something that is also quite frequent. Somebody will say, "Oh, look, I can use nano banana to make an image." Okay. But unless you take enough control of it, it all starts to look the same. It it has the same AI feel to it. This it becomes what was mindblowing becomes generic because now it's on tap. And when something feels generic, people don't pay attention. So another important thing we realize is that we're not we're actually designing solutions for three kinds of things. Humans on their own, AI agents on their own because often AI agents are going to be the ones doing the evaluation and the purchasing, not human beings. And then the hybrid, the cyborg, which is to say that the same things that would have resonated well with the human on their own is not going to resonate with the cyborg now. And so you end up with a kind of a new market segment which is people

enhanced people who are massively enhanced with AI in their everyday life in terms of their decision.

00:22:23

**Justin Germishuys:** So almost you can think of it And this is an oversimplification. Somebody who hasn't picked up the cyborg habits versus somebody who has picked up the cyborg habits. If I walk into a shop, I don't actually even speak to the salesperson anymore. In fact, that went horribly wrong for me when I bought this trampoline in my backyard because I went to them and I said, "I don't want I want to check if this trampoline is 3 m circumference or 3 m diameter." Because the box was not clear and the person said, "No, it's it's 3 m circumference." I'm like, "Are you 100% sure that it's not 3 m diameter?" He's like, "No, no, it's circumference." I get home and it's 3 m diameter. So, now it's like this thing is taking up half my backyard. So, it's not great to speak to shop assistants actually because they don't really know. But what you can do, and what I should have done, come to think of it, is take a photo of it with your phone or with your glasses and then ask her to do product comparisons right then and

00:23:27

**Kiyasha Singh:** in

**Justin Germishuys:** there, but based on their physical specifications, build quality, cost, and also possibly ignoring human reviews because those or reviews because those might be bots anyway.

**Kiyasha Singh:** in Okay.

**Justin Germishuys:** And knowing that you can do that with anything you purchase, that's a cyborg skill cuz it's now something you can do at scale that you didn't know you you could do. And so I think that we need to look when we build the ecosystem, we need to use precisely these things. uh we need a place where somebody can go to and they'll get infographics, videos and you know cognitively ergonomic UIs delivering information to them about cyborg skills and cyborg habits. Um what I've been saying now could be part of um blog posts or um newsletters to say okay what new thing are we discovering you can do what what are new cyborg skills we're discovering all the time because I've already mentioned so it's not impossible it's not too farfetched to assume that we start with once a week and once a week We send out a newsletter that people subscribe to.

00:25:07

**Justin Germishuys:** Are you still Yeah.

**Kiyasha Singh:** Sorry, my laptop just had a seizure.

**Justin Germishuys:** Okay. No worries. So you know at the end of the week and we can schedule this um we have a conversation like this where internally we start to identify what are new cyborg skills that are emerging like this potato peeler one or you know um I made this mystery children's book for Nathan and as we start to build a catalog of these future skills. We will start to build a picture of what future human relevance looks like. And I think that this is incredibly important. Everybody wants to know this. when we were in Zoom, um quite a few of them and they're all senior leaders in you know a multi- I suppose multinational because they're in multiple countries.

**Kiyasha Singh:** All

**Justin Germishuys:** Um you know they came up to us and they said well my kids like 16 what should they study? And we kept getting that question and people are starting to panic, you know, should I go for this computer science degree?

00:26:32

**Kiyasha Singh:** right.

**Justin Germishuys:** Should I go and study the humanities? What should I do? And because of that insecurity, there's a massive opportunity to get attention and to bring it into the cyborg skills ecosystem. But we need to give people lots of things to do. So, it's not just going to be a like right now I actually think that cyborg habits is quite lame, you know, like it's good in principle and it's cool that we push it, but there's nowhere near enough to really um drive a fundamental behavioral shift in people. You can think of it as maybe moving the needle from zero to one, which is enormous for a lot of people. But people are going to start thinking it's light. It's incippid. You know what else could there be in this ecosystem? Should we create like cyborg skills game that we try to give to kids? Do we um make cyborg skills episodes or a podcast where um we have sort of this kind of um discussion?

**Kiyasha Singh:** Podcast.

00:28:00

**Justin Germishuys:** you just do we invite experts or people who are thinkers and then we harvest the perspectives of these people you know we say look we're we've started a cyborg skills podcast and we can all tap our networks already like between Allison Barbara Steven and I we can probably bring in you know 50 guests Um and we can bring them in and start discussing what is the future of work, what is the future of education, what what is the future of people and if we can get prominent people on there then we can also draw attention to cyborg skills. Um but then the Yeah.

**Kiyasha Singh:** I already have a lot in mind just from what you said, a lot of He is

**Justin Germishuys:** So, you know, one of the reasons I haven't been pushing the commercial version of cyborg habits is because I feel like if the if that is all that exists, we're going to miss the opportunity to I mean, we've already validated the idea. We know that we can get people excited about it. We know that people will pay for it.

00:29:20

**Kiyasha Singh:** open.

**Justin Germishuys:** We know that at least 30% of people like it for at least 30% of the course, which is fine in my view. We're we're making a difference. Um, so

**Kiyasha Singh:** So then can we set like a time time frame? So let's say um the release of the consumer version would maybe be if we are optimistic in March cuz hopefully by then we'll have more of the ecosystem planned out and built so that when we do make it commercialized people have more to actually explore rather than just type of habits.

**Justin Germishuys:** So what I would like is for us to have version it take what we've just spoken about today and this brings me to the next part. um you and I need to sit down and look at your like whether you get a claw code subscription um or what the story is because as it stands what we're saying now can be created in an automated fashion.

**Kiyasha Singh:** What?

**Justin Germishuys:** Um we need to sharpen the axe so that you don't have to do a lot of manual work.

00:30:43

**Justin Germishuys:** So part of the vision is that you almost so yes you and I will speak up until a point where your imagination for this starts to take over but I'd like to experiment with you being the proper product owner for this in the sense that you're you're conceiving of what we need to build out but instead of building it out you build out the automations for

**Kiyasha Singh:** Um so good news I do have a claw subscription. I have also installed the get the repo that Johannes made.

**Justin Germishuys:** Oh, the the so the Claude code subscription. What is what tier?

**Kiyasha Singh:** It's the first year the pro if I'm the first the two

**Justin Germishuys:** What what plan are you on? The 20 the \$20. Okay. So, that'll get you some of the way. I think that um we should probably look at getting you max at least on a subscription. either that or um it's hard to tell to say like which which thing to be on because Gemini is was the best coding agent in the world and then Sonnet was again and then Opus is now and it's like you never know what to subscribe to but one thing I can say is that if you go into AI studio uh you can use inside of stride shift you can build like an entire app inside AI studio

00:32:19

**Justin Germishuys:** with f folder structures and everything without having to so right now use everything um because it's it's trivial to so you could probably vibe code your first now we do need to talk about what the commercial thing looks like but once we've decided what it looks like making it becomes trivial because essentially what we need to do is we need to get your agentic developer system we need to create sub agents for all of these things. So, can you create a sub agent in claude code that takes this transcript explores how it can carve it up into different formats? You know, in LinkedIn you get these quotes. It just it's just a quote. It's just did I say something in the last 33 minutes or 37 minutes because I'm 6 minute late. Um, did I say something that would look really, really cool as a quote that you can post on LinkedIn with my name under it with uh, you know, link to information about cyborg habits? You know, should we create a separate cyborg skills website that kind of lives on its own, not as a subdomain of um, strides shift because I already own it.

00:33:54

**Justin Germishuys:** I already own cyborghabits.com or cyborgskills.com, you know,

and cyborghabits was only ever going to be like a part of that. So, what I would really like to do is to say somebody visits cyborg skills the website on that site they can read our um thought leadership. So you can almost imagine there's a tab thought leadership. Inside that tab would be some of the things we're talking about now that we're in the process of continually updating our catalog of cyborg skills as they become possible, as people can do them and also as they become nearly possible. and people can go in there to see, oh, here's a catalog of future skills. Here's what human beings will be able to do. Um, another thing that we can um set up in there is we can have a marketplace where we sell things that are not just um courses. So cyborg habits would be one of the things we sell. But we could sell a book and the book can be beautifully crafted using nano banana with a specific look and feel.

**00:35:15**

**Justin Germishuys:** Not a lot of text, but maybe some stories. Maybe we have micro stories of what becomes true if somebody adopts a habit. No, where we run a kind of a thought experiment. We say, "Okay, what would what could be true if for every day in your life that you needed some sort of an explanation, you could get an accessible explanation and then we just tell that story as though it's something that happened and it's a micro story and then somebody isn't told in an abstract way. They can read about somebody for whom this is true. Like what does a day in the life look like for somebody who has received accessible explanations their whole life? And how would we tell that story? And how would they approach a task? You know, they would immediate we we would be able to tell the story of But one one thing I want to give you as homework. Watch the peripheral. watch the first season of the peripheral, but it's how you watch it that's important.

**00:36:31**

**Kiyasha Singh:** Okay.

**Justin Germishuys:** There's a concept called active reading, which is don't read to be finished reading. Read with constant questioning like, oh, read with an attempt to always imagine each thing that is being stated.

**Kiyasha Singh:** Oh god.

**Justin Germishuys:** that you can watch shows in the same way, but when you watch the peripheral, pay close attention to the people in the future and what is true for them.

**Kiyasha Singh:** What are you doing?

**Justin Germishuys:** Um, sci-fi is a very very important source of um examples and thought experiments for us. Um, so I think I've already said quite a lot about what the commercial version would look like. Obviously, cyborg habits we would include there. And we could also have a a game or a deck of cards or um you know a 3D generated environment where they can see what what the future looks like. So to give you an example, um I saw somebody mention on LinkedIn yesterday or this morning or whenever that they had made a 9-minute video with VO3. And one of the things that they wanted to do with this 9-minute video was to I think my cat has found a box.

**00:38:15**

**Justin Germishuys:** Yeah, he has found the tiniest box in existence and has decided to sit in it. And now it just broke open as he sat in it. Anyway, it's split open because he's too big for the box.

**Kiyasha Singh:** Oh, shame.

**Justin Germishuys:** Anyway, um so what this person did is they made a 9-minute video of how a future could look. um if certain things were true. So it was a very visual thought experiment because one of the problems that people have and this is another blog post by the way and I'm just signposting it. One of the biggest reasons that people are struggling to think about the future is because they don't have words or objects for the future. The moment a word comes into existence and it allows you to speak about something, you can now discuss it. You can now imagine it. You can now build on it. Vocabulary is incredibly important. And so one thing that we can maintain is a glossary. What h how would cyborgs speak about the future or speak about themselves and the world and undertaking a project?

**00:39:43**

**Justin Germishuys:** You know, how do they think about themselves and their identity? Do they see themselves as the human? Do they see themselves as the the collective? Right. Um the other thing I can share with you is um let me just quickly see um let's just see. All right. Okay. It's a nice thing that I made things on Canva for a while. Okay. Let me show you this. Um, you can actually I'm going to share this with you. We can just repurpose this. Can you see my screen?

**Kiyasha Singh:** Uh, not it.

**Justin Germishuys:** No. No, I can't.

**Kiyasha Singh:** I think uh you your might be a bit laggy if that popped up or if it says it can't.



**Justin Germishuys:** It's telling me I can't share my screen now for some reason. Let me try one more time.

**Kiyasha Singh:** Oh, there we go.

**Justin Germishuys:** All right. And it might kick me out any second now. Okay.

**Kiyasha Singh:** Yes.

**Justin Germishuys:** You can see.

**00:41:01**

**Justin Germishuys:** Okay. So, I made this and it says, "How Iron Man can help us think about skills and assessment in a time of rapid advancement in AI and other technologies. If Iron Man were your student or employee, how would you assess the abilities and performance? Who or what would you assess? Would you assess Tony Stark? He might be a genius billionaire playboy, but on his own he can't fly, navigate hypersonic speeds, or survive a direct hit from a missile or fire energy blast from the palm of his hands. Would you assess Jarvis, the AI system? It supports Iron Man with navigation, threat detection, tactical advice, damage reports, and any other analysis requirements, but without Stark's instructions, it has no goals or motivation.

**Kiyasha Singh:** O.

**Justin Germishuys:** Would you assess the armor? It's an impressive exoskeleton that gives the wearer superhuman strength, the ability to fly and shoot energy blasts. But without Stark and Jarvis, it's merely an animate shell. Here's one way to think about it. Iron Man is the armor, the AI, and the human being.

**00:41:58**

**Justin Germishuys:** You wouldn't be assessing Iron Man's abilities and performance unless you considered all the parts together as a functional whole. Instead of assessing only the human, how can we also assess the functional? And so, um, this is something we could put out there because this is basically what we mean when we talk about a cyborg. Um, and it's a really cool metaphor.

**Kiyasha Singh:** It is. It really is.

**Justin Germishuys:** Um, but that's the thing like creating artifacts like the one I've shown you and we can do much better than this now, right?

**Kiyasha Singh:** It's something I wouldn't think of, but when you put it that way, it was like, "Ah, that makes so much more sense.

**Justin Germishuys:** In fact, you can probably take what I just read out in the transcript and go to Nanada and go make something that looks even more epic than

this. But the the point is that we put things like this into the world to help them think about the future, to help them think about who they are, what are they assessing, what are they evaluating, what does performance mean, what does it mean?

**00:43:11**

**Justin Germishuys:** And all of that is cyborg skills. So yes, it's part of stride shift as a whole for sure, but sort of inside Cyborg Skills is the the brand that can talk about all of this stuff. And from what I showed you now, you could probably use VO3 to make a video with a voice over saying these things in like a two-minute video helping people understand. And that's something we could put into cyborg skills.

**Kiyasha Singh:** So,

**Justin Germishuys:** Of course, here I was talking about performance and assessment, but how do you but it it's closely associated with with the skills. So no point in talking about skills unless you know how to define them and assess them. And anyway, sorry.

**Kiyasha Singh:** Um I wanted to ask so with the so basically cyborg skills is where you will find cyborg habits and the other skills accessible.

**Justin Germishuys:** Go ahead.

**Kiyasha Singh:** So, with the way that works, it won't be like a subscription plan. It'll be a here's some of the skills, purchase it.

**Justin Germishuys:** So we can discuss that.

**00:44:28**

**Justin Germishuys:** I mean you can use your cyborg habits and go into AI and say like look here are different models we can use or different ways what would you recommend what are the pros and cons and do that because yes we can sell extras we can say here's a book buy a book it can be a marketplace it could be a place where you consume um podcasts. Every every week we put out a podcast or month or whatever and you can subscribe to the podcast if that's how you want to consume this. You don't have to go through the course or a course. We can have cyborg habits which looks very much like the one we have now. Not necessarily looks but works very much like the one we have now where you have 15 days challenge and you can subscribe or we can bundle it and say for 29 for \$20 a month you have access to all of these resources or you could just purchase one thing and we can offer something for free. So let's say for example we decided that cyborg skills we would have a course on effective meeting facilitation to enable AI execution right

00:45:48

**Kiyasha Singh:** Thank you.

**Justin Germishuys:** so not just minute taking not just summarization like we have with um Google Meets or with ReadAI or any of those things. We're saying meeting to execution, not meeting to summarization. Right now, we think it's awesome that we get transcripts. I will never look at a transcript unless I'm trying to use the transcript to figure out what needs to be done. But transcript to proposal, transcript to prototype, transcript to marketing material where human beings can just talk. And that's exactly what I'm asking you to do here with this screen machine. This this here, this is a cyborg skill. It's also a habit. It's less of a habit because it's just a workflow. We're saying we're going to take this transcript. We're going to set up some AI. We're going to plug this transcript in and have it do a couple of things. What are the discrete tasks that Justin alluded to? Elaborate on them. What could this ecosystem involve in include?

00:47:22

**Justin Germishuys:** How can we make the ecosystem even more useful and valuable beyond what Justin said in this transcript? What we're doing now is a cyborg skill, which is a short course that we can give to somebody. Why does a course have to take longer than an hour? Why does somebody need to sit for days? Why can't we just say pay a dollar and we will have um cyborg skills for meeting to execution a you know whatever we want to call that and we can ask AI to please give us like really pathy and potent names for this but that are and from all of this what do all of these things have in common And what is the common language we want to have throughout the site? You know, what are the what is the thread that makes everything uh cyborg skills branded and noticeable so that we can go anywhere and put up a billboard and people would just immediately I'm not suggesting we put up a billboard but you get my point. Um because I think that with cyborg skills TM, we'll say yes with cyborg skills TM or whatever the case may be.

00:48:53

**Justin Germishuys:** Um Coca-Cola use cyborg skills TM, but we can also build in tools to say um here are special agentic configurations for cyborgs. How does a

cyborg set up their how would a cyborg use cursor as or something like that as the dashboard for everything, you know? So we can have parts of cyborg skills that have a short shelf life because for now, you know, being able to go into clawed code or cursor or whatever the case may be and say here are all my files, here are all the slide decks, here are basically everything that is relevant. It's kind of like notebook LM is right now. If I wanted to help people become more of a cyborg, I'd point them to notebook LM because the problem with notebook LM is it doesn't do everything you want. You're at the mercy of what Google decides to make available, but we can re we can do everything that's in Notebook LM plus, you know. Um, so everything from setting up the playwright MCP to test things to um, you know, you name it, that could be something that we have more techn technical cyborgs go through.

00:50:22

**Justin Germishuys:** Uh, we can have um, commu communication cyborg communication skills. It's specifically about communication and it would have workflows around, you know, setting up an intermediary between what you want to say and the message that gets sent out into the world. But how do you do it? Cyborgs don't want to sound like AI. There's this I was I wrote a book many years ago. Sorry, I just want to check and I'll tell you this. Oh, that's my fish example. Um, oh, I got maybe it's just a calendar reminder. Let me just check my phone.

**Kiyasha Singh:** Uh, yes, you actually do have a meeting. I was not stalking your calendar, but I was just seeing if you have a meeting.

**Justin Germishuys:** Oh, no, the Yanni or Darn one.

**Kiyasha Singh:** Yeah.

**Justin Germishuys:** No, I don't have to do that. I have to go and put in eye drops for Laura in a few minutes.

**Kiyasha Singh:** Okay.

**Justin Germishuys:** Um anyway, so that's uh so I wrote a book many years ago uh just to see if I could write a book and it took me about a year and a half and I researched a whole bunch of things and it's supposed to be a comedy.

00:51:37

**Justin Germishuys:** I think I'm going to dust it off and try and make something of it now that AI can probably do all of the editing and image generation. So I think I could make like a whole thing out of it now. But one of the characters is quite dafted and he was interested in the stars and so he ended up studying cos cosmetology instead

of cosmology and cosmetology is a study of cosmetics and so he learned how to

**Kiyasha Singh:** Hey, whoa.

**Justin Germishuys:** apply makeup and so I did a lot of research on makeup just so that I could write a little bit about like what he's doing um and There was one thing that stuck with me is that makeup the the makeup applied properly enables you to be you, but more you, the you that you want to project.

**Kiyasha Singh:** the enhanced version.

**Justin Germishuys:** It's not so much an enhanced version of but yes, I think in a nutshell, it's it's you but better. And when we're looking at cyborg habits, people are going to want to be more individual.

00:52:58

**Justin Germishuys:** We can actually pick that out. Like, okay, maybe I'm wrong. Some people might not want to be more individual. So, I'm overgeneralizing, but the one thing that that AI can amplify it, okay, so this is another topic that we can write about. AI can either help accentuate our individuality and our our unique perspectives and tastes or it can have a homogenizing effect. So homogenizing if that's not a word you've come across it means to make everything the same. And so the two words is like homogeneous versus heterogeneous. Heterogeneous means lots of things are different.

**Kiyasha Singh:** You see?

**Justin Germishuys:** Homogeneous means lots of things are the same. But in any case, so we can have an article in there to say yes, AI can make the world a big like generic bland landscape. Or it can accentuate our perspectives and our individuality and help promote vibrant cultures and cultural variations and new landscapes of imagination. The choice is yours. What do you want? And that provocation is incredibly valuable to put into cyborg skills to say, "Look, we're intentionally developing cyborg skills to allow you or this new functional unit that you've become to be more vibrant, to be able to imagine further, to be more ambitious than human beings were alone." Um,

00:54:49

**Justin Germishuys:** I mean, I'm sure there are a lot of things that Iron Man would attempt to do that Tony Stark couldn't attempt to do. And so, when people remove that view that it's the human doing it, but they think of themselves as a new unit. What more can they imagine? And here's another topic we can talk about and this is

something I talk about a lot when I do my other sessions outside of Stride Shift is and I talk about it inside as well. Things that used to be scarce are no longer scarce. We don't need to find a qualified data analyst for example and find a specific business need and then you know earmark 9 months and budget 2 million rand to get a decent piece of analysis done. You can do it for the cost of a subscription. you know you can do you can do that degree of analysis and you don't need the skills you don't need the middleman you just need to kind of understand what it is you need to know and if you don't even understand what you need to know AI can help you even figure that out data analysis is not scarce neither is UI development app development and soon given my potato peeler analogy engineering scarcity or the view that things can't be done because of scarcity, that is a decidedly non-cyborg way of thinking, but being able to recognize that these things are not scarce anymore, that's the switch in perception.

**00:56:41**

**Justin Germishuys:** It's one of the switches in perception that you gain when you recognize you have cyborg skills. because I can talk about a data analysis application. You just need to kind of go in and want to do it, you know. Um, so we can also look at the more pedestrian things. Every cyborg is also a data analyst by default. Every cyborg is an app developer by default. Every cyborg is a deep researcher by default. These are table stakes. You become a cyborg. You are you can do all of these things by default. They're already skills that come along for the ride. But now that I can do vibe coding, I can do analysis, I can do deep research, I can uh check my communication for clarity and effect efficacy. What is the adjacent possible for a a cyborg. And then once we start unpacking that, we start to unpack more of the cyborg skills. So even what I've just said now is a blog post or you know or lots of different like video clips or it could be anything.

**00:57:59**

**Justin Germishuys:** So getting to a point where we can wrap up in the last two minutes because that's what the screen machine is for, right? I speak for an hour and I let as much come out as I can. And I mean you you can already plug in a lot of content around cyborg habits. So I don't need to cover that ground again. But just to recap, we need to book these sessions. We need to get into claude code or wherever you want to work. Get a project going, a GitHub project going. So set it up locally, push it to GitHub and call it your cyborg habits or cyborg skills ecosystem project.

That means anybody can kind of access it through GitHub. Uh but it's not about coding at this point in time. Coding will be part of it, but it's about concept and information management. So all of these transcripts find their way into that. Also start an ALM notebook, a notebook alm of this. Just throw in this transcript into notebook alm and share it with me.

**00:59:12**

**Justin Germishuys:** And then you can go in and you can make uh decks, you can go in and make podcasts right then and there or at least the first instance of these things. You can go and make quiz cards. You can go and make reports. You can do lots of things in notebook lm already just as a first instance but also maintain uh a specific folder. So there are three things. First take start taking this transcript these transcripts from our screen machine sessions and then put them into notebook. Also put them in a specific folder in drive and then also keep them as part of a local project that you push to GitHub. And then what you might want to do as well is you can also start a claude or chat GPT project where you can upload these documents and you can actually turn them into a knowledge base like a rag. So what we can do is have a ragbot over all the content that we speak into existence. And then one thing we can include in the ecosystem is somebody comes in and says, you know, help me think about cyborg skills and they can go in and they can have a chat or they can ask questions and it can answer using a lot of the background that we we generate from this.

**01:00:42**

**Justin Germishuys:** So there are some things that you're going to need to do. So for instance, one thing we can do start doing in January already and you can already schedule it is an internal recorded session between Allison, Barbara, me and Steven where we discuss the future of people, the future of work. Can just be us talking for an hour. It might actually just we could even start with just me speaking to Stephen or me speaking to Allison or even you. In fact, I would like it to be you. So, imagine this. Imagine you are the pres presenter and interviewer and you put together a list of questions. So, imagine you're a podcast host. So maybe part of your homework aside from watching um the peripheral is to listen to some podcasts.

**Kiyasha Singh:** the person.

**Justin Germishuys:** I think the um there are some really good ones. Um I forget the guy's name. Uh I think I took a photo of a book with his name on it the other day. Just

give me a second.

**01:02:06**

**Justin Germishuys:** I think Shane Parish is his name. Let me just kind of look up. Shane Parish pod. What's it called? Uh, okay. So, he has a pro a podcast called the knowledge project. So, he's not the one I was think Oh, yes. Yes. Farnum Street. It's a good podcast. It gives you a sense of the kind of thing that I have in mind.

**Kiyasha Singh:** What did she say? Fun.

**Justin Germishuys:** Farnham Street. So, it's F A R N A M Street. Farnum Street. And uh Shane Parish is a um is the host. You'll find lots. I'm just pulling something out of a hat, but what I'm saying is that maybe you take a stab at it. Maybe you interview somebody and you record that for an hour and you use AI to clear up the sound or whatever because I assume you don't have podcast equipment.

**Kiyasha Singh:** Let's move.

**Justin Germishuys:** Um, and see how that goes. But in any case, um, it would be nice to have somebody formulate a set of questions and say, "Okay, we're going to talk about this today."

**01:03:30**

**Justin Germishuys:** do a bit of research beforehand on who the person is you're talking to. Do it internally first and see how you how you like it, if you like it.

**Kiyasha Singh:** Okay, so just to clarify, um these meetings that will be set up in Jan will just be me interviewing and getting to know more about the person and also making like a podcast type feel.

**Justin Germishuys:** Um, well, so now I think in January, let's have a blend like schedule from week two onwards. Maybe just schedule one a week and see how it goes. You and I still have screen machine meetings as needed.

**Kiyasha Singh:** Okay. So from next week on at Dece

**Justin Germishuys:** Not not well. How about you and I schedule time for next week where we speak and I don't need you to what I would like you to do is interview me on questions of what so get AI to sit down with AI and say look I'm looking to host a podcast called Cyborg Skills and I would like to interview people to find about amongst other things and not limited to what they think the future of work will look like.



01:04:53

**Justin Germishuys:** What do they think the future roles of human beings are going to be? How do we think and then you can also throw in specific questions. I mean it's up to you but what we're trying to do with cyborg skills is to say when human beings are extended with AI and also the things that become possible because of AI what will be possible what are new roles for human beings what more can they do and we can do a dry run internally get a few core questions AI will be able to say like use these questions as a base. When somebody says something, do what you already do. You can say, "Oh, that's a very interesting point. Would you elaborate on that? What do you mean by that?" Or, "Could you give me a few examples?" The cool thing about being an interviewer is you don't have to talk a lot. You just have to reflect back and ask interesting questions.

**Kiyasha Singh:** Yes.

**Justin Germishuys:** And you can also edit. Um yeah, so I've been um a guest on multiple podcasts over the years and so I'm not a bad guest to have cuz I do a lot of the work.

01:06:14

**Justin Germishuys:** Um and then we can put that onto into our cyborg habits or cyborg skills ecosystem. And then people who like our podcast at first we'll give it away for free. I'm I'm just making it up. It doesn't have to. We can have a blend of real podcasts like with live people versus synthetic podcasts. Why not? Because we need to also ask the question, should we be normalizing AI as a source of insight and wisdom? And that's also a good question. I mean, one could have an entire show. What if you started an episode with our topic for today? Is should we normalize AI as a source of insight and wisdom? Why not? If we don't like the episode, we don't publish.

**Kiyasha Singh:** True. Okay. Uh let me just schedule the thingy for next week then. Uh what time works for you?

**Justin Germishuys:** Yeah. Um, I'll tell you. What day were you thinking?

**Kiyasha Singh:** Um, Tuesday.

**Justin Germishuys:** We could do next Tuesday again. Uh, let me just check my broader calendar for next week. Monday, Tuesday. Um, so I can do two to three again next week.

**Kiyasha Singh:** Okay.

**Justin Germishuys:** Cool. All right. Okay, then. Um, let's Also, podcasts can be 30 minutes. They don't have to be an hour long. They can be relatively short.

**Kiyasha Singh:** Oh, I was thinking um if you want to have it like the Okay, let me just

put myself together. Okay, so if you want to have like the free version and then the paid

**Justin Germishuys:** Oh, I have I have to go.

**Transcription ended after 01:08:38**

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