

Is your brain ready for AI?

AI-readiness starts in the brain

AI is changing not only what we do and how we work, but also how we think, learn and use our own cognitive capacity. This course helps you understand your own and others' cognitive profiles, mental capacity, strengths and challenges – and what these mean for functioning and performing in the AI era.

Humans and AI

AI can enhance human thinking, learning, creativity and productivity. At the same time, the growing body of research on AI and large language models points to risks such as reduced cognitive effort, less independent thinking, shallower analysis, bias, increased tendency to accept incorrect answers, cognitive overload and fragmented attention.

This creates an important paradox: AI has the potential to strengthen human capability – but can also weaken the very abilities required to use the technology wisely.

Cognition and executive ability

Cognition includes the brain's mental processes – remembering, thinking, learning, interpreting and understanding the world around us. Our ability to focus, analyse, make decisions, manage complexity, regulate behaviour and adapt to change is strongly influenced by our executive abilities.

In an AI-driven working life, the human competitive advantage is therefore not more information, but the ability to understand, develop and use our own cognitive capacity more effectively.

What you will learn – and apply in practice

- how the brain and executive functions influence thinking, learning, analysis, decision-making, adaptation and performance
- how AI affects human cognition – opportunities, risks and individual differences
- how thinking styles differ and how cognitive strengths and development areas can be identified
- how sleep, stress, motivation and the work environment affect cognitive performance and behaviour
- strategies for focus, critical thinking, independent reasoning, learning and sustainable performance
- how cognitive profiles can be applied in leadership, recruitment, development, teamwork and personalisation

Your own cognitive profile

As part of the course, participants are offered the opportunity to complete Capacio's cognitive profiling. Understanding your own profile makes it easier to identify strengths and development areas and translate the insights into practical strategies for your own AI-readiness.

Who is the course for?

The course is designed for leaders, managers, HR professionals, recruiters, organisational developers, consultants, L&D professionals, AI leaders and others working with people and organisational development.

Format

- Lectures, research, practical examples, discussions and applications
- Option to complete cognitive profiling in connection with the course
- Focus on direct applicability at individual, team and organisational level

Lecturers

Predrag Petrovic – physician, psychiatrist and Associate Professor in Cognitive Neuroscience at Karolinska Institutet. His research includes brain decision-making, placebo effects and executive functions in high-performing individuals. In the course, he connects this research to the cognitive abilities that become especially important when people make decisions, adapt and perform together with AI.

John Axelsson – researcher in sleep, cognition and health. His work includes how sleep, stress and individual differences affect cognitive performance. From an AI-readiness perspective, this concerns the biological and mental conditions required to maintain focus, judgement and cognitive capacity in increasingly information-intensive work environments.

Christine Bedinger – licensed psychologist and specialist in neuropsychology with extensive experience in neuropsychological assessment and interpretation. She contributes expertise in how cognitive strengths and weaknesses can be measured and translated into practice – a central part of understanding individual AI-readiness.

Anders Norén – CEO and co-founder of Capacio AB, with extensive experience in measuring, understanding and applying cognition and executive ability in sport, business, education and health. In the course, he summarises the growing research on how LLMs and generative AI affect human thinking, learning and cognitive capacity – and what this means for AI-readiness.

After the course – continued AI-readiness

Participants are offered the opportunity to become early users of Capacio's AI Readiness service. The service is based on the individual's cognitive profile and thinking style and provides personalised guidance on how to use AI, which risks to be particularly aware of and which strategies can strengthen cognitive capacity.

The goal: to use AI in a way that enhances—rather than undermines—human capabilities.