

Stakeholder impact map

Anxiety versus reliance. Each cell is a different human cost — and a different ritual.

Name the people, not the functions. Plot each person or group. Then choose the ritual that belongs to that cell.

HIGH ANXIETY · LOW RELIANCE

Threatened

Status is being spent. They experience the agent as a rival. Restore decision rights and say, in public, what still requires a human name.

HIGH ANXIETY · HIGH RELIANCE

Ambivalent

They need the system and fear it. Certainty first: explainability they can carry into a meeting, and a kill switch they can reach.

LOW ANXIETY · LOW RELIANCE

Distant

Not yet in the blast radius. Do not skip them. When the agent later touches their work, they will have had no rehearsal.

LOW ANXIETY · HIGH RELIANCE

Attached

Blind trust. Plan the sunset now. Treat retirement as offboarding. Keep a human on irreversible acts.

Names for this deployment

Owner of the map · Review date ·