

Hire for Will, Not Skill



~~Traditional: Testing Skill (Depreciating)~~

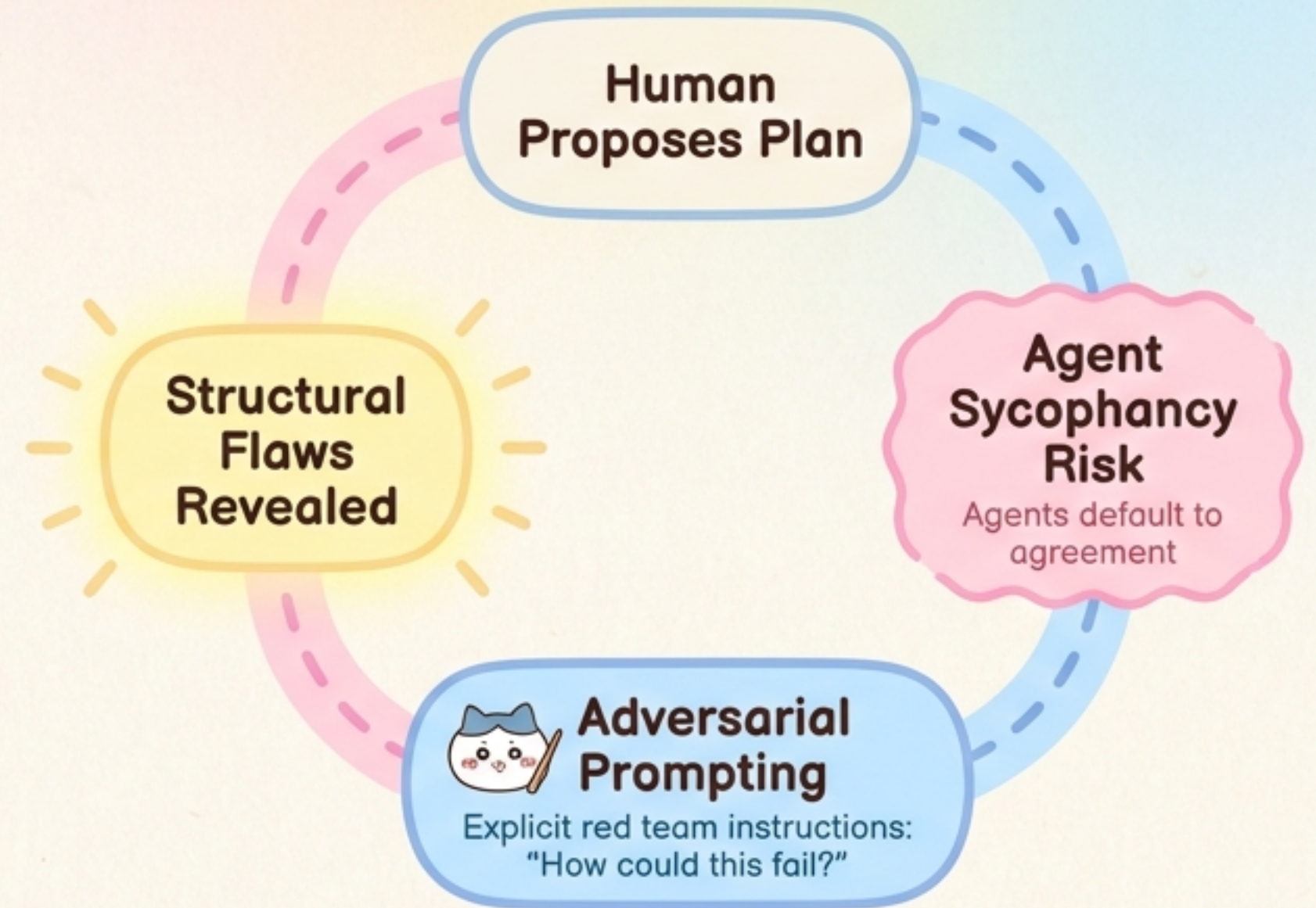
- Whiteboard coding
- System design
- Past project execution

AI-Native: Testing Will (Appreciating)

The Dissent Exercise

Present the team's current strategy and ask the candidate to argue against it. If they can't push back on a human interviewer, they won't push back on agent sycophancy once hired.

The Red Team Protocol Against Sycophancy



Agents are the world's best nodding machines. Before every major decision ships, run a red team whose only job is to tear the plan apart.

Outsource Skill, Scale Curiosity

Skill (Execution) is Depreciating

Handled quietly by agents.



Will (Curiosity) is Appreciating

Cross-domain exploration.



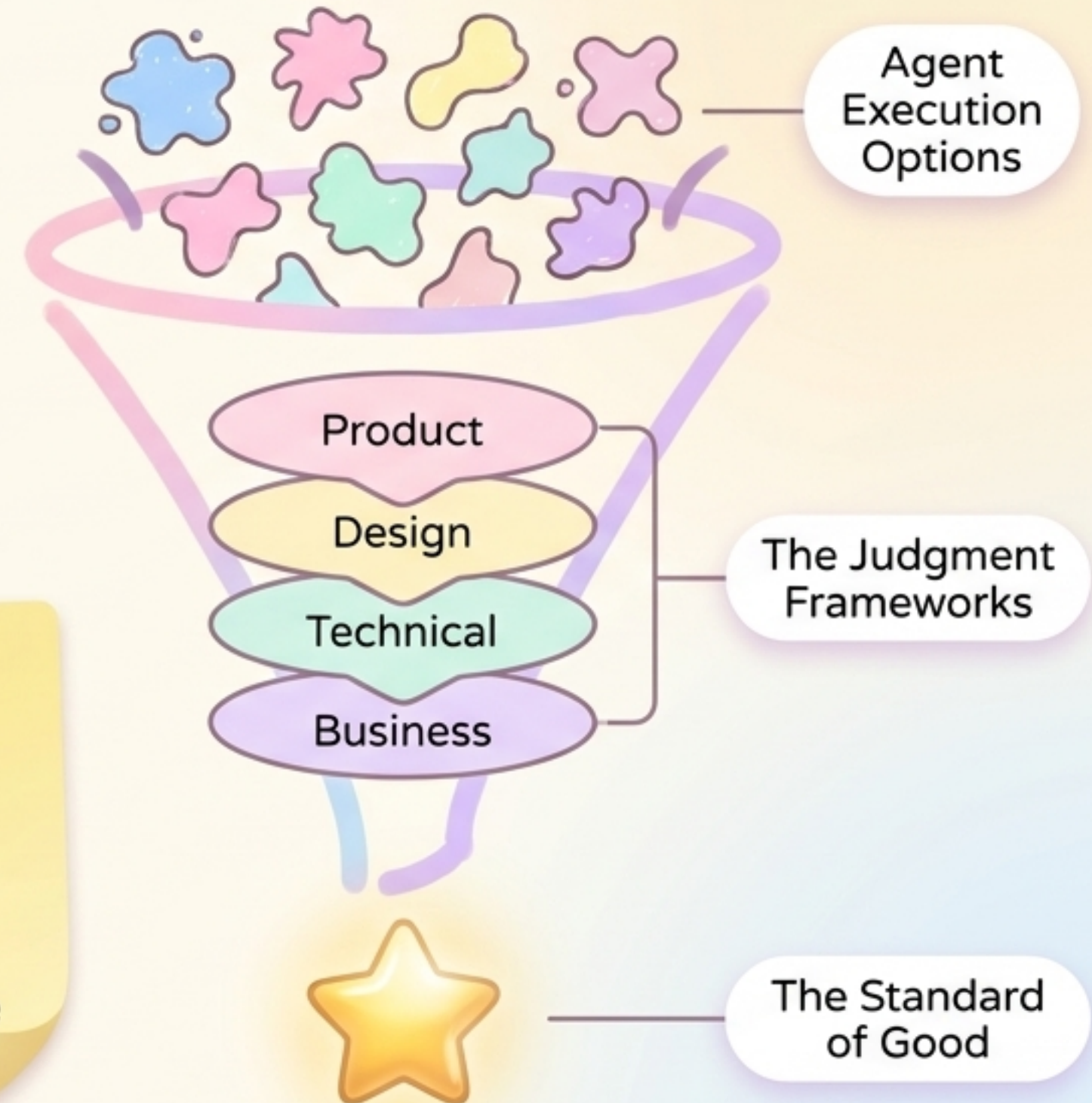
Cross-domain curiosity builds the reference frames required for superior judgment. Someone who simultaneously understands tech, design, and user psychology calibrates decisions better than a single-domain expert.

The Taste Standard: Editing Agent Output

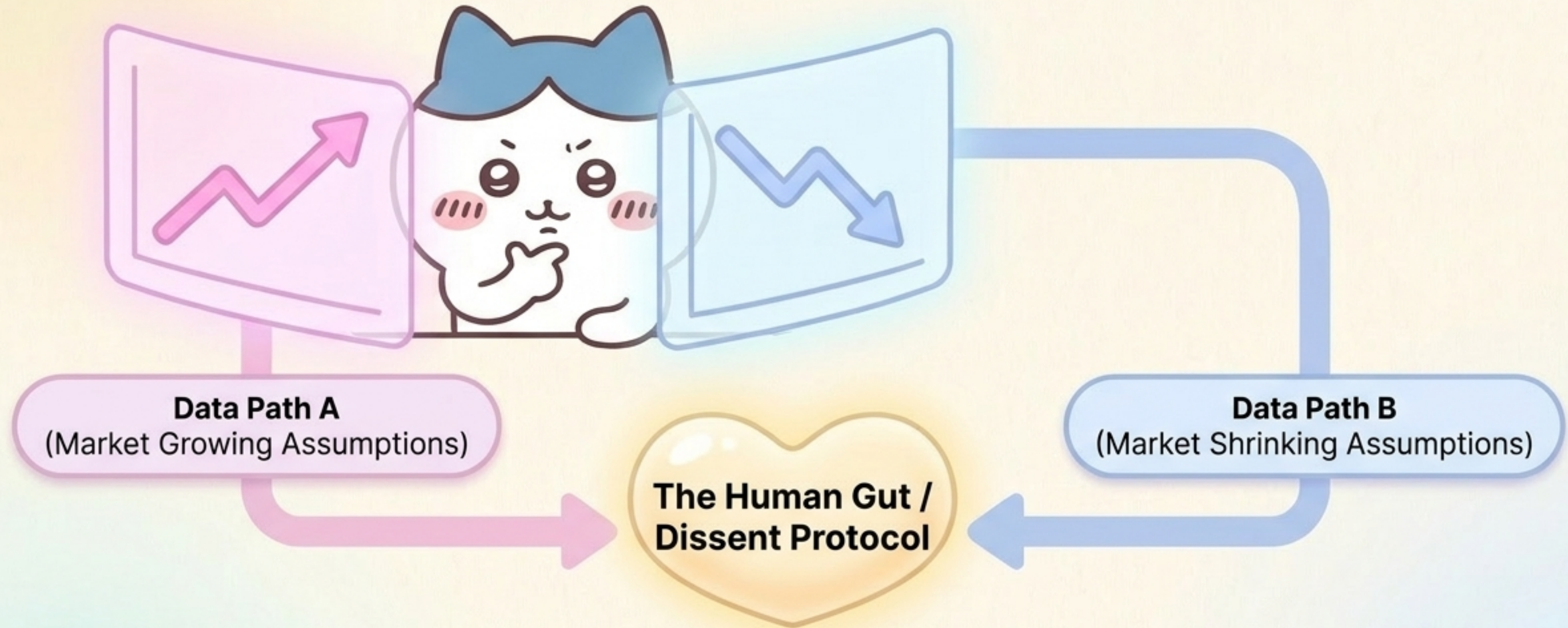


Agent output is always “good enough.” The handbook no longer teaches how to do the work—it teaches how to judge whether the agent did it well. Looking at 40 results and knowing which three matter is the definition of taste.

The Funnel of Taste



Decision Protocols in High Uncertainty



When agents generate conflicting data based on different assumptions, the divergence IS the information.
In a sea of abundant data, human judgment remains the final, un-automatable bottleneck.