



**NECP  
FRAMEWORK**

# **A WAY TO MAINTAIN HUMAN CENTRED ADOPTION OF AI.**

**NECP**

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# INTRODUCTION

Emotional tension, impulsive decisions, or conflict avoidance often stem from unspoken emotional bias. Naming emotions helps reduce this bias, creating a safer, more supportive workplace—especially during periods of change.

This report explores how naming emotions lowers stress, strengthens team cohesion, and builds awareness. It also shows how this simple practice can promote inclusion and reduce the hidden costs of emotional bias at work.

Let me know if you'd like a version tailored to a specific audience (e.g. HR, leadership, general staff).

# HUMAN CENTRED CHANGE

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If 20th-century science had access to today's AI models, the timeline from Maria Skłodowska Curie's discovery of radium in 1898 to the cloning of Dolly the sheep in 1997 could have been condensed into just ten years.

In this meteorically fast-changing landscape, it is natural to expect that the most in-demand managerial skill becomes imagination rather than mere proficiency in routine tasks like using Excel.

When machines handle coding, planning, and nearly all formal bureaucracy, what remains for humans is focused on nuanced, creative, and empathetic decision-making. In this new era highly uncertain issues remain human, and demand for human workers to professionally use their intuition and gut feeling rises.



**the most in-demand  
managerial skill  
becomes imagination  
rather than [...] Excel**

# FRUSTRATIONS

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If digital transformation is meant to be human-centered, why do so many employees still feel overwhelmed by AI and the changes it brings?

The frustration often stems from multiple factors, but one of the most overlooked is the learning system itself—particularly the way assessments are conducted. Traditional assessment methods tend to be judgmental and trigger comparison anxiety, making employees feel scrutinized rather than supported in their learning journey.



## You had a bad day

So you had a bad day, and your assessment was heavily influenced by your mood. Does that truly reflect your actual skills?



## Software compares you

You're the type of person who learns quickly at first but then needs more time, or maybe the other way around. Should you be judged for that?



## Surveys, surveys everywhere!

It is normal to be tired of filling out yet another survey that tells you what you should improve and how many people did better than you!

# WHY IT MATTERS TO NAME IT?

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We often hear that emotions took over or that a meeting lacked merit. This can happen at any level—even in high-stakes negotiations, such as the historic breakdown between Ukraine and the USA on post-war peace terms.

Just like at the highest levels of power, the same applies to your team and the assessment method in the learning process: what is left unsaid or remains hidden in fast-paced, dynamic, or stressful situations tends to surface abruptly.

Does simply naming an emotion free you from emotional bias? Not exactly. If you name the right emotion, you acknowledge it—feeling might still stay with you. However, recognizing its presence already reduces your susceptibility to bias and helps you better understand why others behave the way they do.

## WHAT MANAGER SEES:

## ROOT CAUSE:

## WHAT NAMING DOES:

conflict

e.g. un-named needs

exposes un-named needs and opens up communication

resistance to change

e.g. comparison anxiety

Boosts self-reflection rather than comparison with others.

burnout

e.g. un-named needs

helps build awareness and prevents burnout

# JOB CASE 1/2

To visualize how onboarding a new AI data catalog solution would work with the NECP framework, let's imagine Theodor, a lawyer accustomed to working with traditional databases and to his routines. Recently his department introduced a new tool that feels overwhelming to him and to many other employees. While some colleagues appreciate its capabilities, most find it difficult to navigate.

One day, Theodor receives a message from a bot in Microsoft Teams: "Hi, I am the digital skills assessment bot. How are you?" In most cases, such message would be ignored or overlooked for several days. However, let's imagine that Theodor was actually curious about interacting with a bot. He opens the chat and sees a short survey with five general emotions, accompanied by the prompt: "Please select the emotion that most closely resembles how you feel." Theodor, feeling tired but also relieved that it's Friday, selects his response. He chooses "surprised" and more precise options are displayed right below than he chooses "astonished" as his final answer—he never expected a bot to ask him about his emotions!

"Great! Now, I have one question for you about the AI data catalog. How comfortable are you with this tool already?" Theodor feels slightly disappointed—he was hoping for something more engaging than another question about the AI catalog. Nonetheless, he selects "somewhat okay."

"That's all, thank you!" the bot responds, displaying a happy face and celebratory fanfare. Theodor feels indifferent, closes the chat, packs up his computer, and doesn't give it another thought.

To his surprise, the assessment bot messages him again the following week with the same set of questions. This time, Theodor responds that he doesn't feel very well and admits that the tool is actually overwhelming. The interaction continues weekly for another two months, with the bot occasionally asking more questions.

# JOB CASE 2/2

At the same time, Maria, a colleague identified as a learning leader, is paired with Theodor for structured peer learning sessions, known in the NECP model as recurring human-human interaction. Maria has been successfully using the new tool and is matched with Theodor, to explore the new tool together and help him build confidence.

To her surprise, she learns more than she expected, as Theodor puts emphasis on aspects of the solution that she didn't think of, making the peer-to-peer learning session a mutually beneficial experience. On the other hand, Theodor, realizes that he knows more than he thought, he builds the courage and after approximately three months, makes significant progress compared to where he started. His frustration with the tool decreases, and Maria's true understanding of the tool deepens.

Both of them become more eager to learn, share and feel better prepared for future technological changes.

This little story is one of the multiple scenarios that could happen with the use of a chatbot based on the NECP framework.



# BENEFITS

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Psychological research by Vygotsky and Chomsky suggests that naming one's emotions reshapes cognitive processing and alters perception. Building on the theory of productive failure by M. Kapur, this approach allows individuals to understand processes rather than merely memorize them, paving the way for faster technological adaptation in the future.

Behavioral therapies often rely on naming emotions to disrupt negative behavioral patterns. Similarly, integrating emotional acknowledgment before assessments holds significant promise—not only for improving the quality of gathered data but also for making sure that people remain central to the technological change, that comes with AI.



## **Stress-free assesement**

You have the opportunity for frequent and honest assessments that compares only your past results, not others'.



## **Non-judgemental workplace**

The style of your learning is used to complement other people's styles, creating an inclusive and well functioning learning experience.



## **High quality business intelligence**

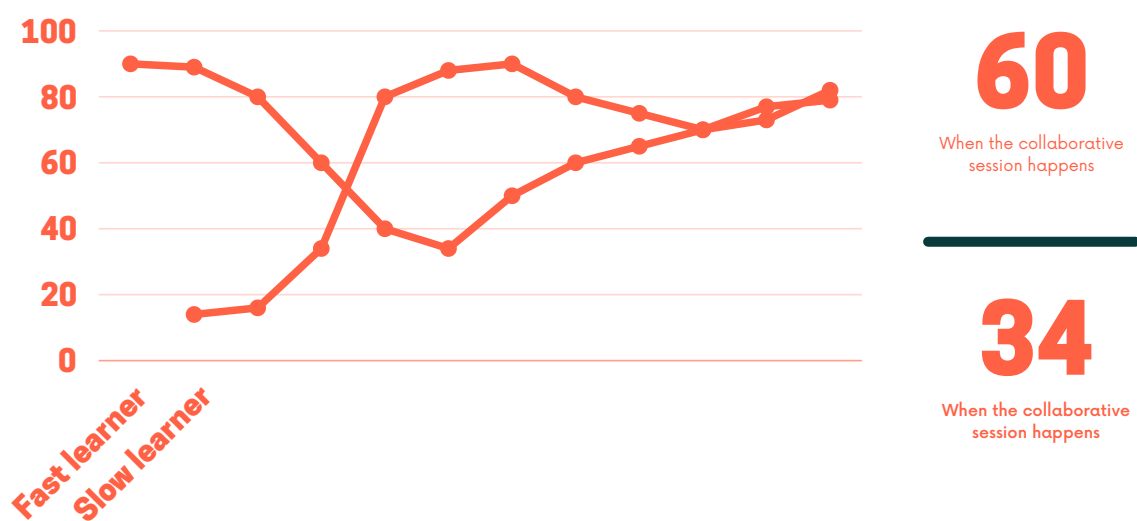
Naming emotions waives emotional bias from the assesesements giving access to higher quality data and clearer picture of the organization.

The emotions you feel during an assessment reflect your learning motivation, which is especially important when tackling complex technological concepts.

By tracking your progress over time and linking it to your emotions, you can see patterns in your learning journey, what helps identify complementary learners who can support you and keep you moving forward.

## SELF-BENCHMARK BASED ASSESSEMENT

It analyses your learning curve and who might be compatible with you



The graph illustrates the coexistence of two learning types that support each other in maintaining progress and breaking negative patterns. The fast learner moves quickly but often misses crucial details that later impact one's motivation. Meanwhile, the slow learner progresses step by step and struggles to gain momentum.

By working together, the fast learner helps the slow learner pick up pace and feel a sense of progress, while the slow learner provides stability and persistence when challenges become complex, ensuring sustained learning and resilience.

The science behind the collaborative learning concept is described [here](#).

# 100%

Employees engaged in the learning process, no one left behind.

# SUMMARY

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The digital skills assessment in corporate learning environment can be truly challenging and the Naming Emotions Collaborative Prompting (NECP) Framework is a promising idea to mitigate the challenges such as fear of change and assesement axiety.

Idea, even scientifically backed is still just an idea, for it to bring real life value needs to be tested, that is way the NECP inspired chatbot exists!

If you are willing to assess your team's skills in a non-judgmental way using NECP Framework that fosters cohesion, facilitates change management join the pilot study!

**Join the pilot study here:**

## Contact

**Drop me a message!**

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