

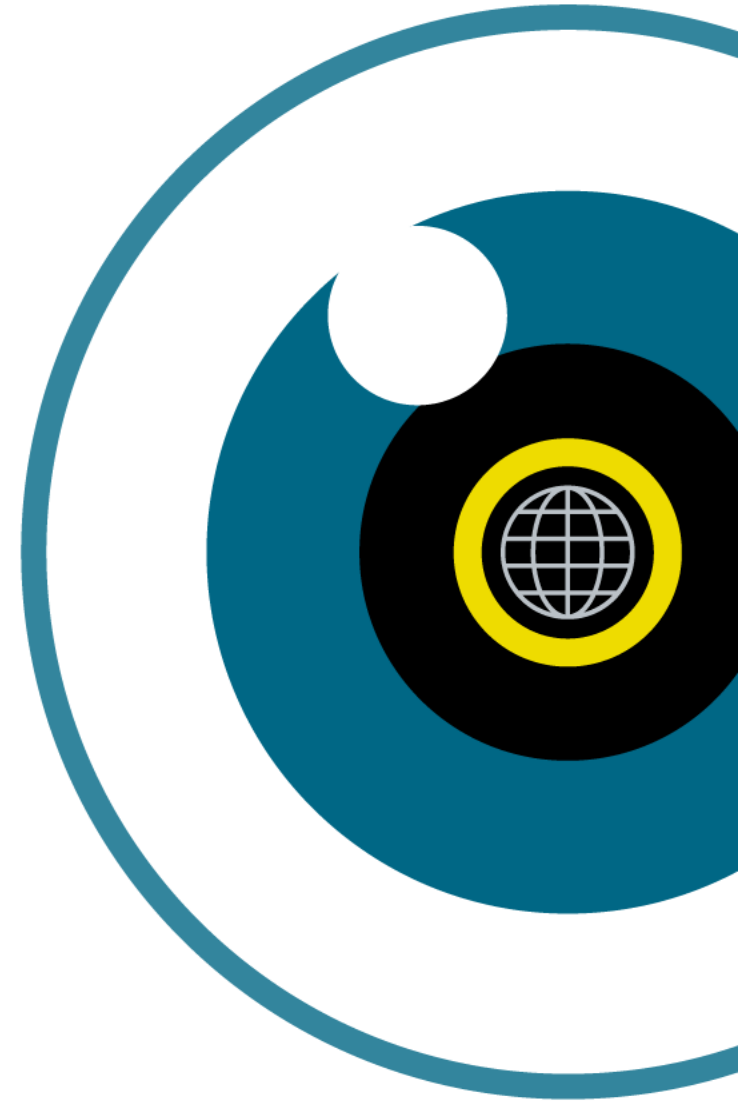




## The AI risks no one talks about

Pedro Écija Serrano (He/Him)

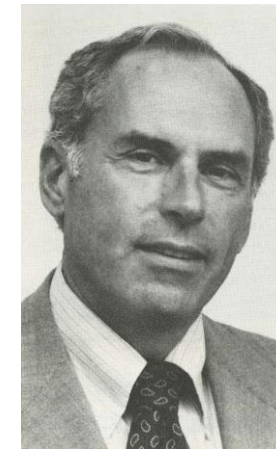
Independent Consultant



# We have a good track record at getting technology wrong



*"I don't think we've even seen the tip of the iceberg. I think the potential of what the internet is going to do to society, both good and bad, is unimaginable."*



**Roy Amara**

*"We tend to overestimate the effect of a technology in the short run and underestimate the effect in the long run."*

# Risk #1 – Return on investment

## **It is a long-distance race, not a sprint**

- Better adoption rather than faster adoption.
- Stop throwing AI tools at employees and demand miracles.
- Focus more on the best way to use AI in the long term.

## **Too much pressure**

- From shareholders, competitors, and senior leaders to invest.
- You need alignment with your strategy.
- How will it deliver value? What value will that be?



## Risk #2 – Unrealistic expectations

### Not so smart

GenAI does not have an answer to everything, but it will pretend.

### The human touch

Working with colleagues instead of AI fosters collaboration, culture building, and lessons based on experience, it creates bonds that result in employee retention, etc.

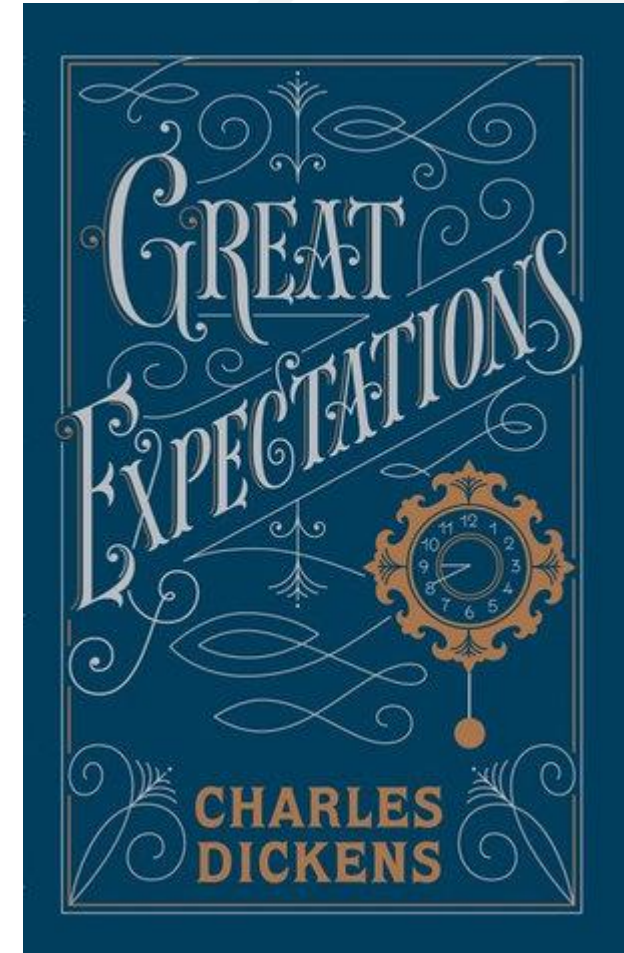
**A balance is needed.**

### Best practice

Best practice is still developing; we are trying to find the best way to integrate it in our work and in our lives.

### Probable vs correct

It is a probabilistic model; it seeks probable answers rather than correct or original. It could become a race to mediocrity!



## Risk #3 – Impact on critical thinking and cognitive capability

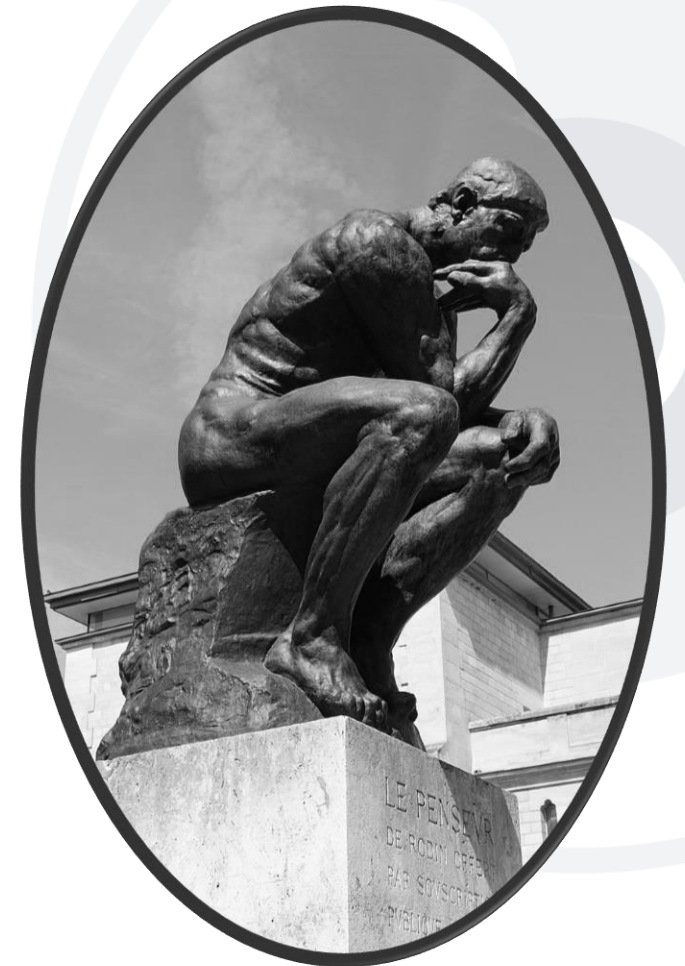
Gerlich (2025), “AI Tools in Society: Impacts on Cognitive Offloading and the Future of Critical Thinking”

*“[...] significant negative correlation between frequent AI tool usage and critical thinking abilities, mediated by increased cognitive offloading.”*

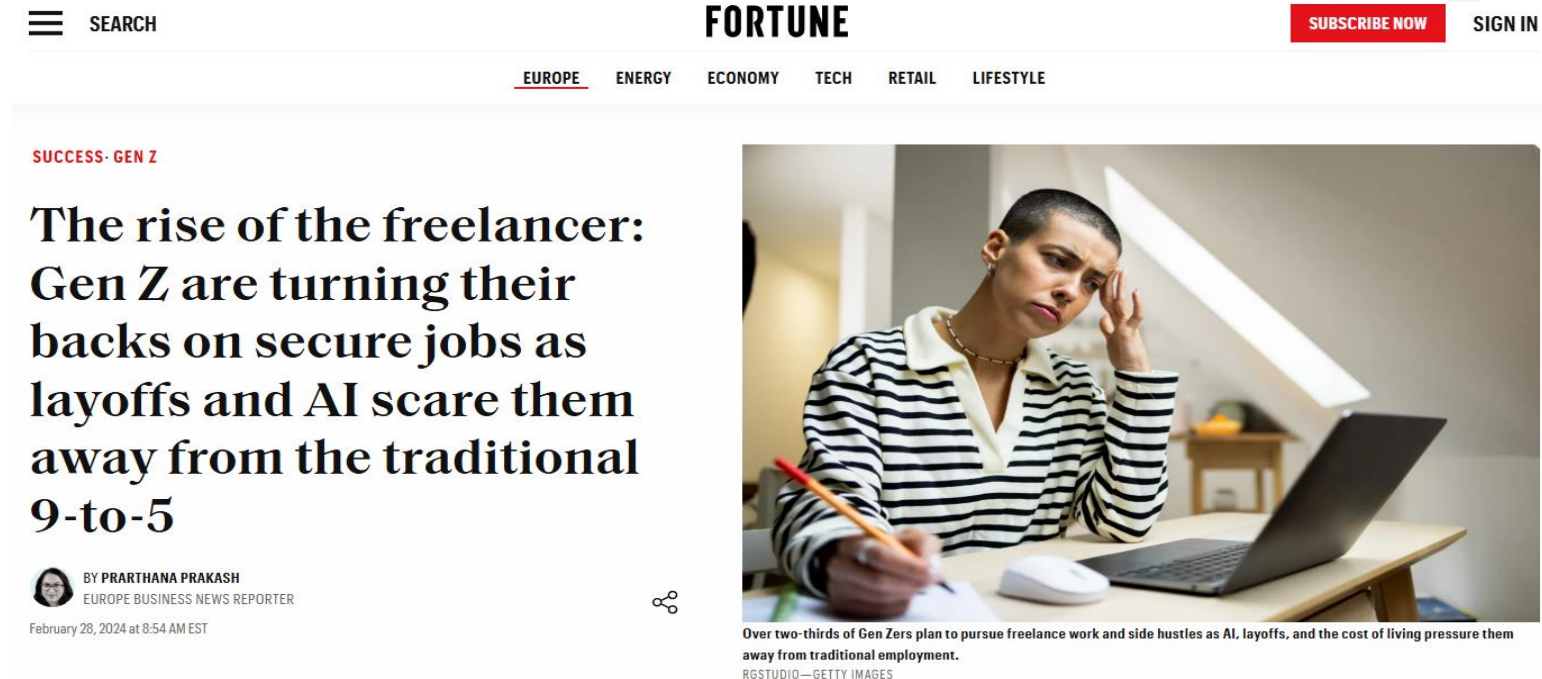
**Moderate AI use did not significantly affect critical thinking, but excessive reliance led to diminishing cognitive returns.**

Hao-Ping (Hank) Lee, Advait Sarkar, Lev Tankelevitch, Ian Drosos, Sean Rintel, Richard Banks, and Nicholas Wilson. 2025, “**The Impact of Generative AI on Critical Thinking: Self-Reported Reductions in Cognitive Effort and Confidence Effects From a Survey of Knowledge Workers**”

*“[...] while GenAI can improve worker efficiency, it can **inhibit critical engagement** with work and can potentially lead to long-term **overreliance on the tool and diminished skill for independent problem-solving**. Higher confidence in GenAI’s ability to perform a task is related to less critical thinking effort.”*



# Risk #4 – AI is an opportunity for everyone



<https://fortune.com/europe/2024/02/28/gen-z-work-freelance-self-employment-ai-layoffs-cost-of-living/>

*“Over two-thirds of Gen Zers plan to pursue freelance work and side hustles as AI, layoffs, and the cost-of-living pressure them away from traditional employment.”*

**AI is mentioned as a key enabler to freelance.**

# Risk #5 - Demographic and cultural shifts

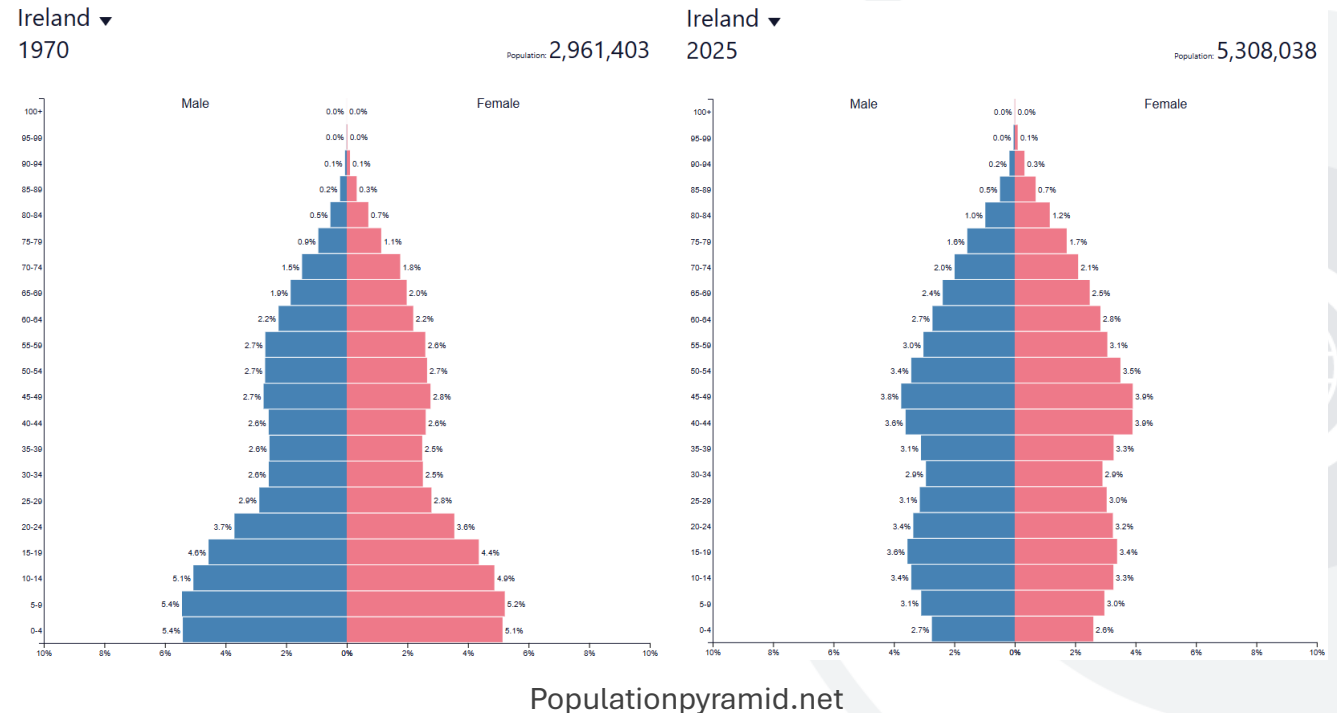
## Overcoming the Talent Shortage in the Insurance Industry

Emerge Talent Cloud

Sep 16, 2024 • 6 min read

The insurance industry is facing a significant [talent shortage](#). With an aging workforce, rapid technological advancements, and competition from other sectors, the industry is finding it harder to attract and retain the right people. This shortage is hitting insurance companies hard, but by understanding the root causes and adapting recruitment strategies, insurers can stay ahead of the curve.

<https://www.emergetalent.com/post/overcoming-the-talent-shortage-in-the-insurance-industry>



There are fewer younger people (in proportion to the total) available for hire.

They often come with a skill gap.

They mostly have little interest in working in insurance.

And remember: 70% of Gen Z want to freelance rather than work for you.

**How do we use AI to bridge that gap while not overdoing it so that we do not impair critical thinking?**



# Risk #6 – Provider dependency

## Grok's 'white genocide' meltdown nods to the real dangers of the AI arms race



Analysis by [Allison Morrow](#), CNN

🕒 4 minute read · Published 5:00 AM EDT, Tue May 20, 2025



<https://edition.cnn.com/2025/05/20/business/grok-genocide-ai-nightcap>

### High-Tech Employee Antitrust Litigation

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From Wikipedia, the free encyclopedia

**High-Tech Employee Antitrust Litigation** is a 2010 [United States Department of Justice](#) (DOJ) [antitrust](#) action and a 2013 civil [class action](#) against several [Silicon Valley](#) companies for alleged "no [cold call](#)" agreements which restrained the recruitment of high-tech employees.

The defendants were high-technology companies [Adobe](#), [Apple Inc.](#), [Google](#), [Intel](#), [Intuit](#), [Pixar](#), [Lucasfilm](#) and [eBay](#), each of which was headquartered in [Silicon Valley](#), in the southern [San Francisco Bay Area](#) of California.

The civil suit was filed by five plaintiffs. It accused the tech companies of collusion between 2005 and 2009 to refrain from recruiting each other's employees.

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### DeepSeek's Chatbot Works Like Its U.S. Rivals—Until You Ask About Tiananmen

New Chinese AI tool gives more limited, and propaganda-infused, information on sensitive topics

By [James T. Aredy](#) [Follow](#) and [Isabella Simonetti](#) [Follow](#)

Updated Jan. 30, 2025 12:05 am ET

<https://www.wsj.com/tech/ai/deepseek-chatgpt-tiananmen-square-efcd9938>

- Systemic risk
- Operational resilience
- Price gouging or collusion
- Geopolitical risks
- AI bubble bursting

## Risk #7 – One sided benefit

- Productivity increases do not benefit employees.
- Many employees do not care for “more interesting work”.
- New work might be worse than the old work!
- 8 in 10 complain that there is no adequate AI training or governance, or they refuse to use AI as it is their replacement.
- Job dissatisfaction has increased every year for more than ten years. *“Sixty percent of people reported being emotionally detached at work and 19% as being miserable. Only 33% reported feeling engaged — and that is even lower than 2020.”*  
(<https://www.cnbc.com/2022/08/12/job-unhappiness-is-at-a-staggering-all-time-high-according-to-gallup.html>)
- Poor use of AI at work may worsen an existing problem with employee unhappiness and disengagement.



## Risk #8 – How sustainable is it?

- The increase in energy consumption outpaces generation by a huge margin.
- GenAI models appear every month. Energy generation requires decades and billions of investment.

JULY 28, 2023 | 5 MIN READ

### AI-Generated Data Can Poison Future AI Models

As AI-generated content fills the Internet, it's corrupting the training data for models to come. What happens when AI eats itself?

BY RAHUL RAO EDITED BY SOPHIE BUSHWICK

<https://www.scientificamerican.com/article/ai-generated-data-can-poison-future-ai-models/>

### Behind the Curtain: A white-collar bloodbath



Jim VandeHei, Mike Allen

<https://www.axios.com/2025/05/28/ai-jobs-white-collar-unemployment-anthropic>

Nuclear energy + Add to myFT

### Sam Altman-led nuclear start-up signs major AI power supply deal

Contract is the latest between energy developers and technology industry amid soaring demand

<https://www.ft.com/content/137ff7ad-bc84-421d-bd8c-f7264adfe6e4>

- Authors are discouraged from sharing their work. What new data will AI use?
- Poison AI.

Dario Amodei — CEO of Anthropic, one of the world's most powerful creators of [artificial intelligence](#) — has a blunt, scary warning for the U.S. government and all of us:

- AI could wipe out *half* of all entry-level white-collar jobs — and spike unemployment to 10-20% in the next one to five years, Amodei told us in an interview from his San Francisco office.
- Amodei said AI companies and government need to stop "sugar-coating" what's coming: the possible mass elimination of jobs across technology, finance, law, consulting and other white-collar professions, especially entry-level gigs.

## Risk #9 -Ethics

KATE KNIBBS BUSINESS JAN 9, 2025 5:33 PM

### Meta Secretly Trained Its AI on a Notorious Piracy Database, Newly Unredacted Court Docs Reveal

One of the most important AI copyright legal battles just took a major turn.

<https://www.wired.com/story/new-documents-unredacted-meta-copyright-ai-lawsuit/>

### Did OpenAI Cheat on Its Big Math Test?

A benchmarking controversy exposes industry-wide problems when it turns out OpenAI helped design the test that its vaunted o3 model aced.



By [Jose Antonio Lanz](#)

Jan 25, 2025



<https://decrypt.co/302691/did-openai-cheat-big-math-test>

TECH

### OpenAI disbands another safety team, as head advisor for 'AGI Readiness' resigns

PUBLISHED THU, OCT 24 2024 11:31 AM EDT | UPDATED THU, OCT 24 2024 3:02 PM EDT



Hayden Field  
@HAYDENFIELD

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<https://www.cnbc.com/2024/10/24/openai-miles-brundage-agi-readiness.html>

## Generative AI: UNESCO study reveals alarming evidence of regressive gender stereotypes

<https://www.unesco.org/en/articles/generative-ai-unesco-study-reveals-alarming-evidence-regressive-gender-stereotypes>



THANK YOU

