

$$\text{TBC} = \text{V} + \text{D}(\text{P}/\text{HX})^{\text{AI}}$$

V

Vision — the intent that decides what the work is for.

D

Data — the context and evidence the machine runs on.

P

Process — the routine work you hand over.

HX

Human experience — the judgment you grow.

AI

The exponent — the multiplier on all of it.

FIELD GUIDE · NO. 02

The Equation, Explained

One line, five variables, your whole role in the intelligence age. Read it once and you can see where your work is going.

READ

12 minutes

PAGES

9

LEVEL

Foundational

CONTENTS

What's inside.

01	The one line	How to read the equation	p.3
02	V – vision	The intent that aims the work	p.4
03	D – data	The fuel the machine runs on	p.4
04	P / HX	The ratio that moves	p.5
05	The move	Shrink P, grow HX	p.6
06	AI – the exponent	Why it compounds	p.7
07	Worked example	A real role, mapped	p.8
08	Run it on yourself	An exercise	p.9

THE ONE LINE

The whole method is built on a single line.

It is not maths to solve. It is a map of where value sits in a role, and which way it is moving.

$$TBC = V + D(P/HX)^{AI}$$

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Vision – the intent that decides what the work is for.

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FIGURE 1 – READ: VISION, PLUS DATA, TIMES PROCESS OVER HUMAN EXPERIENCE, TO THE POWER OF AI.

Most frameworks give you a list. A list has no shape – you cannot tell from it what to do more of, or less of. The equation has shape. It tells you which variable to *shrink*, which to *grow*, and what multiplies the result. Spend a few minutes with it and the rest of the school reads like footnotes.

READ IT ALOUD

“Vision, plus data, times process over human experience, to the power of AI.” If you can say it, you can apply it.

THE INPUTS

Vision and data: what aims the work, and what fuels it.

V – Vision

The human intent that decides what the work is for. It is the baseline of the whole line and the **only variable that needs no machine**. Vision is not a mission statement; it is the specific answer to “what is this particular piece of work trying to achieve, and for whom?” Get it wrong and everything downstream is fast, polished, and pointed at nothing.

D – Data

The fuel. Context, examples, evidence, and source material. Data is what turns a direction into an output a machine can actually produce. A clear vision with no data is a wish; a machine with data but no vision is a very confident intern with no brief. You need both, in that order.

WHY ORDER MATTERS

Vision decides *whether* the work is worth doing. Data decides *how well* it gets done. People reach for tools (data, models) before they have done the vision. The equation puts V first on purpose.

THE RATIO

The part that moves: P over HX.

The two middle variables are a fraction, and the fraction is the whole game.

P – Process (numerator)

The routine, repeatable work. Anything judged by a rule you could write down. The more of it you hand to the machine, the more headroom you free.

HX – Human experience (denominator)

Judgment, intent, taste, relationship. The interface where vision becomes direction and output becomes outcome.

Written as a ratio, the instruction is unmistakable. A high P/HX role is mostly routine: lots of process, little judgment. A low P/HX role is mostly human: the routine has been handed off, and what remains is the part that needs a person. The intelligence age rewards the second and automates the first.

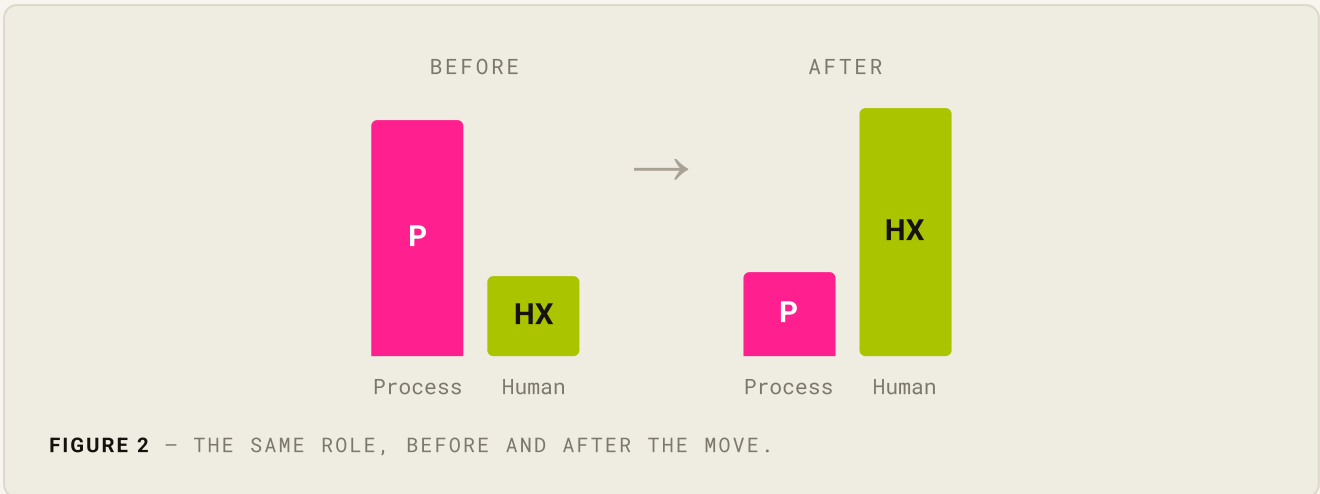
A QUICK TEST

Could you write instructions clear enough for someone else to follow without your judgment? If yes, it is **P**. If the value is in your judgment, it is **HX**.

THE MOVE

Shrink P. Grow HX.

The entire method is one move, repeated. Hand the routine process to the machine so P shrinks. Pour the reclaimed hours into human experience so HX grows. The ratio shifts, and the value of the role shifts with it.



P↓

Routine work moves to the machine. Hours come back.

HX↑

Those hours go to judgment, direction, and relationship.

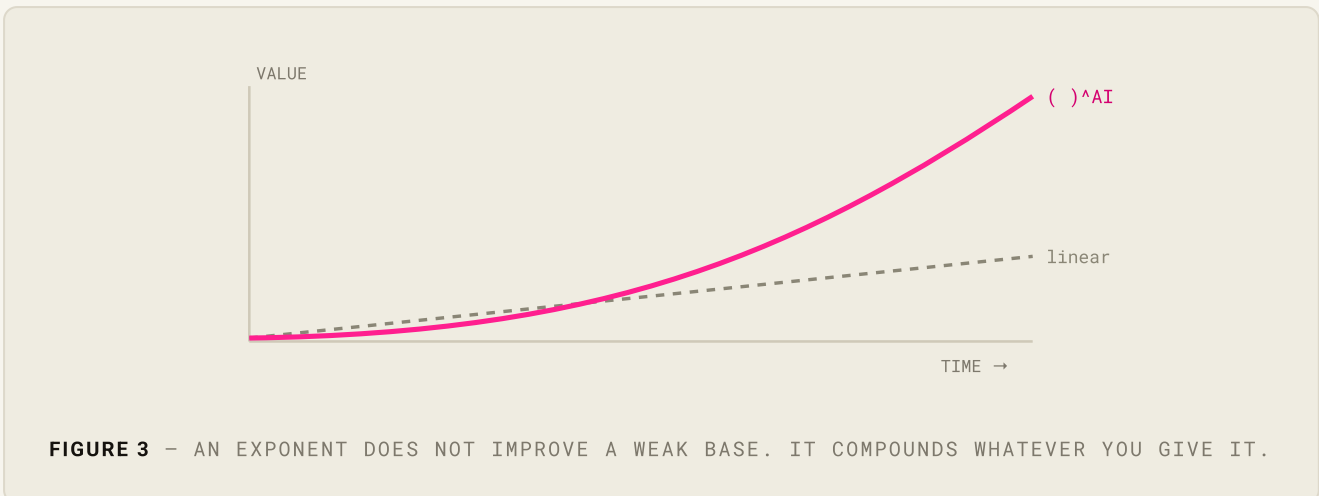
=

A role the machine cannot replace, because it is mostly the human part.

THE EXPONENT

AI is not a variable. It is the multiplier.

AI sits outside the brackets, raised over everything. It does not add to your work — it multiplies whatever is already there.



This is the part people miss. Point a powerful exponent at routine output and you get more routine output, faster — a bigger pile of the thing the era is automating away. Point it at a clear vision, good data, and strong human judgment, and *those* compound instead. The exponent rewards the base you build under it. So build the right base.

AI multiplies what you already are. Become worth multiplying.

WORKED EXAMPLE

One role, mapped.

Take a marketing manager at a mid-sized company. Here is the equation, run on the role.

MARKETING MANAGER

P / HX MAPPED

V – Vision. Decide which audience matters this quarter and what story moves them. Stays human.

D – Data. Past campaigns, customer interviews, the product roadmap, performance numbers. Fed to the machine.

P – Process. Drafting variations, resizing assets, scheduling, first-pass reporting, formatting decks.
Handed over.

HX – Human experience. Judging which message rings true, briefing the team, the customer relationship, the call on what ships. **Grown.**

Result. The drafting day becomes a directing day. Same person, lower P/HX, a role that compounds under the exponent instead of competing with it.

DO IT FOR YOUR ROLE

The variables are the same for any role; only the contents change. The exercise on the next page walks you through yours.

EXERCISE · 10 MIN

Run it on yourself.

Take one real project from this week and fill each variable. Be specific – “write the launch email”, not “marketing”.

VISION – WHAT IS THIS PROJECT FOR, AND FOR WHOM?

V

DATA – WHAT CONTEXT AND EVIDENCE DOES IT NEED?

D

PROCESS – THE ROUTINE PARTS A MACHINE COULD CARRY

P

HUMAN EXPERIENCE – THE JUDGMENT ONLY YOU CAN GIVE

HX

NEXT

Turn your P list into a plan with **The P/HX Audit**, or get it scored for you in twenty questions at blankcollar.university/the-index.