

Mind the Gap — TL;DR

Paul Roebuck. 2026.

AI sounds like a person. It isn't one. *Mind the Gap* is about the distance between those two facts — and what that distance costs when humans stop noticing it.

AI behaviour is produced by a sophisticated mathematical model. Human behaviour is produced by a living system regulating a body, carrying history, protecting an identity, reading threat, managing shame. At the surface of a conversation the two can look almost identical. Underneath, they are radically different kinds of thing.

Roebuck — psychotherapist, executive coach, forty years across factory floor, boardroom, therapy room, AI room — names the gap, shows where it opens, and teaches the discipline of working with it. SHADS (Smoothing, Hallucination, Affectation, Drift, Sycophancy) names five directional manifestations of one structural event: a system meeting its limit and defending the gap. *Additional Intelligence* replaces *artificial*. *Worker as a Service* names where the economics are heading.

The gap will flex. It will not, in 2026, close. **Mind it.**