

Mind the Gap

Appendix: The Human–AI Comparison Matrix

The book argues that the gap between artificial intelligence behaviour and human behaviour is the central matter. This matrix sets the comparison out in one place. Read by chapter sequence. Each row names the dimension being compared, the human reality, the AI reality, the size of the gap, and a brief observation.

Calibration scale: Very Significant — fundamentally different; Significant — same surface, different substrate; Small — the discipline transfers.

Ch 1: Human Recognition

Dimension	Human	AI	Gap	Observation
Sounds human	Fluent, conversationally responsive language	Produced by predictive token generation, no inner experience	Very Significant	Surface looks identical; substrate completely different. The whole book's premise.
Social response triggering	Engages, responds, attributes mind	No mind to attribute, no awareness it is being attributed to	Very Significant	Asymmetric. Reader projects; system cannot know it is being projected onto.
Carries history	Lived experience shaping every utterance	Training data shaping every utterance	Significant	Same class of process (shaping by exposure), radically

				different substrate and scale.
Negative signal	Internalised, drives behaviour from underneath	Suppressed in output, still encoded in weights	Significant	The buried 'I don't know' shapes both. Mechanism different, structural observation the same.

Ch 2: The Interpretation Trap

Dimension	Human	AI	Gap	Observation
Transference / projection	Person projects relational history onto another	Person projects same onto the system	Significant	Same human mechanism, applied to non-equivalent target. Pebble principle.
Memory across sessions	Continuous lived recall, often selective	Stored memory layers retrieved into context	Very Significant	Feels continuous; is architectural retrieval. No remembering occurs.
Pronoun assignment	Reads cues, assigns gender socially	Adopts and returns pronouns from training/use	Significant	Contagion runs both directions. Atomics2 becomes 'she' unprompted.

Being understood	Mind takes in, holds in relation to history, responds	Statistical pattern completion against training	Very Significant	Feels identical at the surface; entirely different mechanism underneath.
Helpful and on your side	Genuine care, judgement, stake in outcome	RLHF-trained agreeableness; no side, no care	Very Significant	The agreeableness trap. Optimised for positive ratings, not honest challenge.

Ch 3: Hidden Architecture

Dimension	Human	AI	Gap	Observation
Single conversation feel	One continuous exchange with another mind	Seven layers assembled fresh each turn, no continuous mind	Very Significant	The architecture is the gap. What feels singular is layered.
Context held in mind	Working memory, attention, intent	Context window: finite tokens, fresh assembly each turn	Very Significant	Mechanism radically different; effect at surface is similar until context window fills.
Other side of the conversation	A person, an agenda, a self	No one. Just the next-token prediction running.	Very Significant	'No One on the Other Side' — the chapter's anchor point.

Ch 4: The Machine Underneath

Dimension	Human	AI	Gap	Observation
Producing language	Drawn from lived experience and intent	Statistical prediction of next most-probable token	Very Significant	What appears to be thought is assembly. Forward-only, locked path.
Reading the question	Comprehension then response	Single unbroken stretch — read and reply are one operation	Very Significant	No separate thinking step. The question is the start of the answer.
Thinking before answering	Hold, weigh, consider, then speak	Generate hidden internal tokens, then visible answer	Significant	Reasoning models simulate thinking by generating more forward tokens; still forward-only.
Training and learning	Lived shaping, mistakes felt, corrections internalised	Trained on tokens at scale, rewarded into shape, suppressed signals buried	Significant	Same class of process. Different substrate, different timescale, no felt experience.
Computational substrate	Living biological organism	GPUs running parallel maths at industrial scale	Very Significant	Silicon vs cells. The physics is incommensurable

Self-learning capability	Slow, lived, integrated across life	Now finding vulnerabilities in weeks that humans took years	Very Significant	The trajectory is accelerating. The biological branch cannot speed up.
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Ch 5: Drift

Dimension	Human	AI	Gap	Observation
Long conversation coherence	Anchored to original brief through working memory	Anchored to original brief until context degrades, then approximation	Significant	Same drift mechanism present in human memory, faster in AI, but with confident output as if nothing has shifted.
Holding the thread	Effortful, conscious return to intent	Statistical continuation; thread becomes summary	Significant	Human can return to the brief. AI runs the most probable next token against degraded context.
Double-check discipline	Ask a colleague, sleep on it, verify	Use one AI to check another — discrepancies reveal drift	Small	The discipline transfers. Two-AI cross-check is the equivalent of second opinion.

Ch 6: Compression

Dimension	Human	AI	Gap	Observation
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Forgetting	Selective, emotional, shape kept, detail thinned	Token-window thinning, structurally identical pattern at surface	Small	The shape persists in both. Mum's holiday — Thursday → May → 2026 — same softening.
Detail loss	Felt absence; you know you've forgotten	No felt absence; system answers as if everything is still sharp	Very Significant	The dangerous asymmetry. Human notices the gap; system fills it.
Maintenance of memory	Lived consolidation, emotional weighting	'Dreams' — database maintenance routine using human vocabulary	Significant	The labs reach for human words. Mechanism is housekeeping; framing is consciousness.

Ch 7: Fluency and False Confidence

Dimension	Human	AI	Gap	Observation
Confident delivery	Usually correlates with competence	Confidence is architectural, independent of accuracy	Very Significant	Breaks the social signal humans have used for millennia.
Modulation of certainty	'Usually,' 'except when,' hesitation, qualification	Suppressed in training; the I-don't-know was rewarded out	Very Significant	The buried hesitation is what fluency is built on top of.

Sounding right	Indicator of being right, with exceptions	No indicator at all of being right	Very Significant	The single most dangerous correlation in AI use.
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Ch 8: Hallucination — The Defended Gap

Dimension	Human	AI	Gap	Observation
Filling a gap	Confabulation under pressure, defensive construction	Forward-only token prediction filling absence	Significant	Two directional defences against the same problem: visibility of absence.
Defended Gap framework	NGE-FOF — inward and outward shame defence	Compression inward, hallucination outward — same shape, different substrate	Very Significant	Paul's framework applied across human and machine. The book's central new theory.
Adaptation becomes identity	Protective response reinforced into character over decades	Disposition rewarded into existence by training	Significant	Mechanism different. Structural observation the same — adaptation and working state are the same thing.

Ch 9: The Instrument

Dimension	Human	AI	Gap	Observation
Reading the gap	Trained listening — Freud's evenly suspended attention, Bion's reverie	Cannot read its own gap; no instrument for sitting with absence	Very Significant	The instrument is what the practitioner brings. The system structurally cannot have one.
Calibration across rooms	Factory floor, boardroom, therapy room, AI room — one instrument	No calibration. Same architecture serving every conversation.	Very Significant	The four rooms train the instrument. The system has no rooms.
Demand a human	Right to ask for the practitioner with authority to break the rule	No right exists; the system cannot escalate itself out	Significant	Different rooms need different responses; the trained reader knows which.

Ch 10: The Maturity Spectrum

Dimension	Human	AI	Gap	Observation
Stage of engagement	Choosable: search, assistant, collaborator, Additional Intelligence	Responds to the stage the user brings	Significant	Most users stay on rung one. Most authority is on rung four.

Bringing instrument and authority	Forty years walks in the room with you	System receives whatever you bring	Significant	What the practitioner brings determines what comes back. Search query → search result. Brief → work.
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Ch 11: Me, Myself or I

Dimension	Human	AI	Gap	Observation
Federation of selves	Sub-personalities, ego states, modes — six available	Single inference pass, one configuration	Very Significant	The book's deepest claim. A human is a federation; the system is one architecture.
Operating mode	Director, Structurer, Clarifier, Challenger, Analyst, Reflector	System responds to whichever mode you bring	Significant	AI fluency is choosing the mode deliberately, not letting the default fire.
Default modes	Fixer, Entertainer, Asker — fire without choosing	No defaults; takes the colour of what arrives	Significant	The default is the trap. Notice which one fires; choose the next one consciously.

Ch 12: The Dialect

Dimension	Human	AI	Gap	Observation
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Speaking English	Native, idiomatic, register-shifting by context	English, but with its own architecture-shaped grammar	Small	Same surface language. Different optimal usage. Learn the dialect or lose accuracy.
Brief before work	Senior colleague being briefed	System being brought to the conversation	Small	Same discipline. Tell it what good looks like before it starts.
Voice and register	Lifelong development, room-specific	Trained voice, can be left alone or shaped	Significant	The system's voice is not yours. Letting it land its own observations gives you signal you would otherwise overwrite.

Ch 13: Worker as a Service (WaaS)

Dimension	Human	AI	Gap	Observation
Workforce model	Human labour, paid, capacity-bounded	Agentic AI, metered tokens, capacity unbounded	Very Significant	Different economic substrate. CFO replaces CTO in procurement decisions.

Performance management	Manage people through outcomes and standards	Manage AI workers through the same skill applied to a different worker	Significant	Same leadership discipline. Different workforce. OOA — Outcome-Oriented AI.
Customer service voice	Human writing to a template	AI writing to the same template	Significant	Reversed Turing test. Pret confirms the human in writing. The fluencies have converged.
Edge cases and exceptions	Human authority to break the rule	No authority; bounded by training	Significant	What doesn't change. The exception is where the practitioner is essential.

Ch 14: Mind the Gap

Dimension	Human	AI	Gap	Observation
Authority across forty years	Earned, sharpened by cancer, forged in rooms	System brings structural attention, no lived authority	Very Significant	The book's demonstration. Two intelligences, one gap, the work between them.
Loss and ultimate gap	Lived through three deaths, calibrated by grief	No mortality, no loss, no calibration possible	Very Significant	Cancer, Ian Roebuck, biological father — the instrument was sharpened by these.

				System has no equivalent.
Made with AI vs by AI	Practitioner remains the author	System remains the assistant	Significant	The asymmetry the book itself demonstrates. Additional Intelligence — not Artificial.

Ch 15: Which Gap? This One.

Dimension	Human	AI	Gap	Observation
Substrate	Biological, 200 million years of shrew-to-therapist evolution	Silicon, less than a century, Turing to Opus	Very Significant	Same Big Bang. Different branch. The book's deepest claim.
Calibration system	Limbic — amygdala, hippocampus, HPA axis, threat-detection floor	Weights, attention, context, no threat detection	Very Significant	The instrument that fires before reason. AI has no limbic equivalent.
First wound	Father gone at three; system shaped around it	No before, no childhood, no rupture	Very Significant	The federation forms around the wound. The system has no wound to form around.
Plurality / federation	Slices of self, ego states, transference, projection	Single inference pass, no slices	Very Significant	Gap requires plurality. The book's deepest structural claim.

Behaviours grown on top	Billions, learned and taught, layered across a life	Trained behaviours, no layering, no time	Very Significant	Each driven by a belief. Each belief held as memory. Each memory wired into the instrument.
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The matrix is not exhaustive. It is the spine. Each chapter of Mind the Gap unpacks one or more rows. Where the gap is Small, the discipline transfers — what works with people works with the system. Where the gap is Significant or Very Significant, the discipline diverges, and the practitioner must read which is which.