

What does *AI-native* mean?

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"AI-native" means built around AI from the start, instead of having AI added later. People use the term for three different things: products, organisations and people.

For organisations and people, KAIVANT adds one test. Does the way AI is used build human capability, or wear it down?

PRODUCT OR COMPANY

Built around AI

AI at the core of the design,
not a feature added on top.

ORGANISATION

Redesigned around AI

The way of working changed,
not only the tools.

PERSON

Grew up with AI

Like a digital native,
with AI all around.

KAIVANT ADDS ONE TEST

*Does the way AI is used build human capability,
or wear it down?*

Three ways people use the term, and the test KAIVANT adds for organisations and people.

What does AI-native mean for a product or company?

For a product or a technology company, AI-native means AI sits at the core of the design. It is not a feature added on top.

IBM describes it as "designed from the ground up with AI as a core component, not bolted on later". Cisco calls it "a product, platform, or business process with artificial intelligence at its core".

What does AI-native mean for an organisation?

For an organisation, AI-native means the way of working has been redesigned around what AI makes possible. An AI-enabled organisation, by contrast, has added AI to the way it already

worked.

KAIVANT agrees with the redesign part and adds a second test. An organisation is genuinely AI-native when it has redesigned around AI and its use of AI builds the capability of its people instead of depleting it. An AI-native organisation amplifies human judgement through AI. An AI-dependent one substitutes it.

The two kinds of gains behave differently over time. AI-native gains compound. AI-enabled gains are real, and brittle. The full comparison is in [AI-enabled vs AI-native](#).

What does AI-native mean for a person?

For a person, "AI native" usually means someone who grew up with AI around them, the way "digital native" describes someone who grew up with the internet. Writing in [Forbes](#) in 2022, Lance Eliot used the term for people who grow up with AI all around them, on their phones and across the web.

KAIVANT looks at it differently. Growing up with AI, or using it every day, does not tell you whether AI is making you more capable. What matters is how you use it.

When you use AI in a way that keeps or grows your own skill, KAIVANT calls it augmentation. When you hand work to AI in a way that stops a skill from forming, or lets it fade, it is substitution. The difference is often not visible in the output. It is visible in what you can do on your own afterwards.

The full Kaivant-I, used in practitioner-led assessments, reads exactly this. It looks at Personal Leverage Architecture, how productively you use AI in your current work, and Human Capital Depth, the capability your AI use is building or eroding. The central reading is your augmentation and substitution pattern, and your results stay private to you.

The free Kaivant-I Starter takes about 10 minutes. It gives you a Starter pattern, not a Kaivant Score.

Is AI-native the same as AI Nativeness?

No. "AI-native" is a label for how something is built. AI Nativeness is a degree: how far an organisation or individual has integrated AI in ways that build, rather than deplete, human capability.

AI Nativeness is not a property of the technology. It is a property of the relationship between the technology and the people using it. The full definition is in [What is AI Nativeness?](#)

Why does the difference matter?

It matters because a company can build AI-native products while its own use of AI wears down the skills and judgement of its people.

When AI use builds capability, human and AI capability reinforce each other and the gains compound. When it wears capability down, the result is AI dependency: reasonable output in the short term, and an organisation or person that becomes less capable over time.

Validation status: the method is practice-proven and research-grounded. Statistical validation from KAIVANT's own data grows with every assessment.

See also: [AI-enabled vs AI-native](#) · [What is AI Nateness?](#) · [AI deskilling](#) · [Glossary](#)

Common questions about AI-native

What does AI-native mean in simple words?

Built around AI from the start, not with AI added later. For organisations and people, KAIVANT adds a test: does the use of AI build human capability, or wear it down?

What is the difference between AI-native and AI-enabled?

AI-enabled means AI has been added to the way things already worked. AI-native means the work has been redesigned around what AI makes possible.

Are young people automatically AI natives?

Growing up with AI makes someone familiar with it. It does not show whether their use of AI builds their own skills or replaces them.

How can I find out whether my own AI use builds my skills?

Take the free Kaivant-I Starter on kaivantscore.com. It takes about 10 minutes and shows your Starter pattern.

Is AI making you more valuable?

Find out in about 10 minutes with the free Kaivant-I Starter. For your organisation, Kaivant-O shows where its AI gains are real, where they are brittle, and what to change.

Free test: kaivantscore.com/start · Kaivant-O: kaivantscore.com/organisation

Read online: <https://kaivantscore.com/what-does-ai-native-mean>
