

# Agentic Co-Intelligence: A New Era of Human-AI Collaboration

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For: Stakeholders in Software Development and AI Innovation

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## Executive Summary

The advent of autonomous AI agents is transforming the way we work and interact with technology. As these agents become increasingly capable of performing complex tasks, it is essential to redefine the relationship between humans and AI. Agentic Co-Intelligence represents a new paradigm of collaboration, where humans and autonomous AI agents work together as partners, combining machine autonomy with human judgment. This white paper explores the concept of Agentic Co-Intelligence, its implications for white-collar work, and the need for a research agenda centered on human-agent co-intelligence.

## Introduction

The rise of agentic AI systems, which can perceive, plan, act, and learn autonomously, is heralding a new era in human-machine interaction. These agents are being applied to complex tasks such as virtual assistance, healthcare diagnosis, logistics optimization, and more. At the same time, generative AI tools are

dramatically lowering the cost of coding and automating many software tasks, signaling an imminent "commoditization" of software development.

## Historical Context

The history of software development has evolved significantly since its inception in the 1840s. From manual coding to user-centric design, and from developer-focused tools to Agent Experience (AX), each era has introduced new paradigms. Today, AX represents a transformative shift in software development, focusing on designing tools and platforms optimized for AI agents.

## The Emergence of Agent Experience (AX)

Agent Experience (AX) ensures that AI agents can interact seamlessly with platforms using clean APIs, machine-readable documentation, and secure interfaces. AX views AI agents as a distinct persona, extending User Experience (UX) and Developer Experience (DevEx) principles. As many agents come online, AX is becoming a key differentiator in software design.

## Key Players and Pioneers

Leading companies such as Netlify, Clerk, and Neon are pioneering AX, enabling seamless interactions between AI agents and platforms.

## Implications of Agentic Co-Intelligence

The combined rise of autonomous AI agents and commoditized software has profound implications for white-collar jobs. Historically, automation first affected manual blue-collar work, but now even knowledge work is vulnerable. Recent surveys show a growing anxiety among office professionals, with 43% of white-collar respondents fearing that AI or automation could take over their functions.

# Toward a Co-Intelligence Research Agenda

Given these upheavals, we argue that research and policy should emphasize human-agent co-intelligence rather than pure automation. A recent position paper in *Frontiers in Robotics* explicitly challenges the "singularity" narrative of full replacement, arguing that complete human replacement is "more a myth than a reality." Instead, the authors call for "greater attention to augmentation technologies that empower humans rather than mechanize and deskill them."

## Skills and Mindsets for the Agentic Ecosystem

As autonomous agents become commonplace, humans will need new skills and mindsets to thrive. Broadly, the future workforce must learn to orchestrate AI: defining goals for agents, interpreting their outputs, and steering them toward desired outcomes. Key competencies include technical AI literacy, data and validation skills, problem-solving and context judgment, adaptability and growth mindset, creativity and curiosity, and ethical and strategic judgment.

## AgentEx: Designing the Agent Experience

To operationalize this co-intelligence vision, we propose AgentEx (Agent Experience) as a unifying framework. AgentEx treats AI agents themselves as first-class "users" of digital systems and trains humans to be their designers and collaborators. This concept extends established principles of human-centered AI design to a multi-agent context.

## Urgency of the Transition

The era of autonomous AI agents is not distant; it is unfolding now. Major technology companies and governments are investing heavily in these systems, and agentic features are rapidly appearing in consumer and enterprise products. This pace demands an equally swift response from the research and policy communities.

# Conclusion

Agentic Co-Intelligence represents a new era of human-AI collaboration, where humans and autonomous AI agents work together as partners. As AI agents become increasingly capable of performing complex tasks, it is essential to redefine the relationship between humans and AI. By prioritizing Agent Experience (AX) and human-agent co-intelligence, we can ensure that automation amplifies human creativity rather than undermines it. The time to begin this transition is now.

## Recommendations

1. Prioritize Agent Experience (AX): Companies and developers should focus on designing tools and platforms optimized for AI agents.
2. Invest in Human-Agent Co-Intelligence Research: Research and policy should emphasize human-agent co-intelligence rather than pure automation.
3. Develop New Skills and Mindsets: The future workforce must learn to orchestrate AI, defining goals for agents, interpreting their outputs, and steering them toward desired outcomes.
4. Implement AgentEx: AgentEx should be implemented as a unifying framework for designing the agent experience.
5. Address Urgency and Complexity: The transition to Agentic Co-Intelligence requires immediate attention, and its complexity demands a multidisciplinary approach.

By following these recommendations, we can harness the potential of Agentic Co-Intelligence to create a future where humans and AI agents collaborate to achieve unprecedented levels of productivity, innovation, and prosperity.

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