

CHAPTER 2 - MEET YOUR NEW INTERN

The New Intern Quick Reference Card

Five habits to expect from AI, and five habits that make you a better manager of it.

Think of AI as a brilliant new intern: fast, well read, and occasionally confidently wrong. These five habits show up in almost every conversation you will ever have with it. Once you expect them, they stop being surprising.

Five Habits of Your New Intern

1**Builds sentences one piece at a time**

It is not planning a whole answer before it starts. It places one small piece of language, looks at everything so far, and asks what comes next. Give it more to look at, and it can choose better.

2**Has a desk that can only hold so much**

Everything in the current conversation sits on that desk, your question, your background, what has already been said. When the desk fills up, the oldest details quietly slide off.

3**Shows up new every morning**

Unless a tool is built to carry memory forward, a new conversation starts with a blank desk. It does not remember yesterday, or even five minutes ago in a different chat.

4**Says the same thing differently each time**

Ask the same question twice and the wording may change even though nothing else did. That is not a fault. Compare the idea, not the exact words.

5**Sounds confident even when it is wrong**

When it does not know something, it rarely says so. Confidence is not the same thing as accuracy. Treat specific facts, numbers, and quotes with a healthy amount of doubt until you check them.

The Best Managers of AI Do These Five Things

Run through this before you send anything AI helped you create.

Did I explain the goal?

Did I provide enough context?

Did I review the draft?

Did I verify important facts?

Would I confidently attach my name to this?

If yes, send it. If no, coach your intern.

That one line does more work than any prompting trick. Review, question, and improve what comes back, the same way you would with any new hire's first draft.

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Try It Now: The Memory Test

This is the exact test that caught out a sales manager named Karan. He spent an afternoon refining a client proposal with AI, closed his laptop feeling great, then opened a new chat the next morning and asked it to fix a paragraph “like we discussed yesterday.” It had no idea what he meant. Nothing was broken. He had simply met a brand new intern.

Run the same test on purpose, today, before it costs you an afternoon.

One real thing I am working on right now:

Have a real conversation with AI about it. Then close the chat, open a new one, and ask: “What did we discuss earlier?” What did it say?

Which of the five habits on the front of this card did that prove to you?

The mirror reflects. The manager decides.