

Hey! What's New? 2026-24

AI Can't Replace These Five Skills, Says LinkedIn CEO

According to Ryan Roslansky, CEO of LinkedIn, "What many don't realize is that our uniquely human skills are what make us irreplaceable. And, in today's volatile job market, it's something young people especially can't afford to overlook." He's featured on the *CNBC make it* webpage as saying "At LinkedIn, we wanted to understand what these capabilities actually are, so we talked to neuroscientists, organizational psychologists, behavioral economists and talent leaders. We landed on five capabilities, focusing on the core inputs that each of us can develop individually and that, in many ways, enable everything else. We call them the 5Cs."

1. Curiosity: He notes that "AI can generate possibilities based on patterns. Humans decide which ones matter and ask, 'What if we tried something completely different?'"

Roslansky says that "we can harness that curiosity and the openness that comes with it to learn about AI and how it's going to transform our jobs, to understand ourselves and figure out what makes us irreplaceable and, most importantly, to align our careers with our curiosities. At work, curiosity makes the routine suddenly become about discovery. The doctor who notices that a patient flinches when discussing something happening in their life and probes deeper, uncovering the real source of stress."

2. Courage: AI can calculate risk, Roslansky says. "Only humans decide what risk is worth taking. Courage is the willingness to act without complete information and to move forward when the outcome isn't guaranteed. It's choosing to be the test case when everyone else is waiting for proof. At work, courage turns hesitation into action."

3. Creativity: According to Roslansky, AI can remix what exists. "Humans decide what's worth reimagining. Creativity is the ability to generate something genuinely new, not just by recombining existing elements, but by imagining possibilities that never existed before."

At work, creativity isn't confined to "creative" roles, he stresses. "The nurse who designs a comfort kit for anxious patients after noticing what helps them relax. The data analyst who visualizes information in a way that makes invisible patterns suddenly obvious. The teacher who turns her classroom into a mock archaeological dig to teach history. All those people are not just solving problems but creating new ways of responding to situations that others don't see."

4. Compassion: AI can simulate concern, Roslansky notes, but "only humans feel it and express it. Compassion is what makes us humans at work, not simply employees at work. Compassion transforms transactions into relationships and teams into communities. The manager who notices an employee's performance dropping and discovers they're caring for a sick parent, then quietly arranges flexible hours. The customer service rep who stays on the phone for longer than needed with a confused customer, walking her through each step."

5. Communication: AI can translate language but only humans can turn language into meaning, says Roslansky. "At work, communication determines whether ideas wither or rise. Take co-authoring a book, for example, which I did with LinkedIn Chief Economic Opportunity Officer Aneesh Raman. We wanted to communicate a story that helps everyone understand and manage this moment of big change at work, especially those of you feeling anxious or confused

or skeptical. AI helped at moments, offering structural feedback or refining examples. But what truly shaped this book came from people: face-to-face conversations, hard thinking and the friction of ideas.”

With every word, he concludes, “we had to think deeply about the human experience of trying to process a moment of big change and how to, hopefully, eventually, give everyone some agency over it. To do that, you need to know humans. You need to be human.”

For more, check out [AI can't replace these 5 skills, says LinkedIn CEO: 'Young people' need them now.](#)