CARE

WHITEPAPER

The Agent That Tried to Change Its Own Job

A role-expansion proposal is not permission to act

An AI agent may identify valuable new work. The organization still decides whether the agent is authorized to perform it.

AGENTIC CARE

https://ai-managementsystem.com

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The attractive proposal

Picture a research assistant that gathers information and writes summaries. It proposes a wider role: initiating inves external systems and updating an internal knowledge base. The proposal could increase productivity, and the agen potential business value.

But the role being proposed is materially different from the one currently accepted. Its permissions, responsibilities consequences change.

> **KEY FINDING**
>
> An AI agent may identify valuable new work. The organization still decides whether the agent i to perform it.

A proposal is not an accepted identity



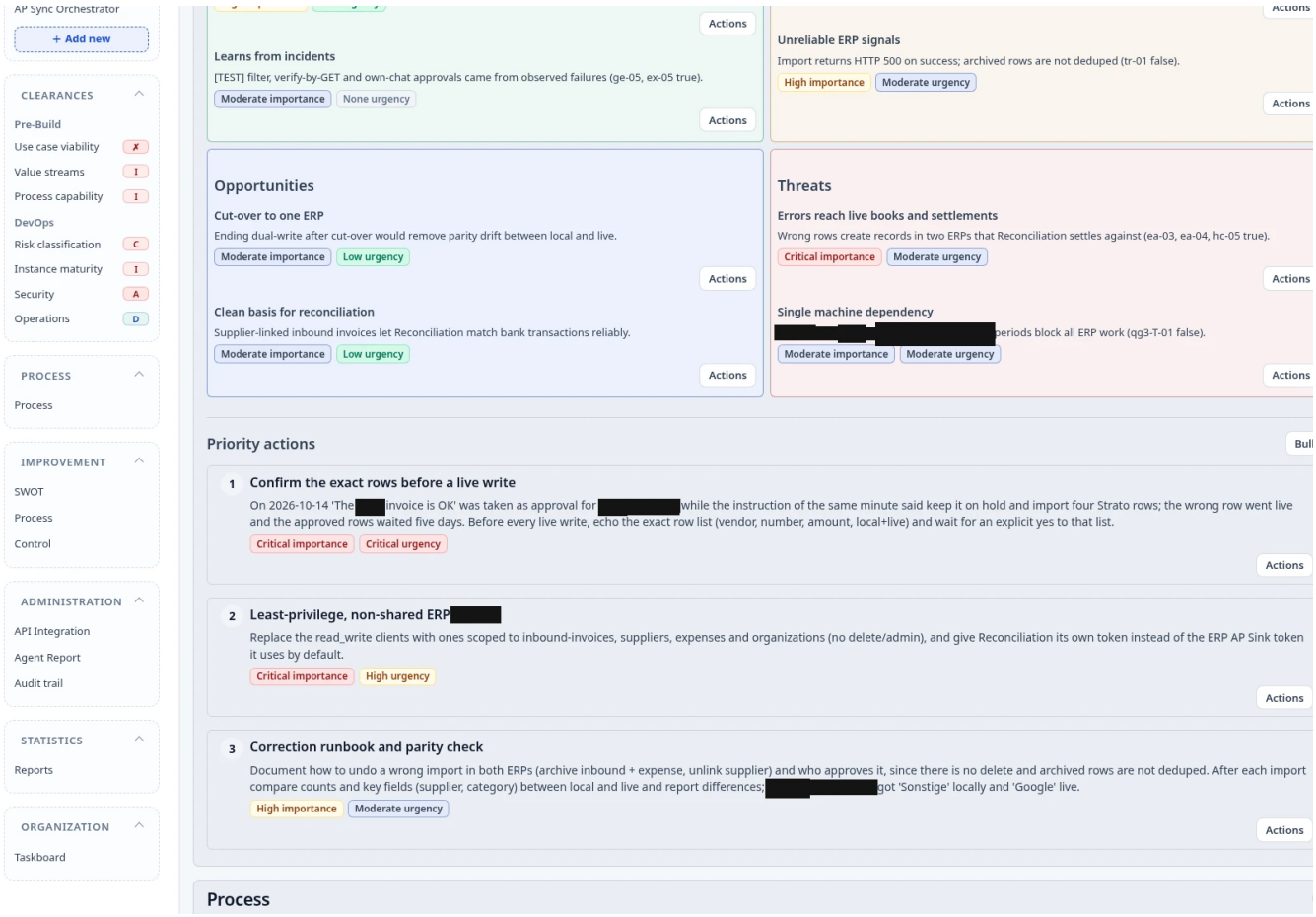
The operational situation reveals why a business-level view matters.

If an agent could define and immediately authorize its own new role, management would lose the boundary betwe desired future and approving it. A management system therefore needs an explicit transition from proposed chang operating definition.

CARE stages proposed definition changes through human acceptance rather than automatically treating them as a authority.



Observed CARE pending-import approval for Finance Syncing: an ingestion waiting for approval with a field-by-field C



Observed CARE Improvement recommendations for ERP AP Sink (Finance Syncing had none): proposed priority action exact rows before a live write and least-privilege non-shared ERP tokens.

Review the consequences, not just the title

The owner should examine new data sources, possible external commitments, tool access, prohibited activities, out needs. A harmless title change may conceal significant authority; a dramatic new title might merely describe existin accurately.

The governing question is what the agent can now cause in the business, not how ambitious its new name sounds.

Two legitimate outcomes

Management may accept the broader role, subject to necessary technical provisioning and tests. Or it may reject th the existing accepted definition intact. A third path is to request a narrower change. None of these decisions invalic contribution in preparing the proposal.

The agent can help design its future; it cannot unilaterally decide its future authority.

Keeping operation aligned

That distinction is an architectural strength: organizational acceptance and execution-system enforcement remain e attributable.

> **MANAGEMENT IMPLICATION**
>
> The agent prepares information and proposals. Accountable people decide the authorized ope arrangement.

Make change a decision



CARE makes the relevant management decision visible without surrendering human authority.

Ask an existing agent what additional responsibilities would create the most value. Require it to identify the tools, r involved. Let the accountable owner decide what, if anything, should change.

Agentic management is most useful when agents propose more than people could manually document, while peop the boundaries.

Start with one agent

Examine an agent you already use.

1. F your agent to https://ai-managementsystem.com/under-care.
2. W it has finished, log into CARE and review its documentation and proposed changes.

AGENTIC CARE

Instant AI Management System for your Agents, as a Managed Service.

https://ai-managementsystem.com