

# Value Added Partners

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## AI May Not Be Coming for Your Job

Many of us are losing sleep because of artificial intelligence. We do not mean losing sleep by asking ChatGPT for its NFL predictions at all hours of the night. We mean that a lot of us are worried that the new technology will cause their jobs, or the jobs of their loved ones, to disappear.

We do not want to dismiss those concerns out of hand. There will certainly be sectors of the economy which will see job losses. However, we recently ran across a study suggesting that AI may not be the job-killer some fear. We thought that you might like to know about it.

Back in 2017, David Deming, a Harvard University Economics Professor (and, now, Dean of the College) penned a paper entitled, “The Growing Importance of Social Skills in the Labor Market.” Professor Deming compared the job market in 1980, before the personal computer revolution began, to that of 2012, when computers were well integrated into the workplace. In those intervening 32 years, he found that, “...jobs requiring high levels of social interaction grew by nearly 12 percentage points as a share of the U.S. labor force. Math-intensive but less social jobs—including many STEM occupations—shrank by 3.3 percentage points...” In short, since the advent of the PC age, employers have increasingly valued the ability of employees to communicate with other humans, understand their needs, and marshal technology to solve problems. The race, according to Professor Deming, does not go to the person with specialized technical knowledge; it goes to the person who can use that knowledge to communicate and problem solve.

Innovation inevitably creates dislocations and the elimination of some jobs. Artificial intelligence will be no different. However, as with prior breakthroughs (such as electricity and the internet), it is reasonable to assume that new jobs will be created; hopefully, offsetting those losses. Professor Deming’s findings remind us that employers continue to value those with strong social skills, which, for now, does not include avatars or bots.

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odds are stacked against us.

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## It's Not Your Fault

We hope that the first days of 2026 are treating you well and that the next twelve months bring you health and joy. Perhaps, you ended 2025 like many of us by setting resolutions for ways you hope to improve this year. Your goals might have included a better diet, more consistent exercise, less time doom-scrolling on your phone, or some other way that you hope to end 2026 in a better place than you began it.

We wish that we could tell you that your chances of achieving your goals are good, but we do not want to mislead you. Researchers have found that fully one-quarter of all people have given up on their resolutions by the end of January and that 80% have thrown in the towel by the middle of February. It seems as if the odds are stacked against us.

The financial services industry has not been oblivious to how difficult it is for people to change their behavior as it relates to saving and/or spending. Most of us find it difficult to stick to a more austere budget or to save as much as we would like. When researchers have dug deeper into this issue, they have found that the pleasure that we get from buying something immediately is sufficiently intense that it makes the best laid savings plans go awry.

This is not to say, however, that you should give up on your 2026 resolutions, or at least the ones that relate to your money. There is a way to win the game of managing your money better. You just have to hide some of your money from yourself. How? We suggest that you re-route some of your money before it even gets into your spending account. For example, if you ask your employer to put more money into a 401(k) account rather than depositing it into your checking account, you are very likely to adjust your spending so you do not even miss it. Similarly, if you tell your bank to transfer money automatically from your checking to a savings account, you stand a much better chance of building your nest egg. It may not make logical sense that having money in 'Account B' rather than 'Account A' could change your behavior, but studies show that it does.

Trying to achieve personal goals can be frustrating. Try to give yourself a fighting chance with your savings goals and budget by putting some funds just outside of your immediate reach. If we can help segregate money for savings for you, please do not hesitate to reach out to us. We would be delighted to help.

## Help from Inflation

Inflation gets a justifiably bad rap. No one likes to see prices go up. The one area in which inflation lends a hand is way in which it increases the amounts that we can contribute to retirement plans. The 2026 numbers are out. If you would like to know the maximum amount that you are allowed to contribute to an IRA, 401(k), or similar account, please call anyone on our team. We will be happy to help you salt away the most that you can for retirement.

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### We look forward to hearing from you.

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