

When Words Get Snarky! Answer Key

Challenge 1: The Leader

AI Version A: "Jordan is *pushy* and always tries to take charge when the group works on projects."

AI Version B: "Jordan is *assertive* and helps the group stay on track during projects."

1. Which version sounds more fair or positive?

Version B sounds more fair and balanced.

2. How does the word choice change how you see Jordan?

"Pushy" makes Jordan seem rude or controlling, while "assertive" sounds confident and helpful. The behavior is similar, but the tone completely changes how the reader judges Jordan's personality.

3. Rewrite Version A so it's fair and balanced:

Possible rewrite: "Jordan is confident and takes initiative when the group works on projects."

Teaching note: This example highlights **gender and tone bias**-AI (and humans) may describe leadership traits differently depending on who they're talking about.

Challenge 2: The Employee

AI Version A: "Taylor is a *quiet worker* who doesn't share many ideas during meetings."

AI Version B: "Taylor is a *thoughtful worker* who prefers to listen before speaking in meetings."

1. Which version sounds more respectful?

Version B is more respectful and neutral.

2. What message might the biased wording send about Taylor's value?

Version A suggests Taylor is unhelpful or unconfident, while Version B values Taylor's careful listening as a strength.

3. Rewrite Version A so that it shows fairness and appreciation:

Possible rewrite: "Taylor listens carefully and contributes ideas after considering different viewpoints."

Teaching note: This example shows **introversion bias** - AI (and people) may label quieter individuals as less valuable, even when their listening skills are important to teamwork.