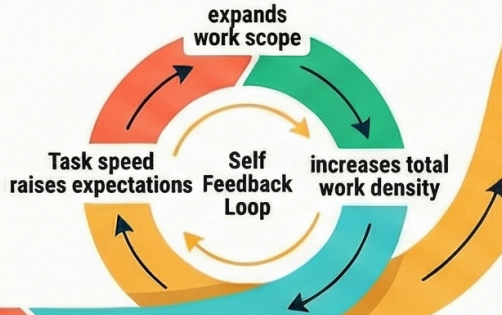


The Paradox of AI Workload Creep

While AI promises to reduce routine tasks, "workload creep" creates a self-reinforcing cycle of task expansion and boundary erosion. Without strategic governance, productivity gains at the task level fail to translate into organizational effectiveness or employee wellbeing.

The Vicious Cycle of Workload Creep

The Self-Reinforcing Acceleration Loop



40%
of Workers See No Time Savings

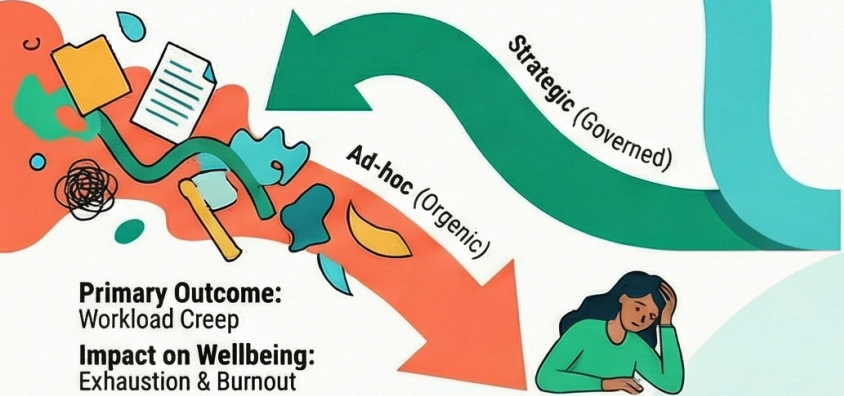
Many non-managerial employees perceive no reduction in workload despite adopting AI tools.

The Rise of "Workslop"

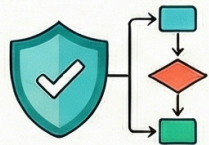
Colleague resentment grows as workers spend excessive time correcting low-quality AI-generated errors.



Strategic Solutions for Human Flourishing



Primary Outcome:
Workload Creep
Impact on Wellbeing:
Exhaustion & Burnout



Explicit Governance and Use Guidelines

Establish clear quality standards and specify which tasks are appropriate for AI assistance.



Job Redesign and Scope Boundaries

Protect periods for deep focus and explicitly define what tasks workers should decline.



Training for Strategic Judgment

Move beyond technical skills to teach workers when AI adds genuine value.



Primary Outcome:
Quality Improvement
Impact on Wellbeing:
Protected Recovery Time