

# The Human Cost of AI: Navigating Algorithmic Anxiety in the Workplace

## THE PROBLEM: The Anatomy of Algorithmic Anxiety

### A Multidimensional Psychological Crisis

It is a compound phenomenon involving shattered trust, identity erosion, and existential uncertainty.



### Shattered Trust

Feeling betrayed when "assistive" AI is used to eliminate positions.



### Identity Erosion

Loss of professional self-concept when core skills are automated.



### Future Anxiety

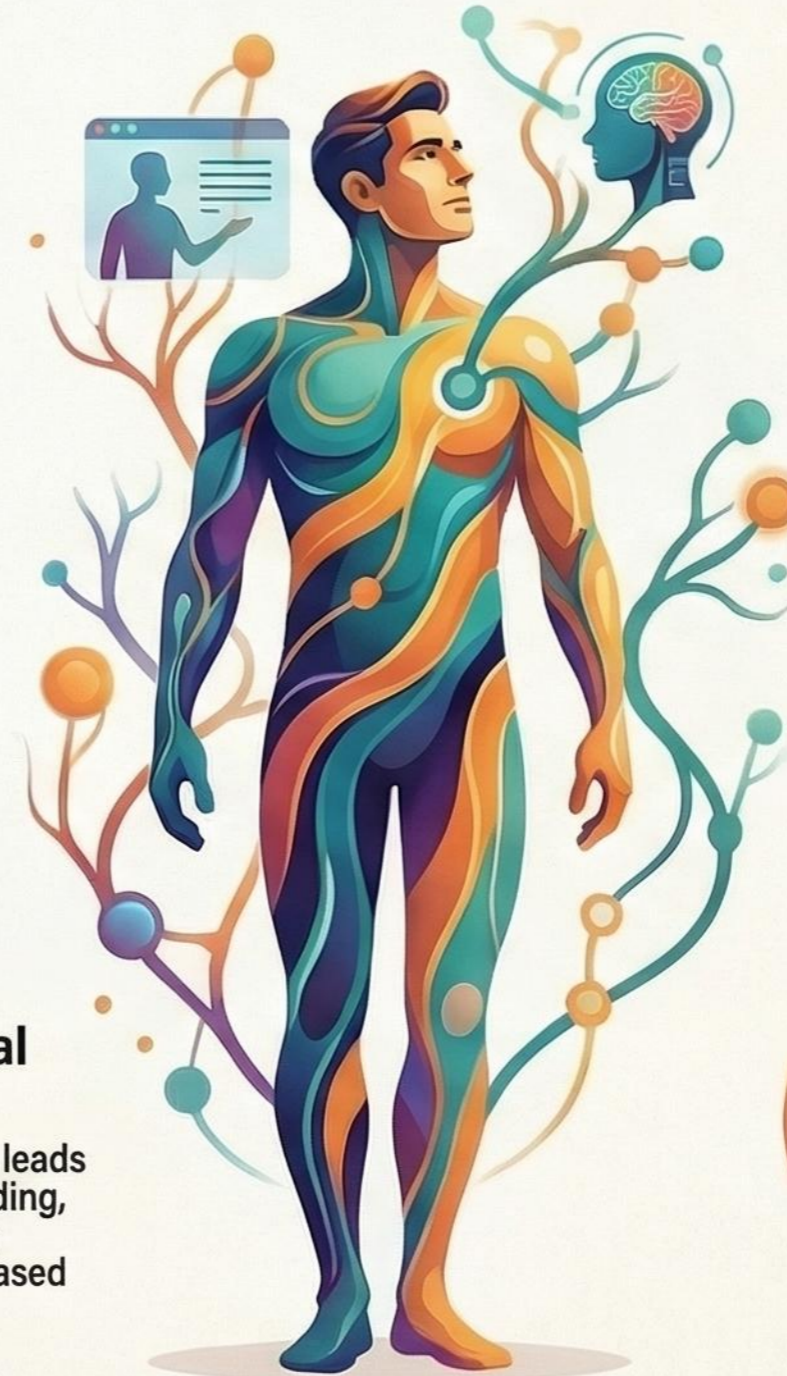
Persistent worry about long-term human relevance to an automated world.



### Hidden Organizational Costs

Poorly managed AI leads to knowledge hoarding, reduced innovation capacity, and increased turnover.

## THE SOLUTION: Human-Centered AI Integration



### Participatory Governance & Co-Design

Involve workers in AI adoption decisions and tool design to reduce resistance.



### Meaningful Reskilling

Shift from superficial training to strategic development that prepares workers for evolving roles.



### Human-in-the-Loop Design

Ensure AI augments rather than replaces human judgment, preserving worker dignity and expertise.