



TRUST UNDER PRESSURE: REBUILDING THE BROKEN EMPLOYMENT CONTRACT



Recent data indicates a fundamental breakdown in the employment relationship, amidst a widespread decline in organizational confidence. This illustrates the current crisis of confidence and offers a roadmap for rebuilding trustworthiness.



THE CRISIS OF CONFIDENCE

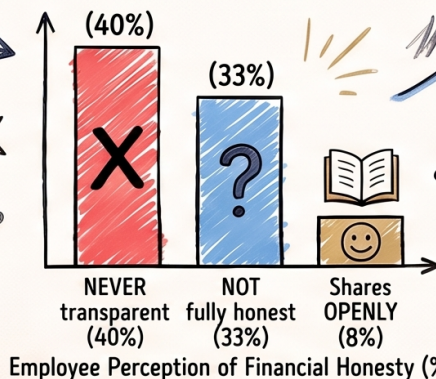
80% of workers doubt leadership.



Most employees rarely or never trust leaders to prioritize people over profit.

THE TRANSPARENCY GAP

73% of workers report leadership is not fully honest during financial difficulties.



THE WELLBEING DEFICIT

Only 6% of employees completely trust leadership to prioritize their mental health.

6%

EVIDENCE-BASED SOLUTIONS

LEAD WITH PROCEDURAL JUSTICE

Use objective, defensible criteria for transitions and deliver news with genuine dignity.



PROVIDE "EMPLOYABILITY SECURITY"

Commit to maintaining employee market value through reskilling as roles evolve.



HUMAN-CENTERED AI GOVERNANCE

Treat AI adoption as a socio-technical transformation requiring constant employee feedback loops.

