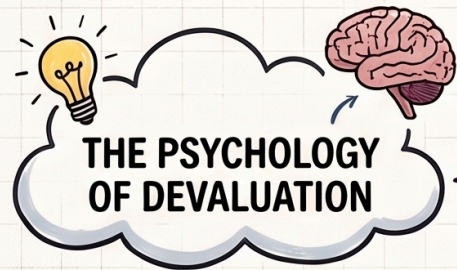


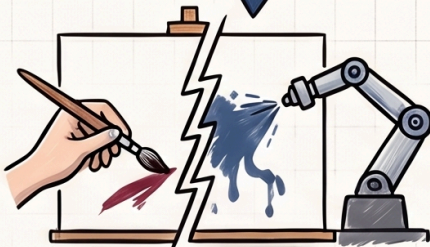
The Quiet Erosion: How AI Devalues Work Before It Replaces It



THE PSYCHOLOGY OF DEVALUATION

ATTRIBUTABLE CONTRIBUTION

Workers value feeling personally responsible for outcomes



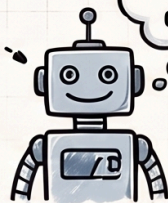
USEFUL OUTPUT

not just seeing the work get done.

VS.

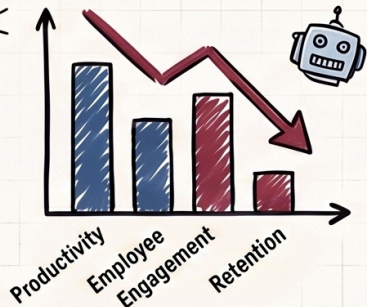
THE MEANING EXTERNALITY

Knowledge that a machine *could* do a task devalues human effort even if machines aren't yet used.



PRE-DISPLACEMENT PERFORMANCE COSTS

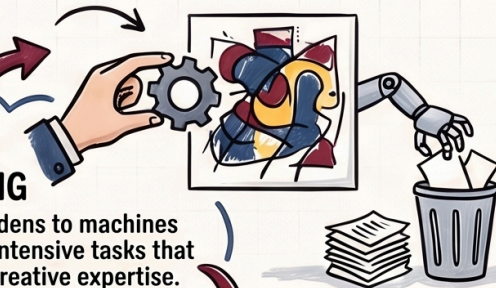
Organizations face lower productivity and retention before a single job is actually automated.



STRATEGIC ORGANIZATIONAL RESPONSES

TASK REDESIGN FOR HIGH-MEANING

Offload administrative burdens to machines while protecting judgment-intensive tasks that require human clinical or creative expertise.



PROCEDURAL JUSTICE AND WORKER VOICE

Include workers in technology selection and pilot programs to increase fairness and reduce automation-induced anxiety.



RECALIBRATING THE PSYCHOLOGICAL CONTRACT

Shift from promising "job safety" to promising "continuous development and adaptation support."



Job Safety

Continuous Development & Adaptation Support

SUCCESS STORIES IN ACTION (EXAMPLES)

ORGANIZATION	STRATEGY USED	RESULTING OUTCOME
Cleveland Clinic	Transparent AI Roadmaps (Roadmap doodle)	Lower staff anxiety and higher perceived role value. 😊❤️
Mercy Health	Redesigning Nurse Workflows (Nurse icon, patient bed, flowchart)	Improved retention by preserving direct patient interaction time. 🙌🕒
Goldman Sachs	Compensating Differentials (Money bag, upward arrow, junior role doodle)	Increased base pay for junior roles after routine tasks were automated. 💰😊