

The Human-AI Trust Calibration: Navigating the Evolving Workplace

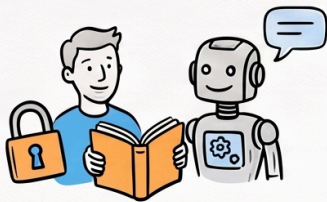
The Reality of Reliance

Delegation vs. Disclosure



Delegation

Delegation centers on functional task competence.

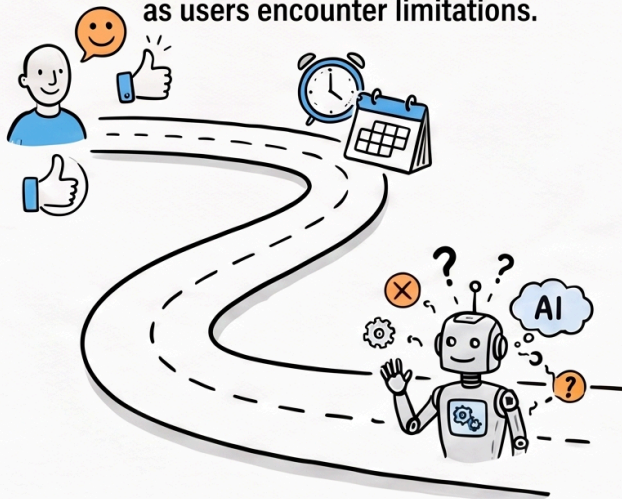


Disclosure

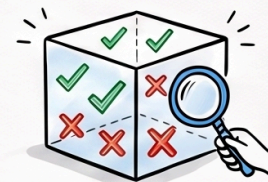
Disclosure depends on relational trust and privacy.

The Calibration Effect

Willingness to delegate tasks and disclose information declines over time as users encounter limitations.



Strategies for Sustainable Adoption



Foster Calibrated Trust

Move beyond "hype" by transparently demonstrating AI errors and limitations alongside successful uses.

Risk-Based Governance

AI-Suitable

Minimal Oversight | Full execution (Data extraction, formatting)



AI-Assisted

Mandatory Review | Initial draft generation & research

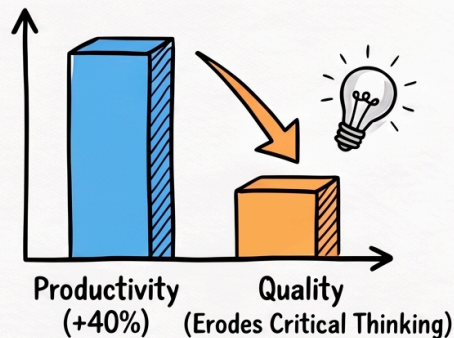


Human-Led

Full Responsibility | Limited or no use (Strategic judgment, empathy)



The Productivity-Quality Gap



Participator the RA Calibration

Move "hypts ing on uorqatw and denclits accounts" to runy uses – errors, rooticett multiple adoptanality settings.



Participatory Implementation

Involving frontline workers in AI configuration increases adoption rates and maintains employee satisfaction.