

6 leadership strategies for the AI-burnout paradox

As AI reshapes work, burnout looms. Here is how senior leaders can use AI to protect their teams and unlock the human advantage.

Area of Worklife	Description	Opportunities Presented by AI	Threats Presented by AI	What You Can Do
Manageable Workload	Matching workload demands to employees' resources.	Accelerate and remove tedious work	Requiring leaders to shoehorn little understood or unproven AI practices into their routines or teams	Coach leaders to prioritize deliberate, incremental adoption of AI to keep workload reduced > workload added
Control	Creating autonomy or ability to direct the work one does.	Make decisions faster and work more independently	Overdelegation of thinking to AI's "crystalized best practices"	Test role clarity with AI to flesh out gaps; preserve human discretion in important decisions
Fairness	Perceived balance or unbiased actions by others in the firm.	Reduce bias by testing policy, messaging, hiring practices, and resource allocation with AI's "neutral" perspective	"Garbage in, garbage out," algorithmic bias, or perception of overdelegation to AI	For important actions, test with multiple AI models to reduce bias, and make AI influence transparent and contestable; supplement team members' skill gaps with AI tools to level the playing field
Supportive Community	Feeling high level of coworker and leadership support.	Tap into wealth of ideas for connection and building cross-functional understanding	Too much digital mediation (chatbots, auto-generated content) backfires as messages and connective moments lose authenticity	Lean into more authentic human experiences supported by AI rather than defined by it. Experiment with art, music, food, handwriting, in-person discussion and mentoring.
Meaningful Reward	Intangible (e.g., recognition) or tangible (e.g., salary) value received.	Highlight patterns of performance for you to recognize	Automated recognition loses meaning, and AI-driven metrics begin to feel lazy	Combine AI-surfaced recognition with human flair and input
Value Alignment	One's personal values align with the team and organizational values.	Accelerate mission-aligned work	Rapid AI adoption conflicts with team's more important value-aligned work	Set up personalized prompt coaching in your AI to request it consider your personal value statement every time it replies with an idea; show your team so they can do the same