



# Don't Fall in Love With Your Robot: 3 Steps Employers Can Take to Manage AI Attachments in the Workplace

Insights

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The makers of the world's most commonly used artificial intelligence system just warned its users not to fall in love with their new robot, which means it's time for employers to prepare for a challenge you may not have anticipated when you started welcoming AI to your workplace. OpenAI's new voice mode for ChatGPT is now communicating with users in a humanlike voice that some have described as "reassuring" and "comforting," leading to concerns that users may develop an unhealthy level of emotional attachment with the system. But that's just the start. As you start to introduce different types of AI and Generative AI (GenAI) products to your workplace, it might be natural for some of your workers to view them as more than a tool and develop deep connections with them – and that's where you come in. What do you need to know about this most modern of workplace developments and what can you do to create healthy boundaries between humans and robots in the workplace?

## Understanding the Psychological Impact of AI on Workers

AI systems like ChatGPT, which can now engage users in real-time conversations through voice mode, are making interactions with AI feel more personal and humanlike. And while this level of engagement is one of the aims of this burgeoning new technology, there are potential downsides. This was dramatically highlighted last week when OpenAI warned users that these new voice capabilities could lead to emotional attachments that interfere with healthy workplace dynamics.

But it's not just ChatGPT. The ability of GenAI to mimic human behavior can lead workers to anthropomorphize all sorts of systems, falsely believing they have empathy, compassion, and understanding. This can create an illusion of a relationship between worker and robot.

This development brings with it a unique set of psychological risks. At best, employees might begin to see AI as a **confidant**, which can skew their perception of the technology's role. At worst, they may start to see it as a **companion** and develop intimate feelings for it, which could have negative repercussions for the worker and the workplace. Either dynamic can lead to emotional overdependence and detachment from human colleagues.

## Potential Psychological Risks

- **Overdependence:** AI tools that handle a wide range of tasks can erode an employee's critical thinking and problem-solving skills as they become overly reliant on AI for decision-making.
- **Isolation:** A study published in the *Journal of the Association for Information Science and Technology* highlighted that emotional attachments to AI can detract from teamwork, as employees become less attached to their human colleagues and more dependent on machines.
- **Emotional Attachment:** The voice and conversational abilities of some AI systems can foster emotional bonds that make workers feel invested in their interactions.

## Spotting Early Signs of Unhealthy Attachments

Employers must be vigilant in recognizing when employees might be developing unhealthy relationships with AI systems. Here are some behavioral red flags that you might keep in mind when checking in with your managers and workforce.

- **Personification:** If employees begin referring to the AI system in human-like terms (like giving it a name, referring to it as a "friend," or assigning it human emotions), this could signal they are seeing it as more than just a tool. For example, workers in a South Korea office recently became despondent after a robot (they had named "Robot Supervisor") designed to deliver mail and other documents fell down a set of stairs – so much so that management decided not to replace the robot.
- **Excessive Reliance:** Employees might become increasingly dependent on AI for tasks that previously required human input or judgment, showing reluctance to engage without AI assistance.
- **Reduced Interaction:** Watch for signs that employees are interacting less with their colleagues and prefer working with AI, which can suggest a shift toward isolation.
- **Emotional Reactions:** If employees exhibit strong emotional reactions when AI systems malfunction — such as undue frustration, anxiety, or even sadness — it could be a sign that they are becoming too attached.
- **Over-Defending AI:** Similarly, if employees react defensively when the AI's performance is criticized or when others point out its limitations, it could be a sign of emotional attachment. These employees may take feedback about the AI personally, as though it reflects on their relationship with the AI.
- **Unwarranted Comfort-Seeking:** If employees turn to AI for comfort during stressful moments, such as engaging with conversational AI to alleviate anxiety or frustration, it may indicate that they are forming an emotional bond. This could be particularly problematic if AI is being used as a substitute for healthy coping mechanisms or human support.

## Proactive Strategies for Employers

You can take several proactive steps to prevent your employees from developing unhealthy attachments to AI:

## 1. Promote Healthy AI Use

Position AI as a tool that supports, but does not replace, human judgment and interaction.

- **Training Programs:** Incorporate training that emphasizes responsible AI use. Workers should understand that while AI can be a powerful tool, it is ultimately limited and should not replace their own decision-making abilities.
- **Limitations Awareness:** Regularly educate employees on the limitations of AI to prevent over-trust. This ensures workers know when human judgment is crucial and that AI cannot solve every problem.

## 2. Foster Human Connections

AI should enhance, not replace, human interaction. There are some steps you can take to reinforce this point.

- **Collaborative Workspaces:** Design work processes that incorporate AI as a collaborative tool within team-based projects, ensuring that human-to-human collaboration remains a core part of the workplace.
- **Regular Check-ins:** Create opportunities for employees to discuss their AI usage and its impact on their work. Encourage managers to monitor for signs of emotional attachment and intervene early if necessary.

## 3. Implement Psychological Safety Nets

Ensure that workers feel safe discussing any concerns about their relationships with AI. We're entering new territory here, so you'll want to create an environment comfortable for employees to dialogue about the role AI is playing in their lives.

- **Support Systems:** Offer access to mental health resources for employees who might be struggling with stress or attachment issues – whether AI-related or not.
- **Open Dialogue:** Encourage an open dialogue about the role of AI in the workplace. Employees should feel free to express any discomfort they experience, without fear of judgment or repercussions.
- **Feedback Channels:** Create and encourage feedback channels where employees can express concerns or dependencies related to AI. Regular check-ins on AI use can help identify potential attachment issues early.

## Conclusion

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While AI's transformative power brings many benefits to your business, it also introduces new psychological challenges that we couldn't have even conceived of just a few years ago. It was the stuff of science fiction in 2013, and now it's in your workplace. It's time for you to take proactive steps to prevent unhealthy attachments to AI, promoting responsible use and maintaining a strong focus on human interaction. You can ensure that AI serves as an enhancement and not a disruptive force by fostering a supportive and balanced work environment.

We'll continue to monitor developments in this ever-changing area and provide the most up-to-date information directly to your inbox, so make sure you are subscribed to Fisher Phillips' Insight System. If you have questions, contact your Fisher Phillips attorney, the authors of this Insight, or any attorney in our AI, Data, and Analytics Practice Group.

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