



Don't Fall in Love With Your Robot: How HR Can Prevent Employees From Developing Unhealthy Attachments to AI Systems

Register for our AI Conference!

- [AI Advantage: An FP Conference for Business Leaders](#) (July 23-25, Washington, D.C.)

Speaker Bios

- [Andrea Elkon](#), Ascend Psychology and Wellness
- [Michael Elkon](#), Fisher Phillips
- [Rich Meneghello](#), Fisher Phillips

Library of Resources

Key Resources

- [Don't Fall in Love With Your Robot: 3 Steps Employers Can Take to Manage AI Attachments in the Workplace](#) (Fisher Phillips, Aug. 2024)
- [How People Are Really Using Gen AI in 2025](#) (Harvard Business Review, April 9)
- [ELIZA effect at work: Avoiding emotional attachment to AI coworkers](#) (IBM, April 22)

OpenAI Study + Initial Reactions

- [Early methods for studying affective use and emotional well-being on ChatGPT](#) (OpenAI, March 21)
- [OpenAI Study Finds Links Between ChatGPT Use and Loneliness](#) (Bloomberg, March 21) (subscription required)
- [The robot empathy divide](#) (Axios, March 23)
- [Something Bizarre Is Happening to People Who Use ChatGPT a Lot](#) (The Byte, March 24)

General Resources

- [In Meta's AI future, your friends are bots](#) (Axios, May 2)

- [ChatGPT Users Are Developing Bizarre Delusions](#) (Futurism, May 5)
- [Is your chatbot your friend? How we're forming emotional bonds with AI](#) (Cosmos, June 9)

In The News

- [Teen's Suicide Turns Mother Against Google, AI Chatbot Startup](#) (Bloomberg, March 18) (subscription required)
- [Mixed messages on AI for teens](#) (Axios, April 30)
- [Florida judge rules AI chatbots not protected by First Amendment in Teen Suicide Case](#) (Courthouse News Service, May 21)

Academic Studies

- [Effects of Employee–Artificial Intelligence \(AI\) Collaboration on Counterproductive Work Behaviors \(CWBs\): Leader Emotional Support as a Moderator](#) (National Library of Medicine, May 17)
- [Using attachment theory to conceptualize and measure the experiences in human-AI relationships](#) (Current Psychology, May 9)
- [Operational Endings, Emotional Impacts: Ethical Considerations When Project Teams Form Attachments to AI Collaborators](#) (Harrisburg University, May 2025)