Episode 264: Employee Wellbeing in the AI Workplace with Timothy State Discussion Starter

Use this guide to spark conversations with your HR team

1. The single most predictive question for retention and workforce outcomes is whether employees believe their direct leader genuinely cares about their wellbeing. How are we selecting and developing frontline supervisors who demonstrate that care in tangible, everyday behaviors rather than just stating it as a value?

2. Middle managers are currently the most burned-out and highest-turnover-risk population in the workforce, yet they are also the primary conduit for employee wellbeing support. How much attention are we paying to the wellbeing of our managers themselves, not just the people they manage?

3. EAPs are famously underutilized, with average usage rates below 5%, which means most organizations are paying for a benefit that the vast majority of employees never access. What do we actually know about why our employees aren't using the resources we've made available to them?

4. The most effective AI implementations start by asking what inputs make the human system thrive, and then work backward to technology — rather than starting with a business KPI and asking how AI can hit it. How human-centered is our current approach to evaluating and deploying AI tools?

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