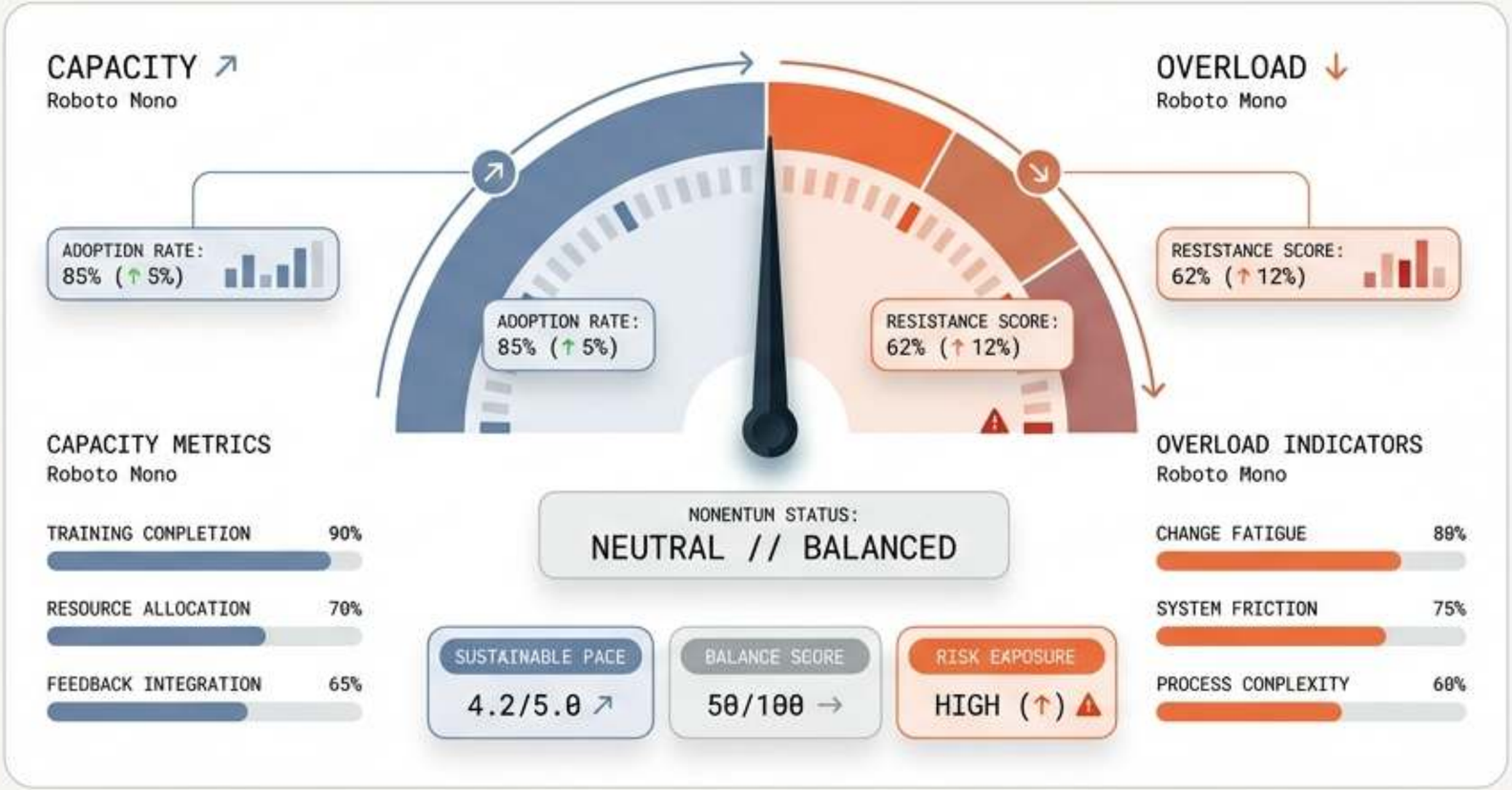
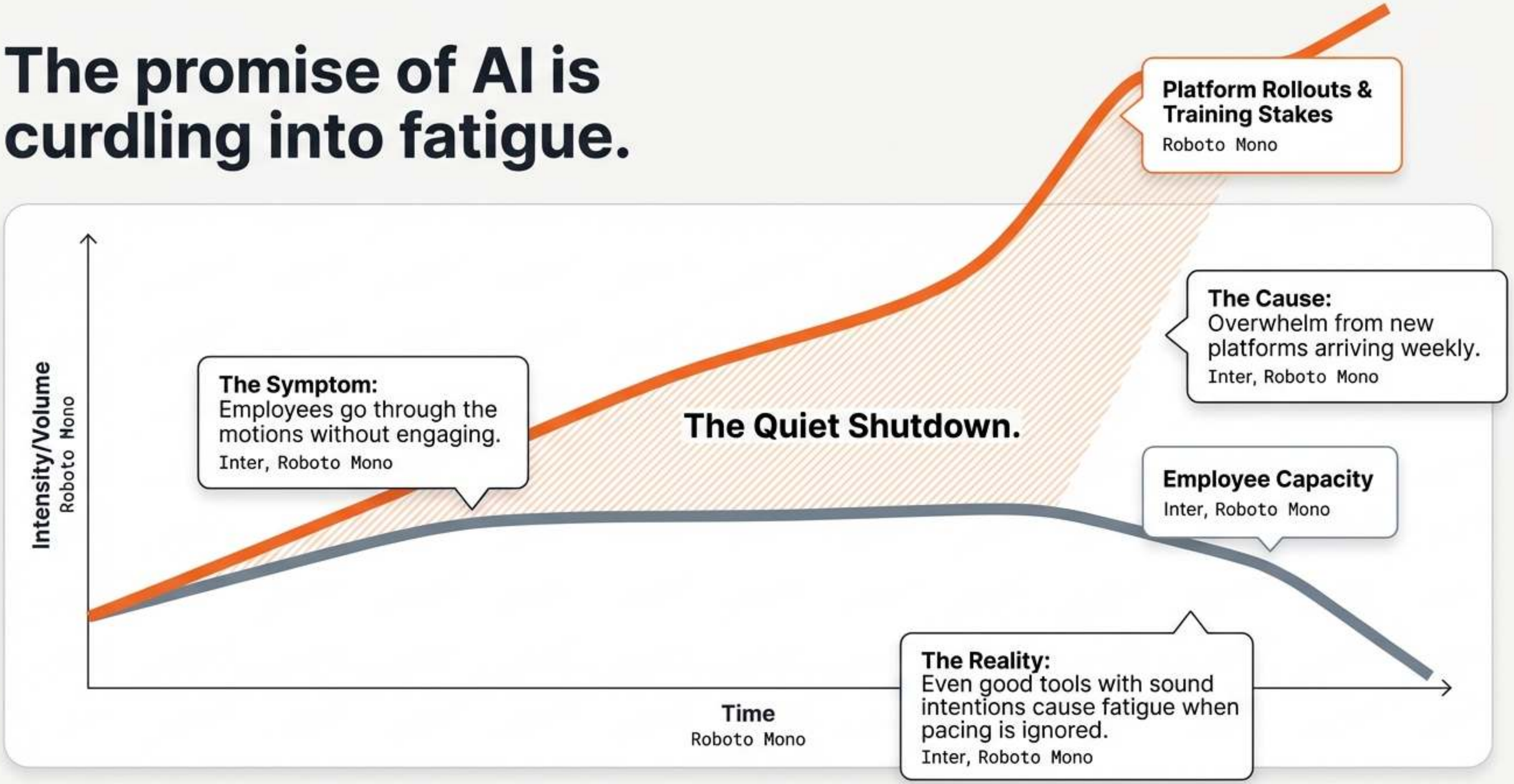
Preventing AI Burnout.

Designing change management that sustains transformation instead of burning through employee goodwill.



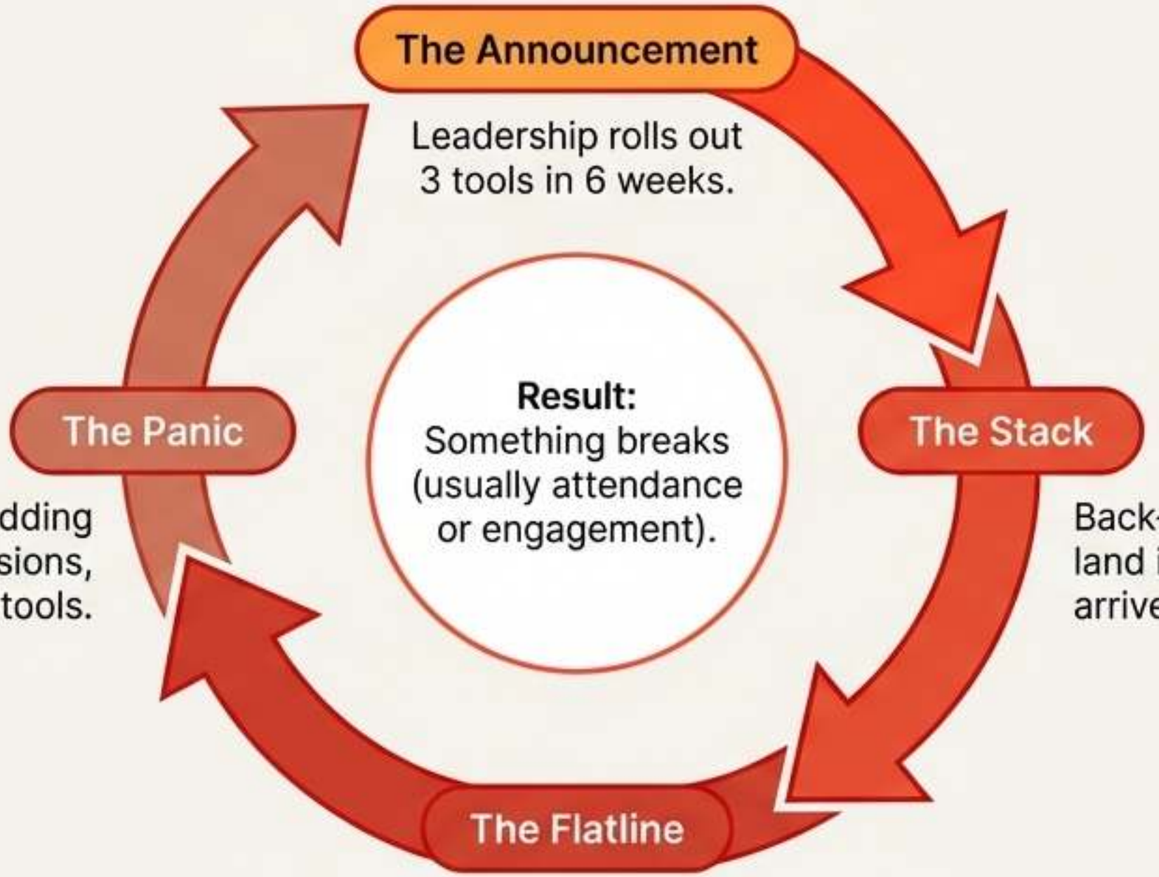
NotebookLM

The promise of AI is curdling into fatigue.



NotebookLM

The anatomy of the burnout doom loop.



NotebookLM

Distinguishing fake momentum from true adoption.

	Fake Momentum	True Momentum
Primary Metric	Training Completion	Workflow Alteration
Leadership Action	Announce next tool	Pause and audit usage
Employee State	Mental depletion	Psychological safety
Skill Focus	Polished, performative results.	Messy, experiential learning.

Do not announce new tools as proof of momentum when the foundation isn’t solid.

NotebookLM

Pacing requires a hard stop at the adoption gate.

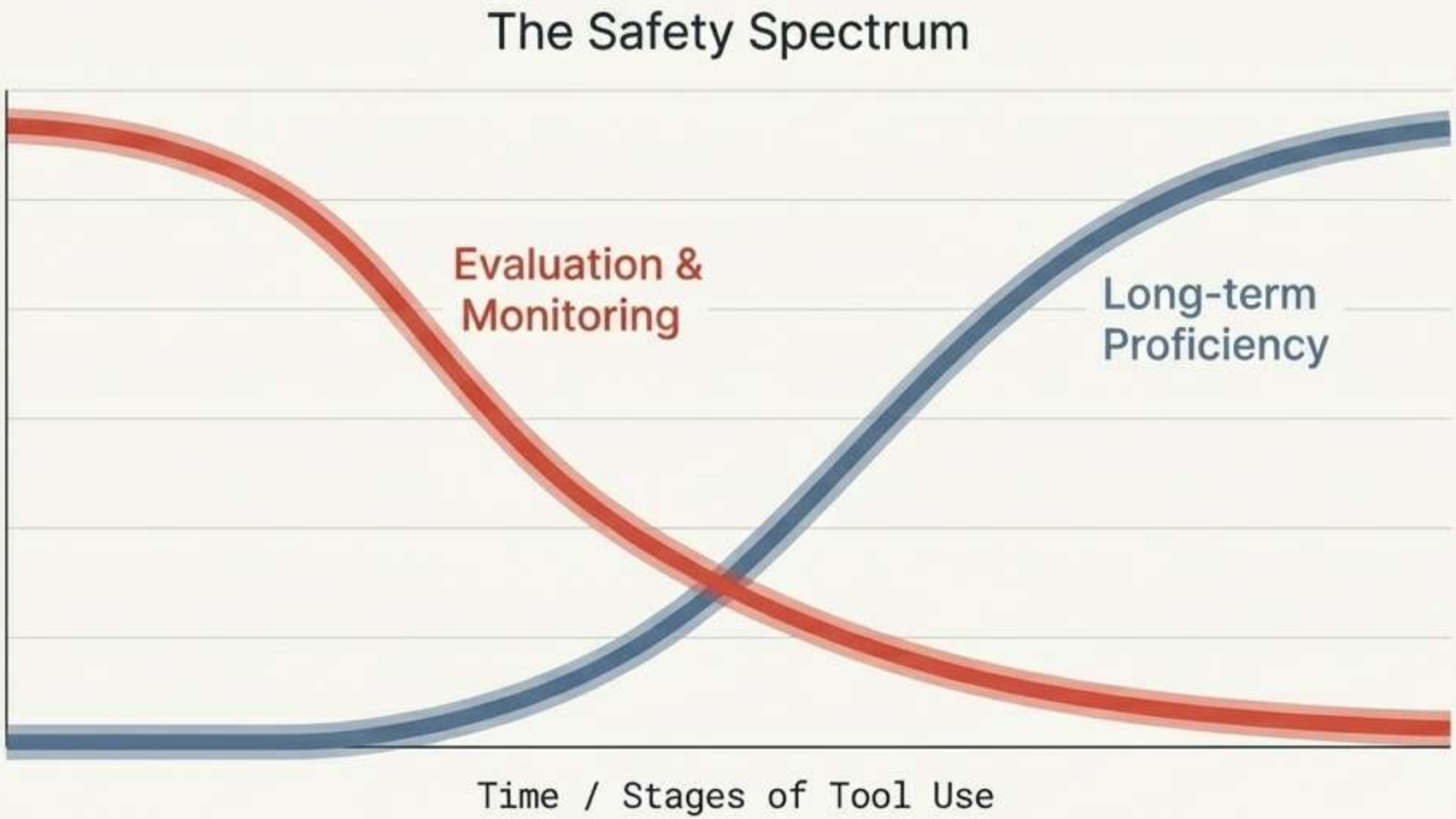


The problem isn't a lack of access to the next tool. It is the unfinished adoption of the current one.

(Reference: See Adoption Playbook, Post 29)

NotebookLM

Early evaluation prevents genuine skill acquisition.



The employees who feel safe to be bad at something new are the ones who eventually get good at it.

NotebookLM

Psychological safety requires explicit, mechanical design.

Normalize the Mess

Tell people explicitly their first prompts will be awkward. **Show examples of bad prompts** alongside good ones.

On

Shift the Celebration

Reward the employee who tried something awkward and learned from it, not just the one who got a polished result.

On

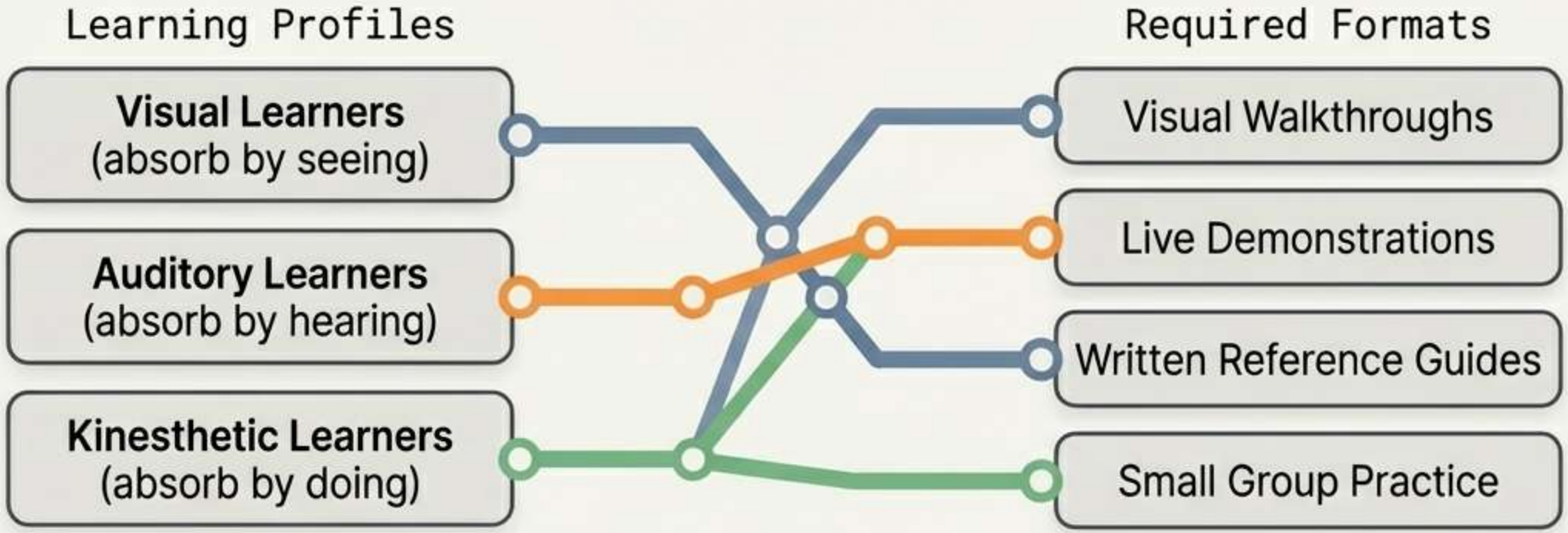
Unmonitored Sandboxes

Build in dedicated session time for people to experiment with their hands without being watched or assessed.

On

NotebookLM

Single-mode training guarantees you will lose portions of your workforce.



A programme relying entirely on slides and demos works only for the subset who happen to learn the way you teach. Mixing pedagogies is the difference between true adoption and session-after-session failure.

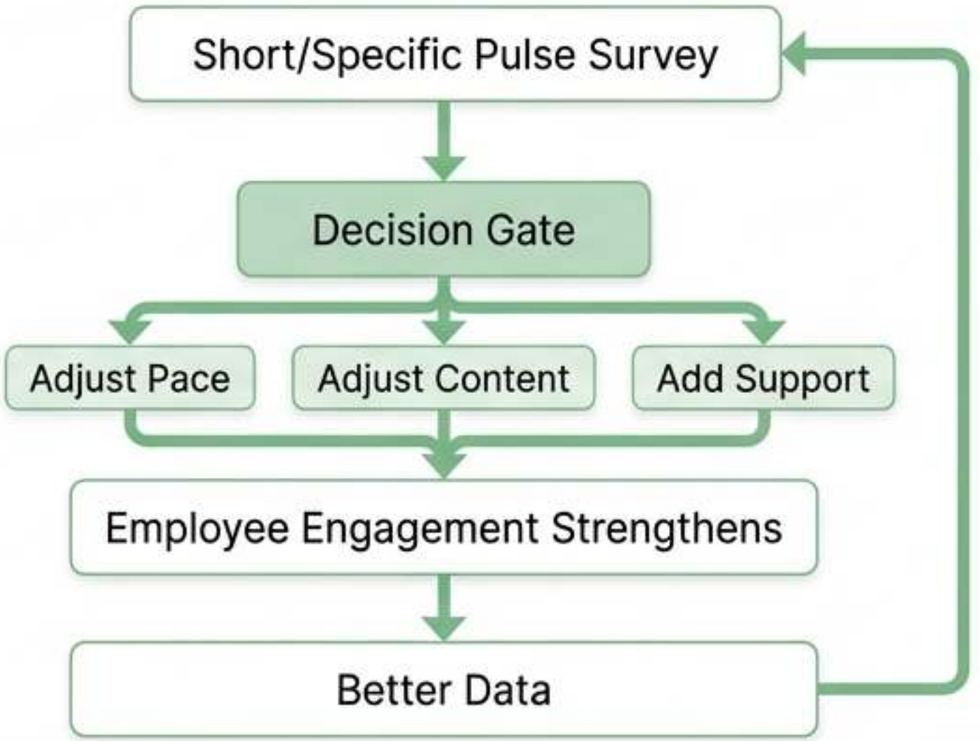
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Feedback must dictate your next move, or it will disappear.

The Black Hole



The Closed Loop



Listening feels slower than executing, but it is the only way to know if a tool is creating capability or just confusion.

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Channel enthusiasm without dragging the entire organization.

Do not pull the organization at a pace that works for the keenest 20% but overwhelms the other 80%.



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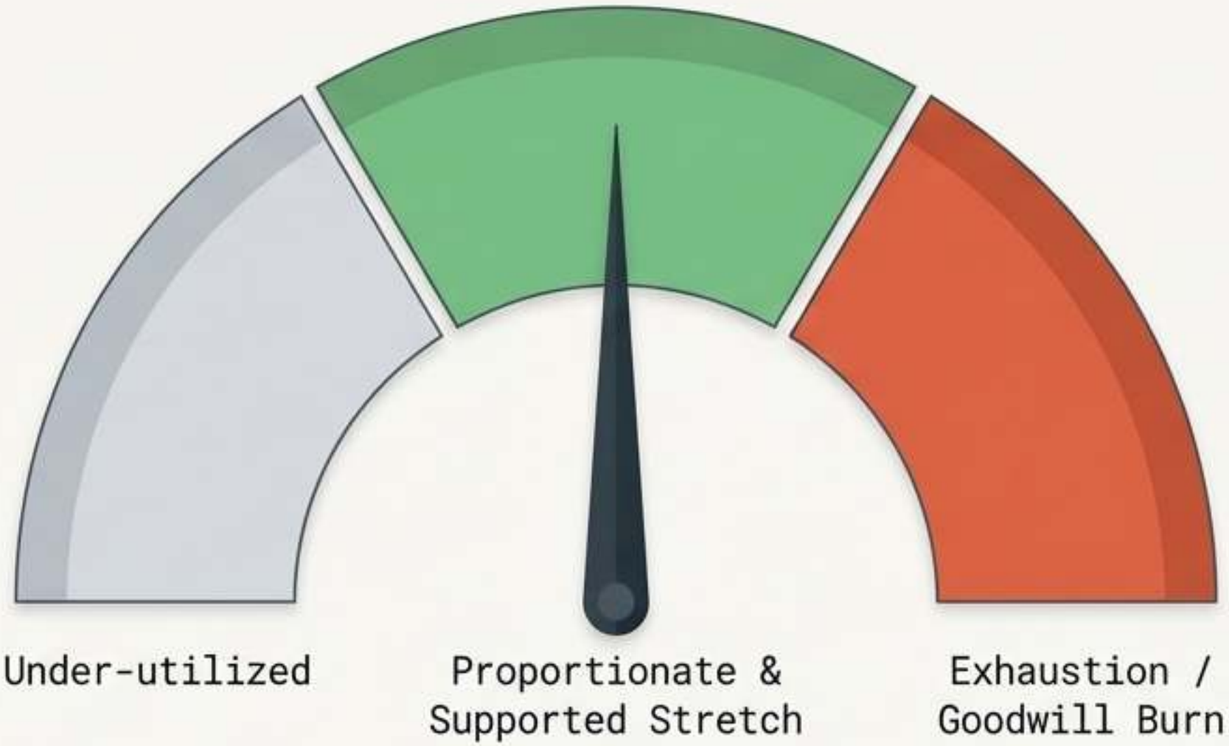
AI burnout rarely happens in a vacuum.



Burnout comes from the collision of initiatives. A cross-functional view of total Change Load prevents burning people out before any single initiative has a fair chance to succeed.

NotebookLM

AI adoption should stretch your organization, not exhaust it.



A little pressure is healthy. By pacing rollouts, engineering safety, varying teaching, and acting on feedback, you sustain the momentum that makes transformation stick.

For more on structural change management, consult Adoption Playbook (No. 29) and Tool-Sprawl Management (No. 48).

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