



AI Beyond the Hype

September, 2026

HR Minds | Prague

*By far, the greatest
danger of AI is that
people conclude too early
that they understand it.*

Eliezer Yudkowsky

AI doesn't reduce work. It intensifies it!

- 'Employees worked at a faster pace, took on a broader scope of tasks, and extended work into more hours of the day, often without being asked to do so.'

On their own initiative workers did more because AI made 'doing more' feel possible, accessible, and in many cases intrinsically rewarding.



Source: <https://hbr.org/2026/02/ai-doesnt-reduce-work-it-intensifies-it>

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These changes can be unsustainable, leading to **workload creep, cognitive fatigue, burnout, and weakened decision-making.**



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AI exposes how work actually gets done!

Based on insights from Glen McCracken in early 2026, artificial intelligence acts less as a creator of new workflows and more as an x-ray machine, revealing how organizations actually function - and often, how broken their processes are.



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Dysfunction moves faster

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Many organizations are focusing on the *what* (adopting tools) without fixing the *how* (workflows). This creates a gap between perceived operational efficiency and actual performance.

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AI highlights that traditional workplaces often reward the *appearance* of work (more emails, more slides) rather than value, turning out 'slop' or low-value junk faster.

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Transparency Over Hype

AI requires high-quality, clean data and clear, transparent workflows to be effective. When these are absent, AI exposes the lack of, or 'garbage in, garbage out' results.

AI And Machine Learning

The Psychological Costs of Adopting AI

by Guy Champniss

May 1, 2026

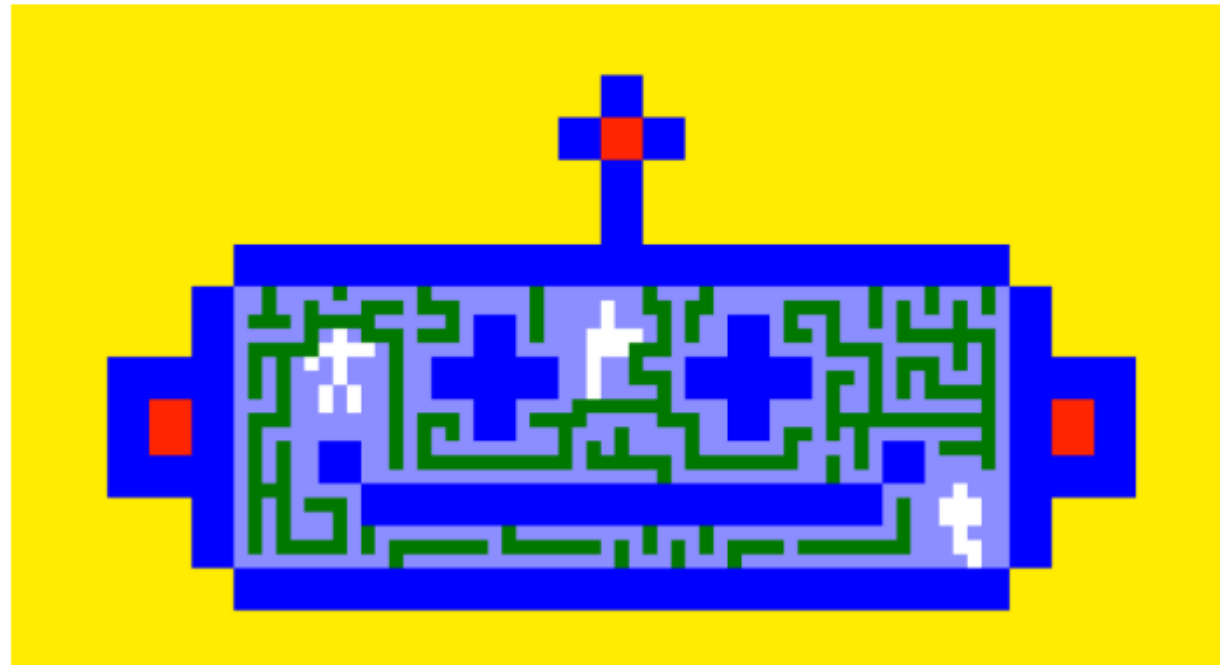


Illustration by Erik Carter

Source: <https://hbr.org/2026/05/the-psychological-costs-of-adopting-ai>

The Psychological Costs of Adopting AI



Cognitive Debt

You lose sharp problem-solving and memory skills because you let AI do your thinking for you (called cognitive offloading).

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Identity Debt

You feel that using AI betrays the core creative or professional skills that define who you are at work.

The New York Times

OPINION
GUEST ESSAY

I Helped Run Lululemon. Companies Need to Stop Kidding Themselves About A.I.

Aug. 3, 2026



DVD-CHAN

“When companies mistake an announcement for a strategy, eventually they end up spending real money - and sometimes cut real jobs - chasing a future that isn’t actually being built. And in doing so, they’re persuading Americans to reject a powerful innovation that could do so much good for all of us.”

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“A.I. washing.

The insidious cousin of A.I. wishing, it is when a company - under pressure to immediately show results - claims to be doing more with A.I. than it actually is.

(...) Perhaps the best-known version of A.I. washing is the most tragic one: the A.I. layoff. A company proclaims it needs fewer people because A.I. made its operations more efficient. Often the efficiency doesn't exist yet. The cut is really about freeing up cash, sometimes to spend more on A.I.”

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DAVID-CHAN

“Every inflated announcement, every time a company blames A.I. for layoffs teaches people to distrust the technology itself.

Distrust builds resistance.

*The Writer and Workplace Intelligence report found that 44 percent of Gen Z workers and roughly a third of the broader work force said they were actively sabotaging their company’s A.I. rollout.
The fear is real, and it is spreading.”*

The New York Times

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*“The way out of this is not more hype.
It’s honesty.”*

*A.I. is a genuinely powerful technology
that still needs people, and putting it to
use is slow, human work.*

*The sooner we are honest about that
with our boards, our employees, our
investors and the public, the sooner we
can stop performing A.I. and start
building something with it.”*



“Business performance doesn’t rise to the level of your tech sophistication. It falls to the level of the worst behaviors you tolerate. And that includes how your AI behaves when no one’s watching.”

thank
you