

## Hey! What's New? 2025-39

### AI and the Workforce: Balancing Productivity and Uncertainty

An article in the April 2025 edition of FEI's *F. A. R.*'s newsletter asks us to imagine our jobs being transformed overnight by a machine that learns faster than we do. At the same time, it enhances our work and helps us to unlock our potential. "It's no wonder there are mixed feelings when it comes to artificial intelligence (AI)," it says.

The article, sponsored by DHR Global, says that, according to its [2025 Workforce Trends Report](#), "workplaces are undergoing one of the most significant shifts in decades, thanks to the rapid rise of AI. From automating tasks to enhancing decision making, AI offers tremendous opportunities to boost productivity. However, it raises concerns about job security, skills gaps, and readiness to adapt. As companies incorporate AI tools, understanding how employees view these changes is essential to navigating the future of work successfully."

DHR Global's [Workforce Trends Report 2025](#) surveyed 1,500 white-collar, desk-based knowledge workers across North America, Europe and Asia to explore AI's influence in the workplace. The findings highlight enthusiasm and skepticism, underscoring the need for leaders to address fears, provide training, and develop strategies to support employees through this transition.

DHR's research reveals that "AI tools, such as ChatGPT and Microsoft Copilot, are already influencing workplace productivity and engagement. Seventy-two percent of respondents said AI has positively affected their productivity, while 70% reported that AI tools have boosted their sense of engagement at work."

Regionally, enthusiasm for AI varies, the report notes. "In the Asia-Pacific (APAC) region, 84% of respondents reported increased productivity from AI, compared to 71% in Europe and 55% in North America. Similarly, APAC respondents reported the highest levels of AI-driven engagement (80%), compared to North America (61%) and Europe (54%)."

These findings, the report says, "point to AI's ability to streamline workflows and reduce manual tasks, enabling employees to focus on higher-value work. Yet, while AI's efficiency gains are promising, the survey also highlights complex feelings about the technology's broader effects."

Despite AI's perceived benefits, "51% of respondents expressed concerns about job security, fearing that AI might make their jobs obsolete. Enthusiasm about AI's potential is tempered by skepticism (17%) and uncertainty (10%). Meanwhile, 21% remained neutral."

The report points out that regional differences also emerged. "While 60% of APAC respondents worried about job displacement, only 45% of European respondents shared the same concern. In North America, 43% reported job security fears.

"This mixed sentiment highlights the need for organizations to provide clear communication and training programs to help employees understand AI's role. Leaders must address uncertainty proactively, demonstrating how AI can complement human skills rather than replace them."

As AI continues to reshape the workplace, the article encourages business leaders to focus on educating employees, equipping them with tools and creating a culture of adaptability. In this

article, executive search and leadership consulting Partners from DHR share strategies for building AI literacy, addressing job security concerns and preparing teams to thrive in an AI-driven world.

“To guide employees through the rapid changes AI is bringing, the article urges business leaders to emphasize training, awareness and adoption strategies that affect employees directly. Demonstrating how AI tools improve productivity and create measurable value for employees and organizations is essential. Employees who clearly see, understand, and articulate the value they create tend to feel engaged and motivated.”

As well, “developing a talent roadmap that incorporates diverse backgrounds, skills and demographics is critical for ensuring organizations have the right talent in place. A team that has varied perspectives will be better equipped to adapt to AI advancements and drive meaningful business outcomes.”

The findings from DHR’s *Workforce Trends Report 2025* underscore the need to equip employees with AI skills and support. [Read the full article](#) in *F. A. R.* for more insights into preparing workers for future challenges and opportunities.