

A Guide for HR and Wellbeing Benefits Leaders

Sharing the ComPsych *Wellbeing in the Age of AI* Guide with Your Employees

Why ComPsych Developed this Guide:

Generative AI tools, such as ChatGPT, Claude, Copilot, Gemini, and others, are now part of everyday life. Used well, they help people learn faster, solve problems, and communicate more clearly. Most organizations have focused their AI conversations on productivity and policy. Very few have addressed something equally important: how these tools affect human well-being.

This distinction matters. AI wasn't designed with well-being as its purpose. It was designed to be fast, helpful, and engaging. That means it taps directly into the way human brains are wired for connection, reinforcement, and meaning-making. When powerful technology interacts with normal human psychology, unintended effects can happen, including weakened critical thinking, reduced human connection, emotional over-reliance, and disrupted physical health habits.

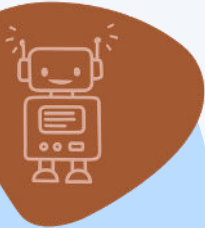
The good news: none of this is inevitable. With a little awareness and a few simple habits, people can use AI in ways that genuinely support their well-being rather than quietly erode it.

This guide is a short, practical roadmap designed to help your employees understand what AI means for human health and what steps they can take to ensure it supports their cognitive, emotional, social, and physical well-being.



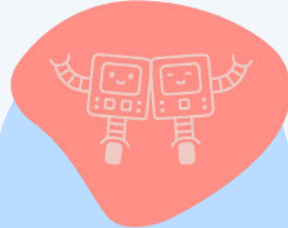
What the Guide Covers

Wellbeing in the Age of AI: Four Paths to Healthy Use is a short, practical resource that covers four areas of well-being that AI affects most directly:



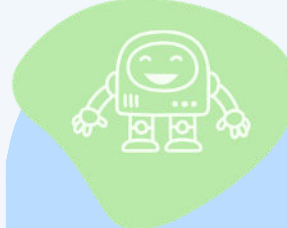
THINK:

How to protect critical thinking and avoid over-relying on AI at the expense of your own judgment



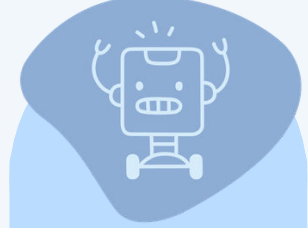
CONNECT:

How to keep human relationships strong when AI makes interaction feel effortless



FEEL:

How to build emotional resilience rather than letting AI become a source of avoidance or false comfort



THRIVE:

How to protect physical health when AI makes it easy to stay at a screen far longer than intended

Each section explains the risk in plain language, connects it to how human psychology actually works, and offers concrete steps employees can take right away to create healthy boundaries and use habits with AI.

Why This Matters for Your Organization

AI use is already happening - with or without guidance. Whether or not your organization has rolled out AI tools, your employees are likely using them. Research shows that general-purpose AI chatbots are now commonly used for emotional support, relationship advice, health questions, and personal decision-making - uses they were never designed for and can carry real risks without awareness.

Well-being and productivity are connected. Employees who are cognitively offloading to AI, emotionally dependent on its validation, or burning out from AI-enabled productivity pressure are not performing at their best. And they are not thriving. The four well-being domains in this guide map directly to outcomes organizations care about: decision quality and creativity; resilience and coping capacity; effective communicating; collaboration and healthy colleague relationships; and sustainable performance and burnout prevention.

This is proactive, not reactive. The world of AI today IS a big change for many, that can come with feelings of uncertainty. Sharing this guide can help position your organization as one that thinks ahead and is proactive about employee well-being. Proving this resource is a meaningful act of care and can help people navigate this change thoughtfully.



It works for parents, too. For employees who may not be using generative AI tools just yet, there is a good chance their teenagers are using them. While this guide is written for adults, parents who read it will find it directly useful for conversations with their children and teenagers about healthy AI habits. The same risks that affect adults (e.g., social snacking, emotional over-reliance, and eroded critical thinking), affect young people too, often more acutely.

A Note on Timing:

This guide is relevant anytime. There is no wrong moment to share it. That said, it is particularly timely when:



- Your organization is rolling out or expanding AI tools
- You are looking for fresh, relevant content for a well-being or mental health awareness campaign
- Employees are expressing uncertainty or anxiety about AI
- You want to proactively address well-being in the context of technology and hybrid work

How to Share It

This guide can be shared as a standalone resource at any time - no AI rollout or policy initiative required. Below are suggested messages you can adapt for your own communications.

Quick Share (email, intranet post, or benefits newsletter):

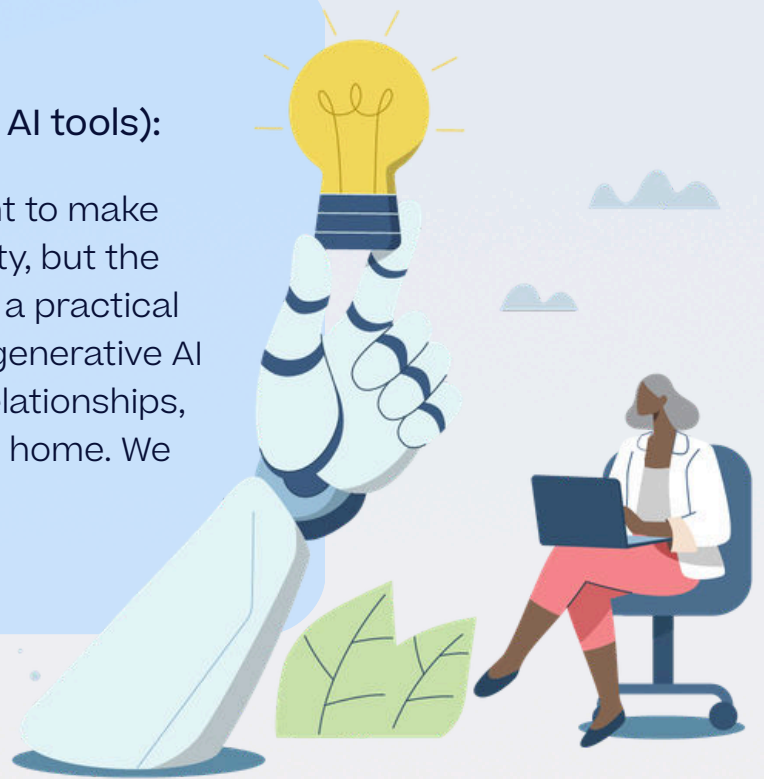
AI tools like ChatGPT and Copilot are part of everyday life now, both at work and at home. To help you use these tools in ways that support your well-being, we're sharing this practical guide from ComPsych GuidanceResources®. It's a quick read with useful tips for protecting your thinking, your relationships, your emotional health, and your energy as you use AI. We hope you find it helpful.

Manager Share or Team Message:

Most of us use AI tools regularly and they can be genuinely helpful. But we also recognize when used without thoughtful awareness, they can quietly affect how we think, how we connect with people, and how we take care of ourselves, in ways we don't always notice. ComPsych, our employee behavioral health program, put together a short guide to help people use AI in healthier, more intentional ways. It's not anti-AI — it's actually pretty pro-AI. It just helps you stay in the driver's seat. It's worth reading and I wanted to share the resource with you.

Change Management for IT/HR (For organizations actively rolling out AI tools):

As we expand our use of AI tools, we want to make sure we're supporting not just productivity, but the whole person. ComPsych has developed a practical well-being guide to help employees use generative AI in ways that support their health, their relationships, and their judgment - both at work and at home. We encourage everyone to take a look.



This guide was developed by Jennifer Birdsall, Ph.D., Chief Clinical Officer, ComPsych, and Alexandra Samuel, Ph.D., AI Author and Researcher.

For questions about this guide or other ComPsych well-being resources, contact your ComPsych Account Manager.