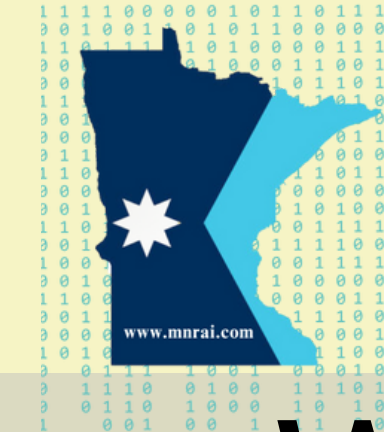
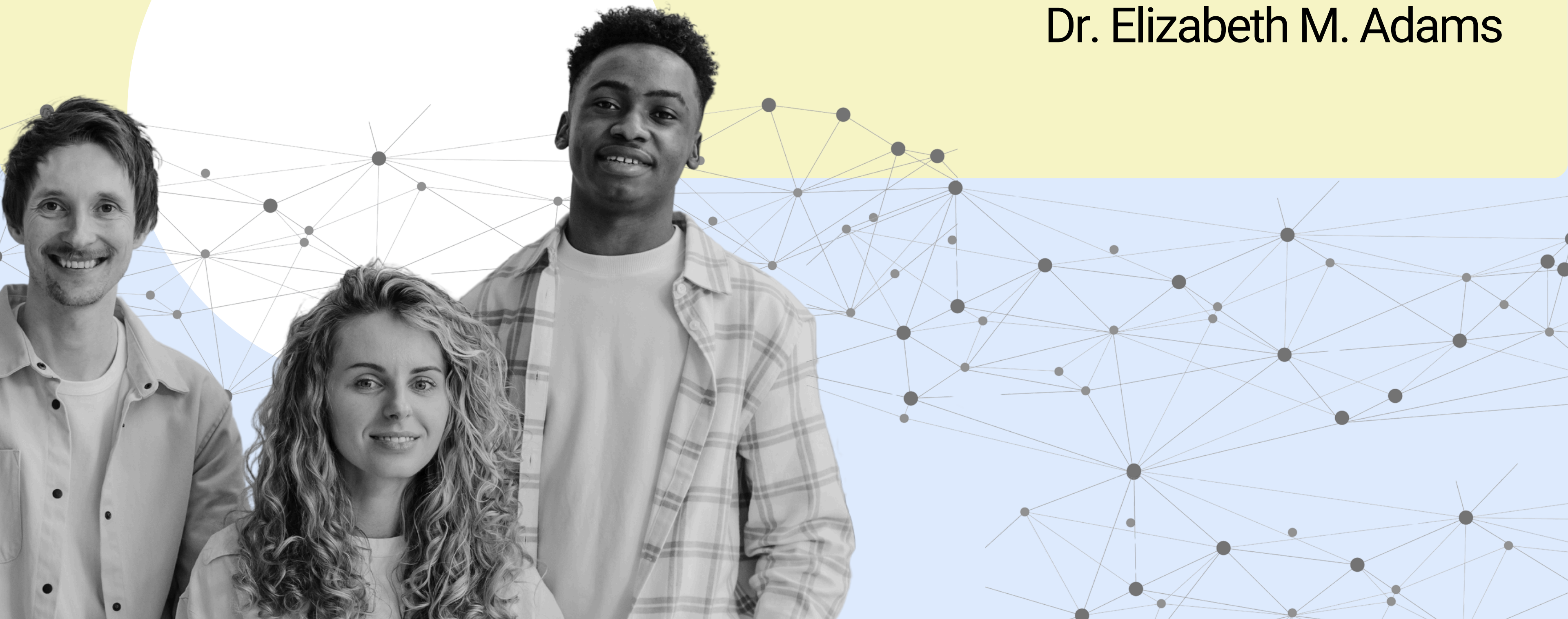




Minnesota Responsible AI Institute

What Employee Trust in AI Looks Like

Dr. Elizabeth M. Adams





What Employee Trust in AI Looks Like

Dear Colleagues,

In my work with organizations navigating AI integration, one theme continues to surface—*Employee Trust*. Not just trust in systems or strategy, but in how employees experience and interpret what responsibility looks like when AI shows up at work.

What remains largely unspoken is this: *when employees are asked about AI at work, their responses often reflect what they've learned outside the workplace, through media, personal experience, and societal narratives.* These perceptions can shape readiness, resistance, and engagement. I share these insights to support meaningful dialogue that affirms the experiences and perspectives of your teams. May these insights serve as an invitation to speak more honestly and openly with your employees.

We are here to help.

Dr. Elizabeth M. Adams
www.mnrai.com



What Employee Trust in AI Looks Like

Trust at risk: 1 in 4 employees say AI is the most difficult change to implement, suggesting uncertainty not just in execution, but in how it's received.

Trust drives success: Organizations are 3x more likely to succeed when employees are brought into the change.

Employees say they can't absorb all the changes leaders expect to make

A majority of business leaders said AI will play a major role in changes facing their organization, and 1 in 4 view it as the most difficult change to execute.

Published Sept. 26, 2025

By Laurel Kalser
Contributor



www.mnrai.com





What Employee Trust in AI Looks Like

Trust is conditional: While 66% of US workers believe AI could improve fairness and efficiency, many still prefer human managers for empathy and motivation.

Transparency is trust: 85% of workers say clearer AI practices would increase their trust in its deployment.

Can AI managers improve productivity? Most US workers say they would trust an AI manager

A study shows most US workers trust AI managers to improve workplace fairness and efficiency. However, concerns about job security and AI's emotional limitations remain as companies adopt AI tools.

Written by [Anjana PV](#)

September 6, 2025 17:10 IST



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What Employee Trust in AI Looks Like

Leadership matters: Employees won't trust AI if they don't trust their leaders. Trust in AI is deeply tied to how leadership communicates the purpose and safeguards of AI.

AI And Machine Learning



Employees Won't Trust AI If They Don't Trust Their Leaders

by David De Cremer

March 21, 2025

www.mnrai.com





What Employee Trust in AI Looks Like

Outside influences shape perceptions:
Employees often form opinions about AI from media, personal tech use, or societal narratives, long before their workplace introduces it.

Forbes

The AI Trust Divide: Why Workplace Confidence Matters More Than Ever

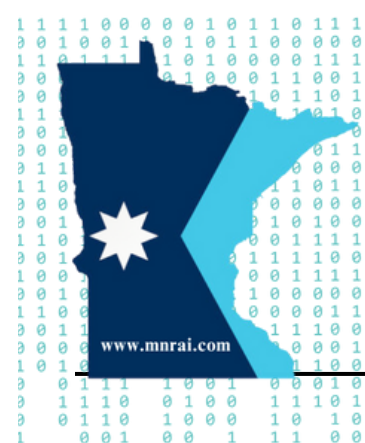
By [Aliza Knox](#), Contributor. ⓘ I write about rising and thriving in today's global... ▾

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Published Feb 27, 2025, 09:27pm EST

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What Employee Trust in AI Looks Like

Trust grows through co-creation: Employees are more likely to trust AI when they're involved in its rollout. Organizations should invite employees into the design and deployment process, especially those closest to the work AI will impact.

SRM BUSINESS

7 Ways to Close the AI Trust Gap with Your Employees

Focus on transparency and training to help ease AI anxiety among your staff—and the executive team.

April 9, 2024 | Brian O'Connell

www.mnrai.com





Trust Before Technology: 3 Essentials

1. Communicate with Clarity

Share your AI strategy early and often. Transparency builds confidence and reduces fear.

2. Invite Co-Creation

Engage employees closest to the work in shaping how AI is introduced and governed. Trust grows through collaboration.

3. Model Responsible AI

AI must reflect your organization's core values. Ensure systems are explainable, auditable, and aligned with your values. Responsible use equals integrity in practice.





We can help

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