

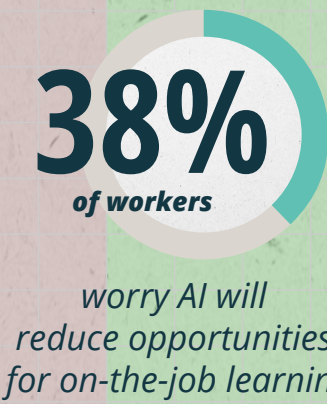
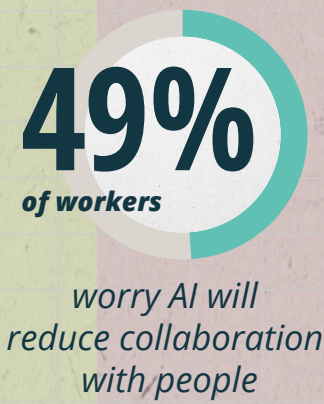
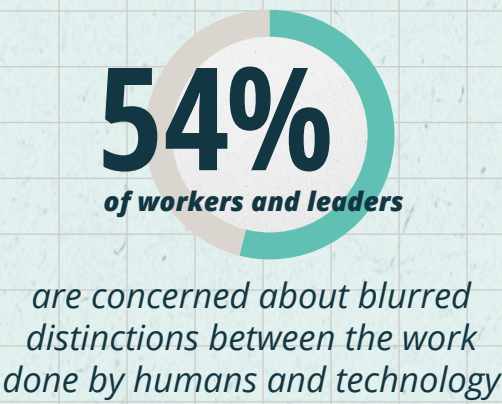
A HUMAN VALUE PROPOSITION
FOR THE AGE OF AI

IN
BRIEF

People are at the heart of AI's promise. But as AI becomes increasingly intertwined with workers, it's changing their experience—often through silent, unintended impacts on their work. An updated employee value proposition (EVP) for the world of human / machine collaboration can account for this change and support a healthy relationship between organizations and workers.

Do I need to update our EVP for an AI-powered world, and if so, how?

FROM **TOOL**
TO **TEAMMATE**



Many workers are struggling to adapt.

WHAT DOES A **NEW EVP**
LOOK LIKE?



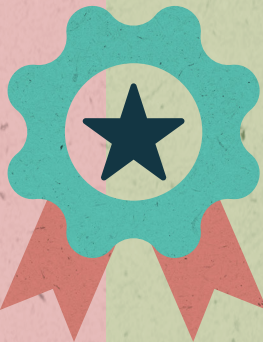
Work environment and culture

- Freedom to experiment with AI
- Using AI to give every worker an “AI intern”



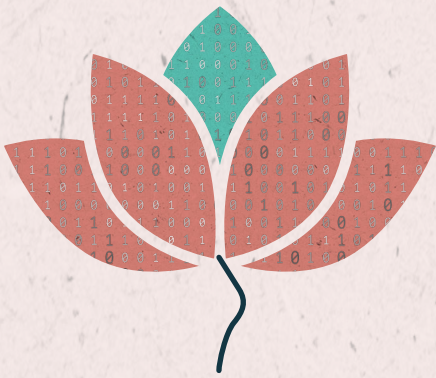
Meaningful work

- Using AI to personalize work
- Enabling greater worker autonomy through AI
- Using AI to create slack time



Rewards and recognition

- Recognition for workers when AI uses their expertise
- Use of AI to treat everyone like a high-potential
- Sharing the value that AI



Well-being

- Greater work-life balance through AI
- Privacy and responsible data use



Personal growth

- Cultivating human capabilities
- Using AI to improve on-the-job learning

LIVING THE
TREND

Take the first steps toward a new EVP:



Study workers' use of AI and its unintended impacts



Share the plan for how AI will affect work and how the organization will adapt



Forge a stronger relationship between HR and tech functions

Build trust through communication.

CREATE MORE VALUE FOR YOUR
PEOPLE AND ORGANIZATION



Read the 2025 Global
Human Capital
Trends report

