

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Technology, AI, and Employee Mental Health

Managing the Psychological Impact of Technological Change

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

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Programme Overview

Artificial Intelligence and rapid technological advancements are reshaping our workplaces, often generating significant anxiety and fear of obsolescence among employees. This programme focuses on proactively addressing the human element of this transformation, ensuring your workforce thrives amidst change.

Learning Objectives

- ✓ Understand the core psychological reactions to technological change, such as threat responses and identity disruption, and recognize why these are natural human experiences.
- ✓ Identify the specific anxieties employees in the Indian context face regarding AI and automation, and learn to address these concerns with empathy and clarity.
- ✓ Develop strategies to foster psychological safety within teams, enabling open communication about fears and challenges related to new technologies.
- ✓ Explore the mental health implications of continuous learning and reskilling, equipping individuals with coping mechanisms for skill development.
- ✓ Learn to build a future-ready workforce that embraces technological innovation while prioritizing and safeguarding employee wellbeing.
- ✓ Equip leaders with practical tools to guide their teams through transitions, fostering resilience and a positive outlook on technological evolution.

WHO SHOULD ATTEND

This programme is designed for all employees, managers, senior leadership, and HR professionals seeking to navigate the psychological impacts of technological change effectively.

Programme Content

1. The Psychology of Technological Change

Technological advancements often trigger innate threat responses, as our brains are wired to perceive novelty and change as potential risks. This can lead to identity disruption when job roles evolve, and learning anxiety as individuals grapple with acquiring new skills. Understanding these deep-seated psychological mechanisms is the first step towards mitigating their negative impact on employee morale and productivity. We will explore how these reactions manifest in the workplace and provide evidence-based approaches to help individuals manage them constructively.

 **Activity: Group discussion on personal experiences with technological change.**

2. AI Anxiety in the Indian Workplace

In the dynamic Indian tech sector and beyond, employees voice specific concerns about AI, ranging from job displacement and skill irrelevance to the ethical implications of automation. These anxieties are often amplified by cultural expectations and the rapid pace of development. This session will delve into these nuanced worries, providing a clear picture of what employees are truly concerned about. We will discuss how to address these fears through transparent communication and by highlighting opportunities rather than just threats.

 **Activity: Brainstorming common AI-related fears in the Indian context.**

3. Leading Change with Psychological Safety

Effective leadership during times of technological change hinges on creating an environment of psychological safety. This means fostering a workplace where employees feel safe to express concerns, ask questions, and admit when they are struggling without fear of retribution. When psychological safety is present, teams are more open to discussing the challenges of new technologies, leading to better problem-solving and adaptation. We will explore practical leadership behaviours that cultivate this essential safety net.

 **Activity: Role-playing difficult conversations about technology adoption.**

4. Reskilling and the Mental Health of Learning

The imperative to reskill and upskill in the face of technological evolution can place significant mental demands on individuals. The process of learning new skills, especially under pressure, can lead to feelings of inadequacy, frustration, and burnout if not managed thoughtfully. This section will examine the mental health aspects of continuous learning, offering strategies to make the learning journey more sustainable and less stressful. We will discuss how organizations can support employees through reskilling initiatives to promote growth and wellbeing.

 **Activity: Sharing best practices for supportive learning environments.**

5. Building a Future-Ready Workforce Without Sacrificing Wellbeing

Creating a workforce that is both technologically adept and psychologically resilient requires a balanced approach. It's about embracing innovation while ensuring that employee wellbeing remains a central pillar of organizational strategy. This means integrating mental wellness support into change management processes and fostering a culture that values human capital alongside technological advancement. We will outline a framework for building such a future-ready, yet human-centric, organization.

 **Activity: Developing a checklist for future-ready, wellbeing-focused teams.**

6. Empowering Employees Through Adaptability

Adaptability is a critical skill in today's rapidly changing world, but it can be nurtured and strengthened. This session will focus on empowering employees to view change as an opportunity for growth rather than a threat. We will explore techniques for building personal resilience, fostering a growth mindset, and developing proactive coping strategies for navigating uncertainty. By enhancing individual adaptability, organizations can create a more agile and engaged workforce prepared for future technological shifts.

 **Activity: Individual reflection on personal adaptability strengths and areas for growth.**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate openly about upcoming technological changes and their potential impact.	HR/Manager	Week 1	Establish a clear communication channel for technology-related updates and Q&A sessions.
Integrate mental wellbeing support into all change management initiatives.	HR	Month 1	Provide resources and access to counselling services for employees experiencing anxiety during transitions.
Train managers on fostering psychological safety and supporting their teams through change.	Manager	Week 2	Conduct workshops for managers focusing on empathetic communication and resilience-building techniques.
Develop and promote accessible reskilling and upskilling programmes.	HR	Month 1	Ensure learning opportunities are flexible, supportive, and address individual learning anxieties.
Establish feedback mechanisms to gauge employee sentiment regarding technological changes.	HR/Manager	Month 2	Utilize pulse surveys or focus groups to understand ongoing employee concerns and adapt strategies accordingly.
Recognize and reward adaptability and proactive engagement with new technologies.	Leadership	Quarter 1	Incorporate adaptability into performance reviews and create recognition programs for embracing change.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

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A MSME-registered organisation dedicated to evidence-based mental wellness.

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Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224 This document does not constitute a legal instrument and carries no legal standing or admissibility in any court of law or official proceeding.