

Wever Advisory

Guidance for Leaders and Organizations Navigating AI-Era Change, Trust, and Human Complexity

PRACTICAL RESOURCE

AI Transition Friction Signals

A short resource on the early signs that AI-era change is creating hidden strain inside a team or organization.

By David H. Wever

AI transformation often begins with visible activity: pilots, new tools, workflow experiments, and conversations about efficiency. The deeper question is whether the human system is adapting with enough trust and clarity to hold the change.

Friction usually shows up before failure does. Leaders may notice polite agreement in meetings but slow follow-through afterward. Key people may become quieter, more guarded, or harder to read. Communication may feel technically active but emotionally thin. These are not side issues. They are signals.

Three of the most common friction signals are hidden resistance, role anxiety, and trust strain. Hidden resistance appears when people comply outwardly while quietly withholding energy or belief. Role anxiety appears when people are unsure how AI changes their value, competence, or future place. Trust strain appears when communication becomes vague, overly polished, or too forceful to feel credible.

The earlier leaders learn to notice these signals, the more likely they are to address the real human environment of change rather than over-focusing on technical momentum alone.

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