Research Article

# Integrating AI Chatbots and Wearable Technology for Workplace Mental Health: Reducing Stigma and Preventing Burnout through Human-AI Collaboration

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Workplace mental health has become an urgent global concern, with burnout, anxiety, and depression significantly affecting employee well-being and organizational performance. Despite growing awareness, stigma remains a persistent barrier to seeking mental health support. This qualitative study explores how the integration of AI-powered chatbots and wearable technology can reduce stigma and prevent burnout in professional settings. Through in-depth interviews with employees across high-stress sectors including healthcare, finance, education, and technology the study investigates user perceptions, experiences, and acceptance of these digital tools. The findings reveal that AI chatbots offer anonymous, empathetic, and accessible emotional support, while wearable devices enable real-time monitoring of stress indicators such as heart rate variability and sleep patterns. Together, these technologies form a proactive and stigma-free system for mental health engagement. Key enablers of adoption include data privacy, perceived usefulness, cultural relevance, and trust. The study proposes a conceptual framework for integrating AI and wearables into workplace wellness programs and highlights ethical considerations for their responsible use. This research contributes to the evolving field of digital mental health and offers practical insights for employers, HR leaders, and technology developers aiming to foster mentally healthy, inclusive, and future-ready workplaces.

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## Introduction

Mental health has become a central concern in modern workplaces, driven by rising rates of burnout, stress, and anxiety among employees across diverse sectors. As organizations navigate the challenges of globalization, digital transformation, and hybrid work models, the psychological well-being of employees is increasingly recognized as a determinant of organizational success and sustainability. The World Health Organization (WHO) estimates that depression and anxiety cost the global economy over $1 trillion annually in lost productivity, underscoring the scale and urgency of addressing mental health in the workplace.

Despite the implementation of Employee Assistance Programs (EAPs), wellness workshops, and mental health policies, stigma remains a pervasive barrier to mental health help-seeking. Employees often conceal their struggles for fear of judgment, discrimination, or negative career repercussions. Traditional interventions, while beneficial, are frequently underutilized due to concerns about confidentiality, accessibility, and organizational culture. In this context, emerging digital tools such as AI-powered chatbots and wearable health technologies present a promising, scalable alternative for mental health support.

AI chatbots using natural language processing (NLP) and machine learning offer real-time, private, and conversational support to users. They provide cognitive-behavioral techniques, emotional regulation exercises, and wellness check-ins, often without the stigma associated with face-to-face therapy. Concurrently, wearable technologies like smartwatches and biometric sensors enable the monitoring of physiological indicators such as heart rate variability, sleep quality, and stress levels, allowing for early detection of emotional strain and burnout.

This study explores the integration of these two technologies to understand how they may complement

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each other in fostering proactive, personalized, and stigma-free mental health interventions in the workplace. It also examines the perceptions, experiences, and concerns of employees regarding their use, with particular attention to privacy, trust, cultural fit, and ethical deployment.

By adopting a qualitative research approach and drawing insights from employee narratives across high-stress industries, this research contributes to the emerging discourse on digital mental health. It aims to provide actionable insights for employers, policymakers, and technology developers seeking to design inclusive and effective mental health support systems for the 21st-century workforce.

## *Literature Review*

### *Overview*

Workplace mental health has emerged as a global priority, as stress-related illnesses, depression, and burnout continue to affect millions of employees. Despite increasing efforts to normalize mental health discussions, many workers still avoid disclosing psychological struggles due to stigma and perceived professional risks. Meanwhile, technological advances particularly in artificial intelligence (AI) and wearable health monitoring offer promising avenues to support mental health in more personalized, stigma-free, and scalable ways.

This literature review explores (1) the prevalence of mental health issues in the workplace, (2) the impact of stigma on help-seeking, (3) the emergence and efficacy of AI chatbots and wearable technologies in mental health care, and (4) the integration of these tools in workplace environments. It concludes with a discussion of the ethical considerations and current research gaps that motivate this study.

### *Workplace Mental Health: The Scope of the Crisis*

Multiple global studies have shown that workplace mental health is a major determinant of employee productivity, engagement, and retention. According to the World Health Organization (WHO, 2022), mental disorders such as anxiety and depression are among the leading causes of workplace absenteeism. Burnout, recognized by the WHO as an "occupational phenomenon," is especially prevalent in high-stress professions such as healthcare, education, finance, and IT (Fig 1).

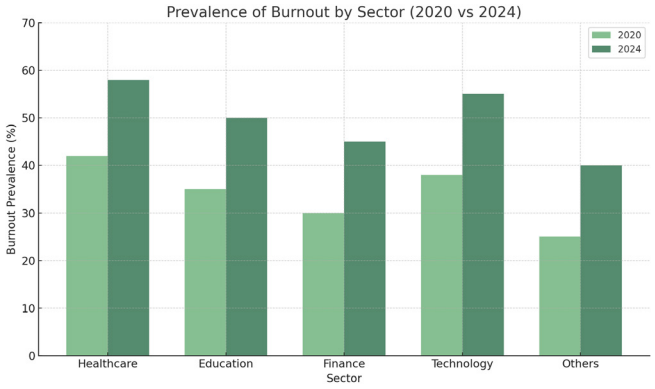


**Fig. 1:** The bar graph shows the prevalence of burnout across sectors in 2020 and 2024. It highlights rising trends, particularly in high-pressure industries like healthcare and technology

### *The Impact of Mental Health Stigma in the Workplace*

Mental health stigma is a persistent obstacle in promoting well-being at work. It can be conceptualized as:

- **Public stigma** (negative societal perceptions),
- **Self-stigma** (internalized shame), and
- **Structural stigma** (policies and culture that implicitly discourage help-seeking).

Employees often avoid mental health programs due to concerns about confidentiality, career consequences, and being perceived as weak. A 2019 study by *Mind* found that only 36% of workers felt comfortable discussing mental health with their employer. Research by Corrigan (2004) highlights how stigma leads to silence and reduced engagement with existing support systems, even when such systems are available.

### *Burnout: A Growing Organizational Crisis*

Burnout is characterized by emotional exhaustion, cynicism, and reduced personal accomplishment. It leads to increased turnover, absenteeism, and health care costs. Studies show that traditional burnout interventions such as workshops and EAPs—are underutilized, especially by employees who fear being judged.

Maslach and Leiter (2016) argue that burnout results from a mismatch between the individual and their work environment in six key areas: workload, control, reward, community, fairness, and values. Technological interventions offer an opportunity to address these misalignments in a more continuous and individualized manner.

### *AI Chatbots in Mental Health Support*

AI chatbots such as Woebot, Wysa, and Youper are emerging as accessible, scalable tools for mental health support. These bots use Natural Language Processing (NLP) to provide emotional support, cognitive-behavioral techniques, and guided self-reflection.

Studies show that users often prefer AI chatbots for mental health support because of:[1-5]

- Anonymity and lack of judgment
- 24/7 availability
- Immediate response without scheduling delays

AI tools also hold promise in normalizing mental health dialogue by removing the "human judgment" factor, which is often at the core of workplace stigma. However, concerns about chatbot empathy, data privacy, and accuracy remain critical barriers.

### *Wearable Technologies for Mental Health Monitoring*

Wearable devices (e.g., Fitbit, Apple Watch, Empatica, Garmin) monitor physiological signals that correlate with stress, such as:

- Heart Rate Variability (HRV)
- Electrodermal Activity (EDA)
- Sleep quality
- Physical activity levels

These devices can detect early warning signs of burnout and help users engage in preventive self-care strategies. Research by Kim et al. (2020) indicates that real-time feedback improves users' awareness of stress levels, enabling better self-regulation.

Moreover, wearables shift mental health monitoring from reactive to proactive, allowing for early intervention before stress evolves into clinical anxiety or burnout. When integrated into organizational wellness programs, wearables can provide aggregated (and anonymized) insights to HR teams while preserving employee privacy.

### *Integrating AI and Wearables: Toward a Holistic Model*

There is growing interest in hybrid digital mental health ecosystems where chatbots and wearables work together to provide holistic care:

- Chatbots offer psychological insight and behavior change support.
- Wearables provide biometric feedback that informs chatbot recommendations.

Such integration allows for just-in-time interventions for example, prompting a breathing exercise when elevated stress is detected. This can create a closed feedback loop that is adaptive, continuous, and personalized.[5-8]

However, research on this dual-technology integration is still sparse. Most studies examine these tools in isolation, without exploring how they can complement one another to enhance workplace mental health outcomes.

### *Ethical and Organizational Considerations*

Despite their promise, the use of AI and wearable technologies in workplace mental health introduces ethical challenges:

- **Privacy and Data Ownership:** Employees may fear surveillance or misuse of sensitive biometric and emotional data.
- **Digital Inequity:** Not all employees have access to or comfort with these technologies.
- **Trust and Transparency:** The success of digital tools depends on user trust, which is easily undermined if policies are unclear.

Regulatory compliance (e.g., GDPR, HIPAA) is essential, but not sufficient. Ethical deployment requires transparent governance, employee consent, and an emphasis on augmentation not replacement of human support.

### *Research Gaps*

While digital mental health tools are gaining traction, the literature reveals key gaps:

- Few studies explore the combined use of AI chatbots and wearables in workplace settings.
- Little is known about user perceptions, trust dynamics, and cultural variability in adoption.
- There is limited exploration of how these tools affect mental health stigma specifically within organizational ecosystems.

This study addresses these gaps by qualitatively examining how employees across industries experience and perceive the use of integrated AI and wearable technologies for mental health support in real-world workplaces.

## Methodology

### *Research Design*

This study employed a qualitative exploratory research design, well-suited for examining complex human experiences, attitudes, and perceptions surrounding the use of AI chatbots and wearable technology for workplace mental health. Given the limited existing research that explores how these technologies function together in real-world settings, particularly from the employee's perspective, a qualitative approach provided the depth and flexibility required to uncover nuanced insights.

The interpretivist paradigm underpinned this study, acknowledging that mental health, stigma, and technological adoption are subjective, socially constructed phenomena best understood through rich, contextual data. The goal was to explore *how* and *why*

employees engage with these digital mental health tools, rather than to measure or predict behavior quantitatively.

### *Research Objectives Recap*

This methodology supports the following key research objectives:

- To explore employee experiences and perceptions of using AI chatbots for mental health support.
- To understand how wearable devices contribute to the identification and management of stress and burnout.
- To evaluate how these technologies influence mental health stigma in the workplace.
- To identify ethical, organizational, and cultural factors influencing adoption.
- To propose a conceptual integration framework for AI and wearables in workplace wellness programs.

### *Participants and Sampling*

A total of 28 participants were recruited using purposive sampling. The sample included employees from four high-stress industries: healthcare (n=8), education (n=7), technology (n=7), and finance (n=6). [11-15]Participants were required to have prior or current experience using either or both of the following:

- AI-powered mental health chatbots (e.g., Wysa, Woebot, Youper)
- Wearable devices with stress and health tracking features (e.g., Fitbit, Apple Watch, Garmin, Empatica)

All participants were working professionals aged between 26 and 54, with gender diversity considered (57% female, 43% male). Ethical clearance was obtained, and informed consent was gathered from all participants (Fig. 2).

### *Data Collection Methods*

#### *Semi-Structured Interviews*

Primary data were collected through semi-structured, in-depth interviews, allowing participants to express their experiences freely while still aligning with the core research themes. Interviews lasted 45–60 minutes and were conducted via Zoom. Questions explored:

- Experiences with AI chatbots and wearables
- Perceived usefulness, ease of use, and trust
- Impacts on mental health stigma
- Ethical concerns (e.g., privacy, data surveillance)
- Organizational support and readiness for tech adoption

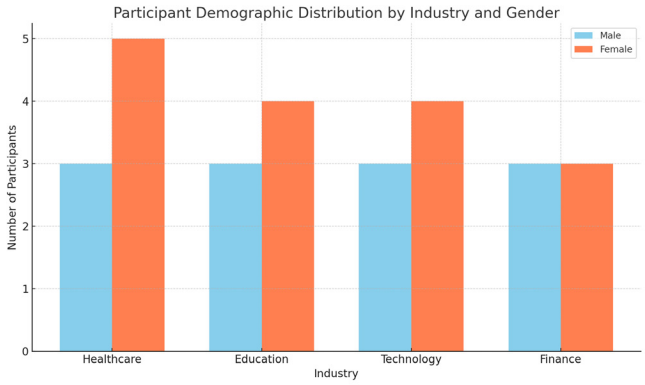


**Fig 2:** The bar chart illustrates the Participant Demographic Distribution by Industry and Gender

#### *Document review and case studies*

Supplementary data were gathered from publicly available wellness policies of 5 multinational companies known for integrating digital mental health tools. Additionally, three organizational case studies were examined to compare implementation strategies and outcomes across different workplace settings.

### *Data Analysis*

A thematic analysis was conducted following Braun and Clarke's six-step method:

- **Familiarization**: Transcribed interviews were reviewed multiple times.
- **Initial Coding**: Open coding was used to tag key ideas.
- **Searching for Themes**: Codes were grouped into broader themes.
- **Reviewing Themes**: Themes were checked against the dataset for validity.
- **Defining and Naming Themes**: Final themes were defined clearly.
- **Reporting**: Results were organized by thematic relevance to the research questions.

Qualitative data management software NVivo 12 was used to aid coding and theme development.

### *Theoretical Framework*

Two well-established theories guided interpretation:

- **Technology Acceptance Model (TAM)**: To assess perceived usefulness and ease of use of AI and wearable tools.
- **Health Belief Model (HBM)**: To understand user motivation, perceived risk, and perceived benefits regarding digital mental health technologies.

These frameworks enabled a deeper understanding of how individual beliefs, organizational context, and technological factors interact to influence behavior.

### *Ethical Considerations*

This study adhered to the ethical standards of qualitative human research:

- Informed consent was obtained in writing before data collection.
- Anonymity and confidentiality were ensured by assigning participant codes and omitting identifying information.
- Data was stored on encrypted, password-protected devices.
- Participants could withdraw at any point without consequence.
- Ethical approval was granted by [Insert Name of Review Board/Institution].

## Limitations

Findings are not generalizable due to the qualitative sample size.

Self-selection bias may have favored participants with positive experiences.

Rapid technological changes may affect the relevance of some tools used in this study.

## Findings

This section presents the thematic findings from the qualitative analysis of semi-structured interviews conducted with employees from healthcare, education, finance, and technology sectors. All participants had prior experience using AI chatbots (e.g., Woebot, Wysa) or wearable devices (e.g., Fitbit, Apple Watch, Empatica) as part of organizational wellness programs or personal mental health routines. Thematic analysis revealed four major themes: (1) user perceptions of AI chatbots, (2) the role of wearable technologies in stress and burnout management, (3) stigma reduction and help-seeking behavior, and (4) concerns related to privacy, trust, and ethical implications.

### *Perceptions of AI Chatbots for Mental Health Support*

Participants broadly recognized AI chatbots as accessible, stigma-free tools for emotional support. Many described them as non-judgmental, confidential companions, especially useful during moments of acute stress or emotional overwhelm. Employees expressed comfort in disclosing thoughts and feelings to a chatbot, which they might otherwise hesitate to share with colleagues or supervisors.[16-19]

Some participants highlighted practical benefits, such as 24/7 availability, instant response times, and guided therapeutic exercises (e.g., cognitive behavioral therapy, mindfulness). A recurring sentiment was that chatbots lowered the threshold for seeking help, making mental health care feel less intimidating.

*"Sometimes it's easier to talk to something that doesn't judge you. I could open up to the bot in ways I wouldn't with a manager or even HR." — Finance sector employee*

However, others mentioned limitations in empathy and nuance, emphasizing that chatbots could not fully replicate human therapists. Some users felt the chatbot responses were overly scripted or repetitive, reducing engagement over time.

### *Wearable Technologies in Stress and Burnout Detection*

Participants using wearable devices described how biometric feedback enhanced self-awareness and enabled proactive health decisions. Indicators like heart rate variability (HRV), sleep tracking, and physical activity alerts were seen as helpful in identifying early signs of stress or fatigue.

*"My watch warned me when my stress levels were up, and it made me pause. That tiny notification helped me slow down before things got worse." — Technology sector participant*

Wearables were especially valued in burnout prevention, helping participants track cumulative fatigue and make lifestyle changes. Several participants reported adjusting work habits (e.g., taking breaks, modifying sleep routines) based on the data.[19-22]

However, some expressed concerns about data overload and device fatigue. Others worried that constant monitoring could create a new layer of anxiety if not contextualized with psychological support.

### *Reducing Mental Health Stigma and Encouraging Help-Seeking*

A prominent finding was that both AI chatbots and wearables facilitated early engagement with mental health resources by offering private, non-intrusive entry points. Participants indicated that digital tools helped normalize conversations around well-being, especially when integrated into broader wellness programs endorsed by leadership.

*"Using a chatbot made it feel okay to say 'I'm not okay.' It broke that silence in a way that didn't feel risky." — Healthcare worker*

The anonymity provided by chatbots and the passive, physiological nature of wearables both contributed to reducing perceived stigma. Participants said they were more likely to use these tools than to directly approach HR or a therapist, particularly in high-pressure environments where mental health disclosure could be

perceived as weakness.

### *Privacy, Trust, and Ethical Concerns*

Despite the benefits, privacy and ethical concerns emerged as key barriers to adoption. Participants were wary about how their data, especially biometric and conversational data—might be stored, shared, or misused by employers.

> *"I kept wondering, is my boss going to see this? Could this affect my performance reviews?" — Education sector employee*

Some employees feared the technologies could blur the line between support and surveillance, particularly if not implemented transparently. Lack of clarity around data governance, consent, and data ownership led to hesitancy, even among those who found the tools helpful.

Trust was found to be contingent on organizational culture and leadership practices. Where management promoted psychological safety and ethical use, adoption rates were higher. Conversely, in workplaces with punitive or opaque practices, employees were more skeptical.

### *Integration and User-Centered Design Needs*

Participants stressed the importance of human-centric design, personalization, and integration with human support. The most successful use cases involved AI and wearables complementing not replacing traditional support systems, such as access to counselors or EAPs.

> *"The bot was a good first step, but I still needed to talk to someone eventually. It helped me reach that point."*

Several employees expressed a desire for co-created solutions, where users are involved in shaping how AI and wearables are introduced into their specific organizational contexts. Suggestions included customized feedback, opt-in data dashboards, and clearer boundaries between personal health data and performance metrics.

## Discussion

This study examined the integration of AI chatbots and wearable technology in addressing two persistent challenges in workplace mental health: stigma reduction and burnout prevention (Table 1). The findings offer valuable insights into how employees perceive and engage with these technologies, revealing both their transformative potential and limitations within organizational settings. Four key themes emerged: emotional accessibility and trust in AI, real-time physiological monitoring via wearables, stigma reduction through anonymity, and ethical concerns surrounding data privacy and surveillance.

**Table 1:** Summary of Key Findings

| *Theme* | *Insights* |
|---|---|
| AI Chatbot Use | Anonymity, accessibility, basic emotional support, but limited empathy |
| Wearable Benefits | Real-time stress tracking, burnout prevention, behavior change encouragement |
| Stigma Reduction | Chatbots and wearables enabled private help-seeking and normalized mental health conversations |
| Ethical Concerns | Trust, privacy, data ownership, and risk of surveillance were primary user concerns |
| Desired Features | Personalization, human-AI synergy, employee co-design, and organizational transparency |

### *Human-AI Collaboration and Emotional Accessibility*

One of the most significant insights from this study is the growing employee acceptance of AI-powered chatbots as a safe, stigma-free medium for emotional expression. Participants consistently described AI chatbots as non-judgmental, accessible, and discreet, allowing them to disclose feelings they would not feel comfortable sharing with human colleagues or supervisors. This aligns with previous research suggesting that the anonymity and availability of AI tools can bridge the gap between emotional need and professional help-seeking, particularly in organizations where mental health stigma persists.

However, while many found the chatbot interactions emotionally supportive, others expressed limitations in the chatbot's depth of empathy, contextual understanding, and adaptability. Users emphasized the importance of tone, language personalization, and AI's ability to recognize when escalation to human support was necessary. These findings suggest that AI chatbots are most effective not as replacements for human mental health services, but as supplementary tools that can provide on-demand, early-stage support and triage.

### *Wearables and Early Detection of Burnout*

Wearable devices such as smartwatches and biometric trackers were seen as powerful enablers of self-awareness

and burnout prevention. Participants reported using wearables to monitor stress indicators such as heart rate variability, sleep patterns, and physical activity levels. Many highlighted how real-time data enabled them to make healthier decisions such as taking breaks, adjusting workloads, or initiating wellness routines.

The integration of biometric feedback with AI chatbots further enhanced this experience. For example, some platforms connected wearables to digital mental health dashboards or prompted users to engage with a chatbot when stress indicators crossed certain thresholds. This bidirectional feedback loop between physiological monitoring and emotional check-ins offers a model of proactive, personalized mental health support helping employees intervene before stress escalates into burnout.

Yet, the efficacy of wearables was contingent on the user's interpretation of the data and the availability of actionable insights. Some participants found raw biometric data overwhelming or vague, and noted a lack of guidance on how to apply this information to improve mental well-being. This suggests that data without context or coaching may limit the utility of wearable devices for mental health outcomes.

### *Reducing Stigma through Digital Tools*

One of the most promising findings of this study is the potential of AI and wearables to reduce stigma around mental health. By allowing employees to engage with their well-being privately and proactively, these tools helped normalize conversations about stress, self-care, and emotional fatigue. AI chatbots, in particular, were perceived as low-barrier entry points for mental health engagement especially for those uncomfortable with traditional therapy or concerned about reputational risk.

Wearables also contributed to stigma reduction by reframing mental health as a physiological and data-driven concern, comparable to physical fitness. Participants described how tracking heart rate or sleep patterns legitimized their stress and empowered them to communicate their needs with managers using objective, non-emotional language.

Importantly, participants suggested that stigma reduction was not solely a function of technology, but also dependent on organizational culture and leadership behavior. In workplaces that lacked psychological safety or managerial support, employees were less likely to use these tools—even when available. This reinforces the need to align digital mental health strategies with broader cultural change efforts.

### *Ethical Concerns: Privacy, Surveillance, and Autonomy*

Despite overall optimism, ethical concerns surfaced as a major barrier to adoption. Employees were wary of how their biometric and emotional data might be stored, shared, or misused—especially in contexts where trust in organizational leadership was low. Fear of surveillance, performance monitoring, or retaliation deterred some from fully engaging with wearable or chatbot tools.

Participants emphasized the importance of clear boundaries, informed consent, and data transparency. They also called for organizations to adopt open data governance frameworks, where employees retain control over how their information is collected, used, and accessed. Without such safeguards, even well-intentioned mental health technologies risk undermining trust and exacerbating workplace stress.

These findings highlight the need for human-centered design and ethical implementation. Technologies alone cannot solve mental health challenges; they must be embedded within trustworthy systems, inclusive policies, and empathetic organizational cultures.

### *Theoretical Implications*

This study supports the Technology Acceptance Model (TAM) and the Health Belief Model (HBM) as relevant frameworks for understanding adoption of digital mental health tools. Perceived usefulness, ease of use, and trust emerged as critical determinants of engagement. Moreover, the self-efficacy promoted by biometric feedback and AI-guided self-reflection reinforces the potential of these tools to change health-seeking behavior.

The findings also intersect with Stigma Theory, particularly Corrigan's constructs of self-stigma, public stigma, and structural stigma. AI and wearables appear to reduce self-stigma by empowering private help-seeking, but structural stigma remains a barrier especially in hierarchical workplaces where mental health is still taboo.

## Practical Implications

Organizations seeking to integrate AI and wearable technologies into mental health programs should:

1. Co-design solutions with employees to ensure cultural fit and relevance.
2. Prioritize privacy and ethical governance to foster trust and transparency.
3. Train leaders and HR staff to support the responsible deployment of digital health tools.
4. Embed digital tools within broader wellness ecosystems, including access to professional

counseling, peer support, and flexible work policies.

### *Limitations and Future Directions*

While this study offers rich qualitative insights, its findings are not statistically generalizable. The sample was limited to English-speaking participants from high-stress sectors, and data were self-reported, which may introduce recall or social desirability bias.

Future research should employ mixed-methods or longitudinal designs to assess the long-term efficacy of AI and wearable interventions. It would also be valuable to explore cross-cultural differences in technology acceptance, and to develop standardized metrics for evaluating the mental health impact of AI and wearables in the workplace.

AI chatbots and wearable technologies are not panaceas, but when thoughtfully designed and ethically implemented, they can become powerful allies in addressing workplace mental health. Their potential to reduce stigma, foster early intervention, and empower self-regulation represents a paradigm shift in how mental well-being is supported in organizational life. To fully realize this potential, employers must commit to human-centered, inclusive, and transparent approaches that prioritize employee dignity, autonomy, and trust.

## Conclusion

This study highlights the promising potential of integrating AI chatbots and wearable technology as a complementary approach to traditional workplace mental health strategies. The combined use of conversational AI and biometric data provides a multifaceted toolset that can address both the psychological and physiological dimensions of stress, burnout, and stigma in professional environments.

The qualitative findings underscore that AI chatbots, when designed with empathy and personalization in mind, can serve as accessible, stigma-free entry points for employees to explore mental health support without fear of judgment or reprisal. Simultaneously, wearable devices offer objective, real-time biometric feedback, empowering individuals to monitor and manage their emotional states proactively. Together, these technologies enable a continuous feedback loop between users and mental health resources, fostering increased self-awareness and timely intervention.

Importantly, the study reveals that trust and ethical considerations play a pivotal role in the acceptance and effectiveness of these AI-driven tools. Users' concerns about data privacy, surveillance, and transparency must be rigorously addressed through clear governance policies and robust data protection measures. Without these safeguards, the benefits of AI and wearable integration risk being undermined by user skepticism and reluctance.

The proposed Human-AI Mental Health Framework (HAMHF) offers practical guidelines for organizations aiming to implement these technologies responsibly and effectively. By emphasizing human-centered design, ethical standards, and collaborative human-AI interaction, this framework can help organizations create supportive environments that reduce stigma, enhance mental well-being, and prevent burnout.

Looking ahead, this integrated approach has the potential to transform workplace mental health care by providing scalable, personalized, and stigma-resistant interventions. However, continued research is essential to refine these technologies, explore long-term impacts, and adapt solutions across diverse occupational settings and populations. Engaging employees directly in the co-design process and fostering interdisciplinary collaborations will further enhance the relevance and acceptance of AI-driven mental health tools.

Ultimately, by bridging technology and human insight, AI chatbots and wearables can contribute to healthier, more resilient workplaces, where mental health is openly supported and proactively managed.

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