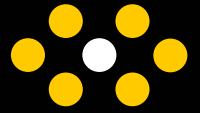
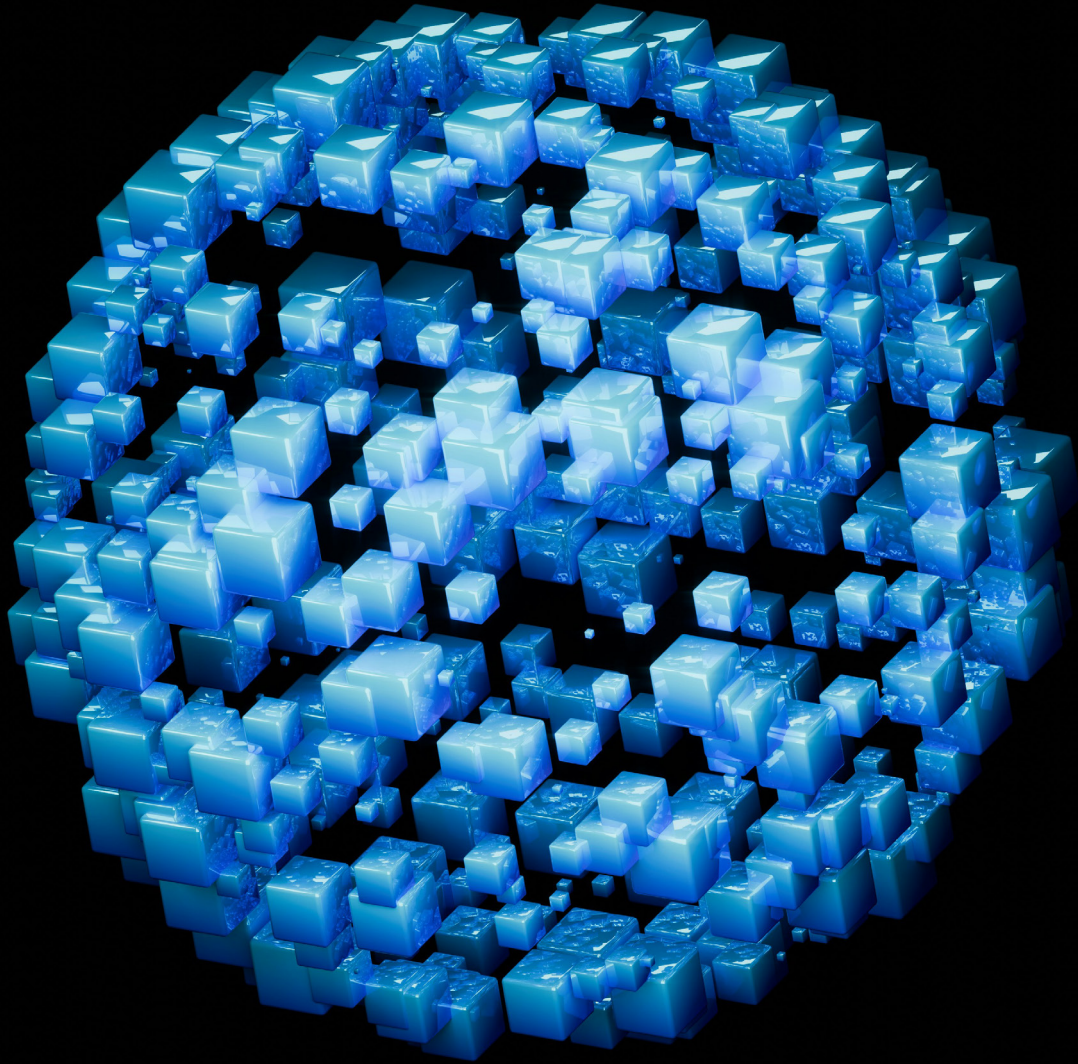


# Is AI Working?



A look into AI use among IT professionals and future opportunities



Amoria Bond is an international recruitment consultancy connecting highly skilled professionals with organisations across Technology, Advanced Engineering, and Energy. Founded with a clear focus on delivering quality-driven recruitment solutions, the company has built a strong reputation for matching specialist talent with roles where they can make a real impact.

Today, Amoria Bond works in close partnership with clients and candidates to deliver tailored staffing solutions that support business growth, strengthen technical capability, and help organisations access hard-to-find expertise in competitive markets. Its teams operate globally, combining international reach with local market knowledge to ensure effective and lasting placements.

At the heart of Amoria Bond's approach is a commitment to people and long-term relationships. The company focuses on understanding the needs of both clients and candidates, ensuring alignment not only on skills but also on culture and ambition. Through this approach, Amoria Bond aims to progress lives everywhere by creating opportunities that benefit individuals, businesses, and the industries they operate in.

# Is AI Working?

In 2026, AI continues its expansion across all industries, with some sectors moving faster than others. In IT, a majority of workers reported regular daily use. The story echoing through every sector is one of automation, productivity, and technological breakthroughs within reach. With economies stalling worldwide, many believe AI holds the key to unlocking faltering productivity.

Yet the widespread automation and breakthroughs predicted have not materialized. For most users, AI tools manage relatively basic tasks and still require human oversight to mitigate unpredictable errors. Is it a case of oversold tech or undersold complications? As we have found, the answer lies somewhere in the middle.

Developers provide reliable indicators of how technology meets demand and how much it is trusted. AI presents a particularly interesting case, given it is widely thought capable of replacing development roles. We took the opportunity to survey our network sending a questionnaire to over 1000 experienced IT professionals from around Europe. By combining our responses with existing research, we hope to better understand what is driving the divide.

## Four questions emerged from our findings.

**Trust.** Can professionals trust AI tools? Growing pains remain visible. Whether using AI for research or code generation, professionals struggle to trust its outputs. Most use AI tools regularly, but the tasks tend to be low-stakes — and there is still a considerable distance between current usage, and the productivity gains proprietors promise.

**Usage.** How are professionals using AI, and is it making a difference? Adoption continues to grow across all sectors, particularly in Advanced Engineering and IT. However, some perceived advantages may be overstated, and certain studies suggest AI tools can actively reduce productivity.

**Benefits.** Are the benefits real? Regular users appear to gain the most. AI literacy plays a significant role in realizing rewards — saving time for complex tasks and improving research are among the most commonly reported benefits. However, the most significant gains remain constrained by parallel processes yet to catch up.

**Opportunities.** Are we stepping into more or less? Many thought leaders have advanced a narrative of AI-driven replacement. But the current market tells a more cautious story. With senior professionals remaining sceptical, upskilling existing workforces appears both more prudent and more pressing than wholesale automation.

# Belief in AI's Ability Has Fallen 6% Since 2024

Perhaps the most striking figure from our research, this 6% drop highlights a meaningful reassessment of AI among professionals. Down from 35% in 2024, 29% of senior professionals have belief in AI's ability to complete complex tasks in 2025<sup>1</sup>. The picture sharpens when seniority is factored in: 18% of senior developers say they do not use AI tools at all, while just 3.6% say AI handles complex tasks very well<sup>1</sup>.

Senior professionals appear to represent the more cautious end of the AI spectrum. It is worth noting that this resistance could stem from multiple factors. However, research suggests that white-collar senior professionals are, on average, more willing to embrace change than their junior counterparts<sup>2</sup>.

This lends the data additional weight: the very people most statistically likely to integrate new tools into their workflows are, for now, holding back.

Despite this, professionals are using AI tools more frequently. **47% see no disadvantages to using AI, while 35% report spending time fixing AI-generated**

**issues, 29% are adapting to newly AI-integrated roles, and 24% feel pressure to acquire new skills quickly.**

The frequency of use is striking: **53% of professionals say they use AI tools multiple times a day (See Exhibit 1).**

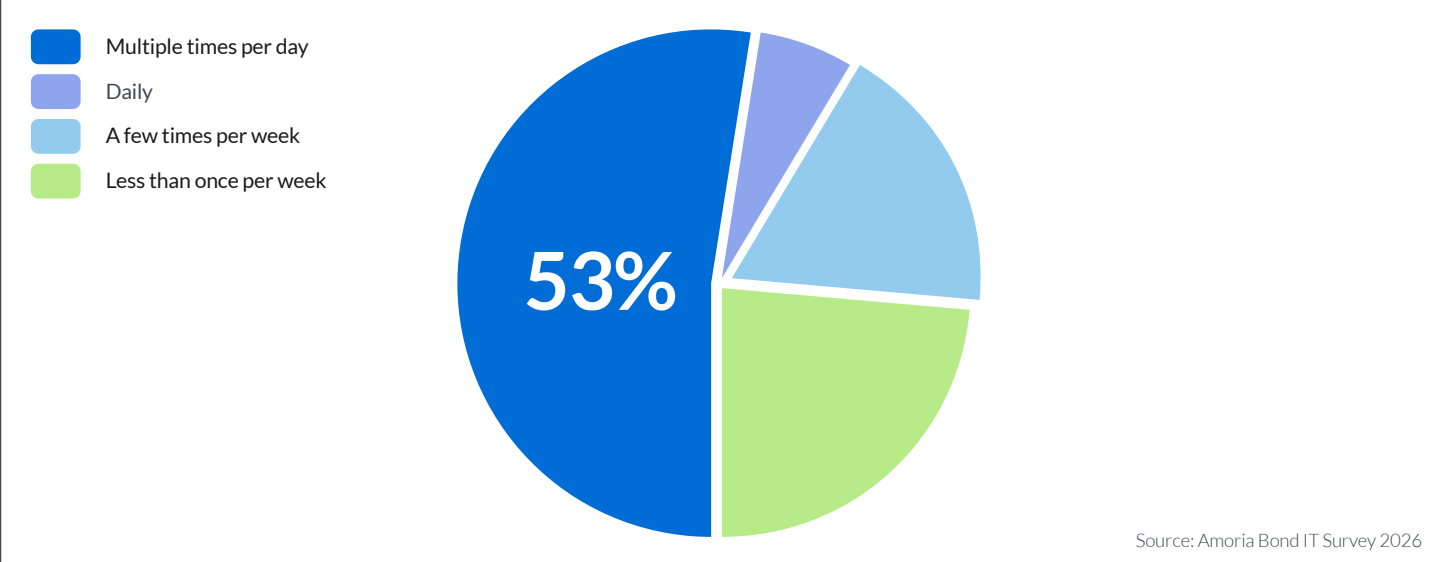
So why are professionals turning to AI so often if they cannot fully trust it?

It is also worth contextualizing these trust numbers: the current levels of trust in AI are not unlike levels of trust between colleagues. Only 30%<sup>3</sup> of employees believe their peers are dedicated to producing high-quality work, and in the US, just 23%<sup>4</sup> of workers say they trust their leadership.

These figures do not excuse AI tools for inaccuracy, but they point to a more nuanced picture. Poor results alone do not fully explain low trust. Given that communication is a primary driver of trust between people, the same principle may well apply to AI tools.

## EXHIBIT 1

### How often do you personally use AI tools in your daily work?



## What Tasks Are AI Tools Used For?

Code generation is the most common application, cited by 71% of respondents, with research and knowledge search a distant second at 41% (See Exhibit 2).

Most AI usage, perhaps predictably, is focused on saving time rather than tackling complex challenges. For developers, the primary use case is generating code as a working draft to iterate quickly.

Research and knowledge searching ranked second, though this finding may reflect the IT and Engineering focus of our survey audience.

Automating manual tasks was identified as the primary benefit by 45% of respondents, while among daily AI users, 80% cited saving time for more complex work as the key advantage.

## Are We Gaining Anything From Using AI Tools?

The benefits of AI tools are widely proclaimed: automating tasks, conducting deep research, and optimising project management. But which benefits are professionals reporting the most, and how does real-world use compare to expectations?

“The biggest benefit is time saved. Candidates can move faster through repetitive tasks and spend more time on the parts of the job where their actual experience matters, such as problem solving, solution design, and stakeholder communication.

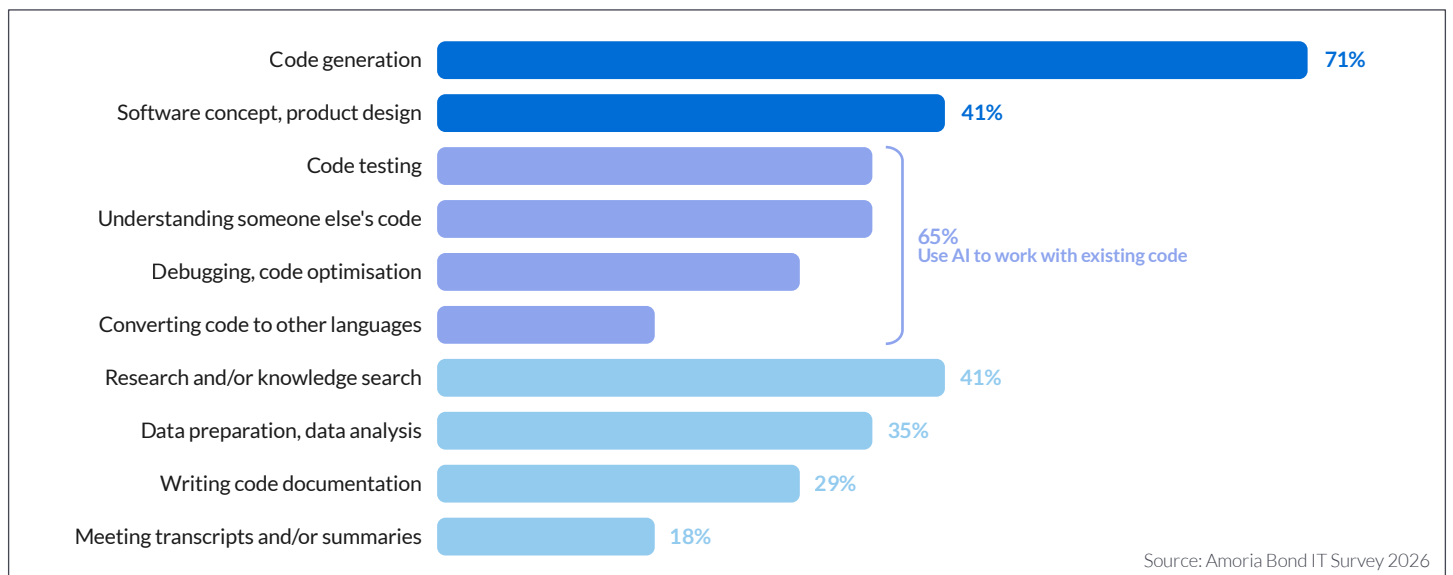
For clients, this can mean faster delivery, quicker prototyping, better documentation, and more efficient teams. It also helps developers get up to speed faster when joining a new project or working with an unfamiliar system. I would not say AI replaces strong developers, but it definitely helps good developers work smarter, move quicker and deliver more value.” – according to Pablo España, Data Engineering Consultant at Amoria Bond.

The data points to a clear pattern: **AI is being used for simple, low-risk automation.** This is a well-documented trend, but our survey reflects it directly. However, there is another side to consider. In early 2025, METR conducted a randomized controlled trial (RCT) that produced findings counter to conventional assumptions<sup>5</sup>.

Using AI tools increased the time developers spent on tasks by 19% – while those same developers self-reported saving 20%<sup>5</sup>.

### EXHIBIT 2

#### Code generation is the dominant use of AI among IT specialists



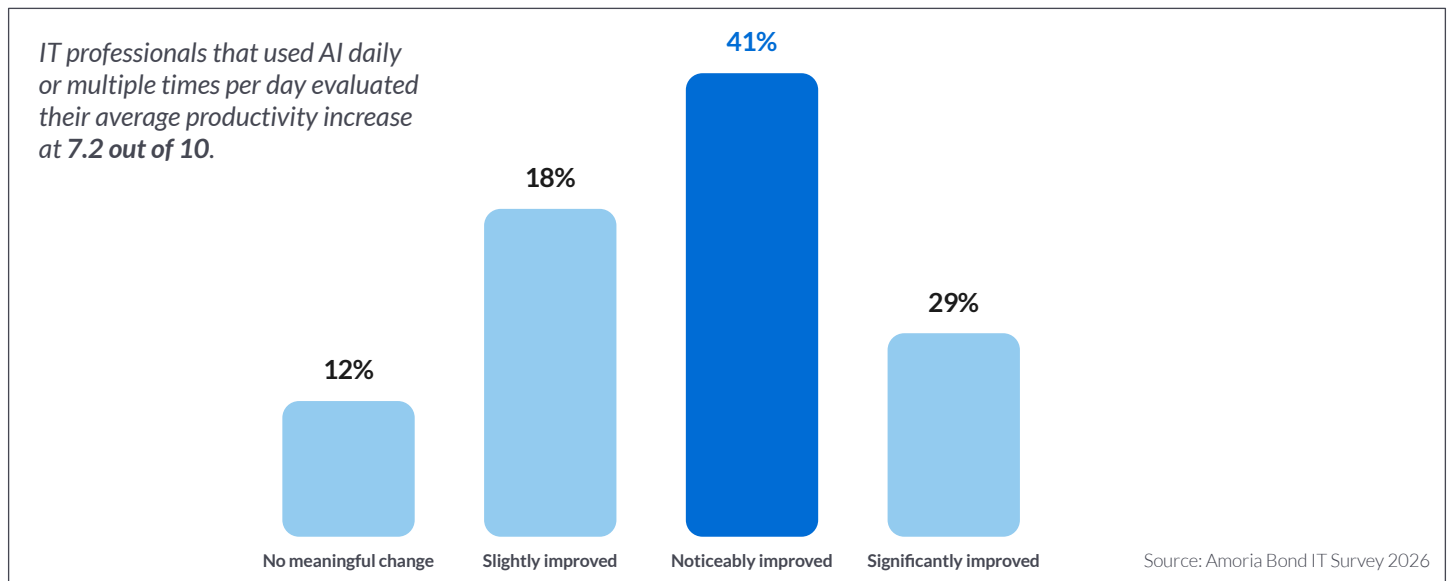
Here we see an example of the variety of self-reported results. It is striking how split our numbers and the empirical evidence from METR are (See Exhibit 3). Especially considering the target group we asked; 70% of team leaders reported noticeable productivity improvement.

There is a need to study this divide more thoroughly. However, it appears, at least in some way, professionals feel AI tools are making them more productive than they are.

Our data illustrates a different story (See Exhibit 4). The exact cause of difference between METR’s RCT and self-reported surveys like ours is not totally clear.

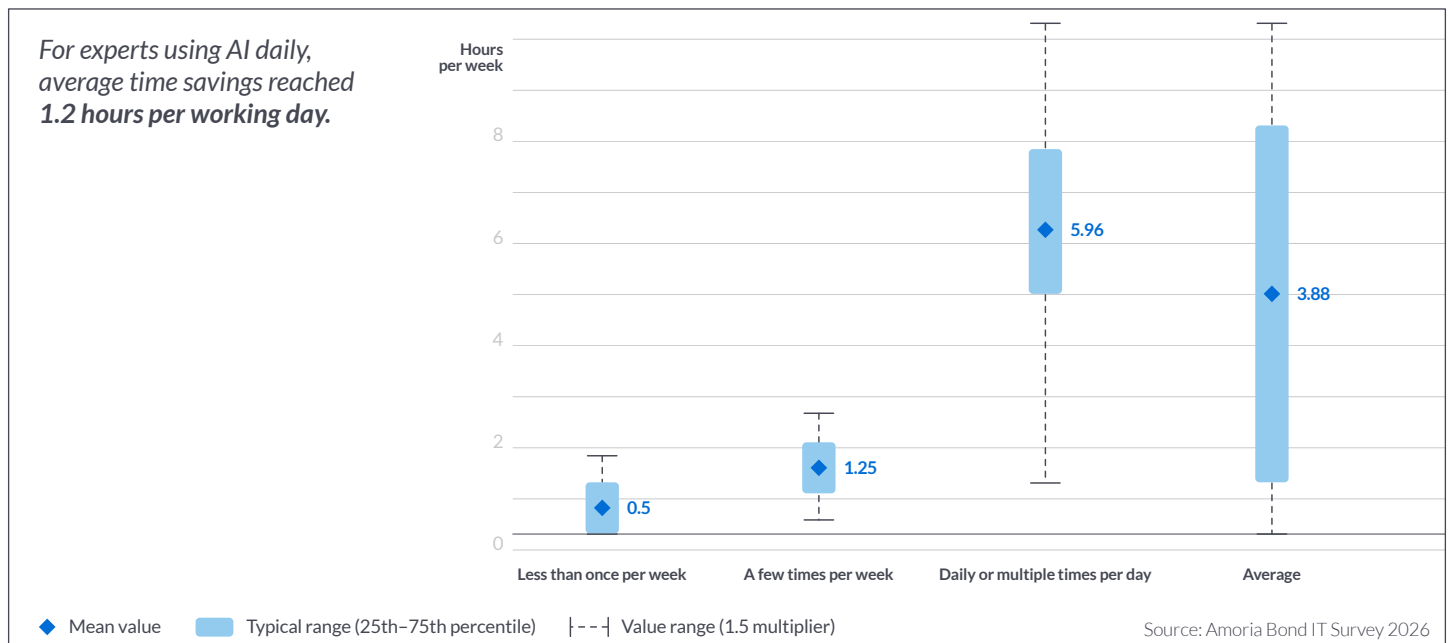
### EXHIBIT 3

#### How has AI affected your overall productivity in your day-to-day IT work?



### EXHIBIT 4

#### On average, how much time does AI save you personally per week?



# The Future: Change, Opportunity and Concern

59% believe AI will significantly change what they do in the future.

Many organizations are doing little to prepare their workforce. Professionals are not waiting: 76% have developed AI skills independently, mostly by doing (See Exhibit 5).

Respondents are broadly optimistic about their own future prospects, though 18% strongly agree that those without AI skills will be at a disadvantage.

The demand for AI competence is already visible in the jobs market. Since 2024, 600 new skills have appeared in job listings, with AI fluency emerging as a recurring requirement – appearing 6.8 times more

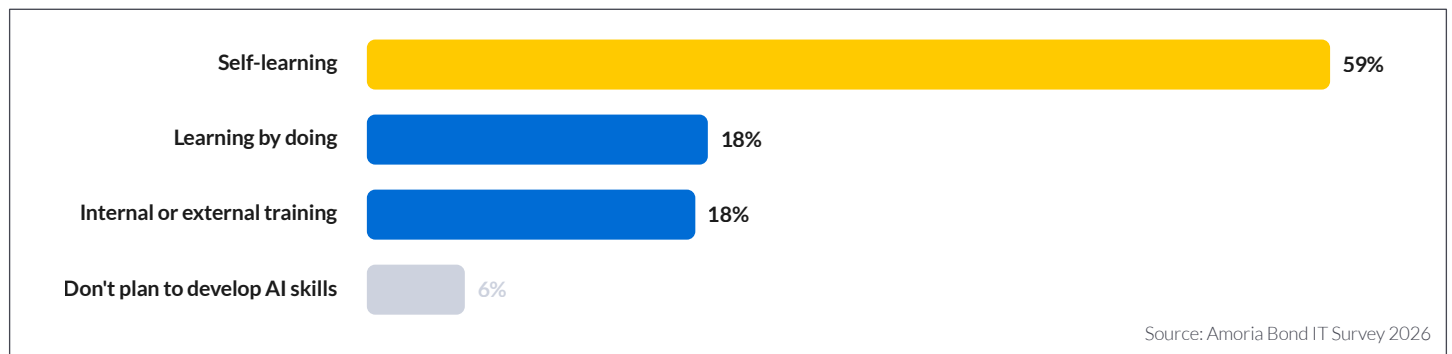
frequently in 2026 than two years prior<sup>6</sup>. Whether this demand reflects genuine operational need or market signalling remains an open question.

On the question of opportunity, the field is divided: 47% are optimistic, 29% are pessimistic.

When asked what concerned them most about the future alongside AI, respondents highlighted four areas: **loss of competency, unpredictable errors, inappropriate application and a lack of junior talent** (See Exhibit 6).

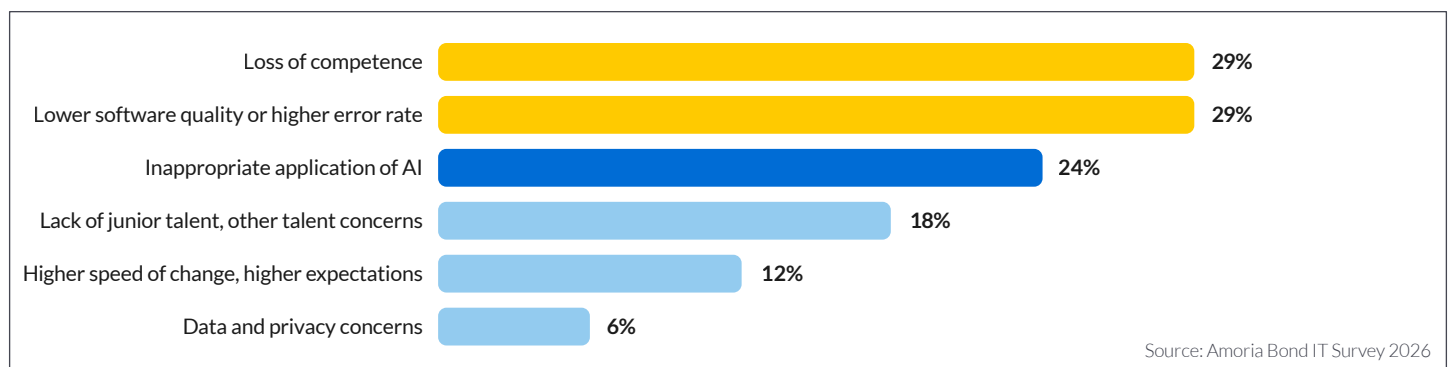
## EXHIBIT 5

### How have you developed (or plan to develop) your AI capabilities?



## EXHIBIT 6

### Cognitive de-skilling and lower software quality are the biggest concerns among IT experts



# Conclusions

## Trust

Despite widespread daily use, trust in AI tools remains shallow across the profession. No more than 3%<sup>1</sup> of developers at any seniority level report high trust in AI accuracy, and senior professionals — statistically the most change-ready group — are among the most cautious. The prevailing sentiment is “somewhat trust”: enough to keep using the tools, not enough to rely on them for high-stakes work. Notably, these trust levels are not far removed from how professionals view their own colleagues, suggesting the issue may be less about AI specifically and more about how trust in any working relationship is built over time.

## Usage

AI tool adoption is high and growing, with 53% of professionals using them multiple times a day. In practice, however, use is concentrated in low-risk, time-saving tasks — predominantly code generation and research. **The gap between how AI tools are actually used and how they are marketed is significant.**

Controlled research further complicates the picture: one RCT found that AI tools increased task completion time by 19%, even as developers reported the opposite<sup>5</sup>. Perceived productivity and measured productivity are not the same thing, and that distinction matters.

## Benefits

The clearest benefits are being realized by frequent, literate users — those who have invested time in understanding how to get the most from AI tools. Time saved on routine tasks and improved research capability are the most commonly reported gains.

However, these benefits are currently limited by surrounding processes that have not kept pace: faster code generation means little if review, testing and deployment pipelines remain slow. The productivity ceiling is less about AI capability and more about systemic readiness.

## Opportunities

The replacement narrative that has dominated headlines does not reflect what professionals are actually experiencing. Senior scepticism, combined with the continued importance of human oversight, suggests the near-term reality is augmentation rather than automation. **The more pressing challenge is upskilling: 76% of professionals are developing AI skills on their own initiative, with little support from employers.** As AI fluency becomes a standard job requirement — appearing nearly seven times more frequently in listings than two years ago — organizations that fail to invest in structured development risk being outpaced by individuals who took it upon themselves to adapt.

## External references

1. Stack Overflow. (2025). The 2025 Developer Survey. Available at: <https://survey.stackoverflow.co/2025>
2. Hertel, G., van der Heijden, B. I. J. M., de Lange, A. H., Deller, J., Kunze, F., Boehm, S., & Bruch, H. (2013). Age, resistance to change, and job performance. *Journal of Managerial Psychology*, Vol. 28 No. 7-8 pp. 741–760, doi: <https://doi.org/10.1108/JMP-06-2013-0194>
3. ElectroIQ. (2026). Teamwork statistics by human resource, collaboration and facts. Available at: <https://electroiQ.com/stats/teamwork-statistics>
4. Gallup. (2023). 6 workplace trends leaders should watch in 2024. Available at: <https://www.gallup.com/workplace/547283/workplace-trends-leaders-watch-2024.aspx>
5. Model Evaluation & Threat Research (METR). (2025). Measuring the impact of early-2025 AI on experienced open-source developer productivity. Available at: <https://metr.org/blog/2025-07-10-early-2025-ai-experienced-os-dev-study>
6. McKinsey & Company. (2025). Agents, robots, and us: Skill partnerships in the age of AI. Available at: <https://www.mckinsey.com/mgi/our-research/agents-robots-and-us-skill-partnerships-in-the-age-of-ai>

**For more industry insights  
visit our website**

[amoriabond.com/insights/](https://amoriabond.com/insights/)