

# AI Leadership Self-Assessment

Five questions that reveal whether your leadership team is ready to drive AI adoption or standing in its way.

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Score each question honestly. Circle the letter that best describes your current reality, not your aspiration. Total your points at the end.

## Question 1

**When a new AI tool could replace a function your team currently handles, what is your leadership team's first reaction?**

<b>A</b>	Resistance. Someone says 'our people are better' without testing it.	(0 pts)
<b>B</b>	Curiosity, but no one owns the decision and it stalls.	(1 pts)
<b>C</b>	A structured evaluation: cost, speed, quality, and a 30-day test.	(2 pts)
<b>D</b>	Already done. We have a standing decision filter. If AI is better, we switch. No debate.	(3 pts)

## Question 2

**How does your leadership team stay current on what AI can do?**

<b>A</b>	We don't. Someone mentions something they saw on LinkedIn occasionally.	(0 pts)
<b>B</b>	One person on the team is the 'AI person' and everyone else defers to them.	(1 pts)
<b>C</b>	Most of the team uses AI tools regularly and shares what works.	(2 pts)
<b>D</b>	Every leader on the team uses AI daily. We have a shared operating cadence around it.	(3 pts)

## Question 3

**What happens when AI produces a wrong answer or a bad output in your organization?**

<b>A</b>	It gets used as proof that AI doesn't work. People point to it for months.	(0 pts)
<b>B</b>	We acknowledge it but don't have a process for improving the input.	(1 pts)
<b>C</b>	We treat it like any other process failure: find the root cause, fix the prompt or data, move on.	(2 pts)
<b>D</b>	Errors are expected. We have feedback loops that improve AI output continuously. Nobody panics.	(3 pts)

#### Question 4

**If you eliminated every role in your company that AI could handle at 80% quality or better, what would happen?**

<b>A</b>	We have never asked this question.	(0 pts)
<b>B</b>	We've thought about it but the conversation makes people uncomfortable, so we avoid it.	(1 pts)
<b>C</b>	We've mapped it. We know which roles are at risk and we're planning transitions.	(2 pts)
<b>D</b>	We already did it. Our headcount reflects what humans uniquely do. Everything else is AI.	(3 pts)

#### Question 5

**Does your CEO or top leader use AI tools personally, every day?**

<b>A</b>	No. They talk about AI but don't use it.	(0 pts)
<b>B</b>	Occasionally. They've tried it but it's not part of their routine.	(1 pts)
<b>C</b>	Yes, for specific tasks like drafting or research.	(2 pts)
<b>D</b>	Yes, for everything: morning dashboards, decision-making, writing, analysis, communication. It's their operating system.	(3 pts)

# Scoring

Add up your points from all five questions.

Score	Level	What it means
0 - 4	<b>Leadership is the blocker</b>	Your team talks about AI but nobody uses it, nobody owns it, and errors are treated as proof it doesn't work. Until leadership changes its behavior, nothing else moves.
5 - 8	<b>Leadership is interested but passive</b>	There is awareness and some experimentation but no system. AI adoption depends on one champion instead of being embedded in how the whole team operates. This is fragile.
9 - 12	<b>Leadership is driving adoption</b>	The team uses AI, has decision filters, and treats failures as iteration opportunities. The gap is between structured adoption and AI being the default operating system.
13 - 15	<b>Leadership is AI-native</b>	AI is how the business runs, not a feature bolted on. Headcount reflects it. Decisions are made faster. The question now is whether you are sharing what you know.

## YOUR SCORE

Total Points (out of 15):

Your Level:

## WHAT TO DO WITH THIS

This is not a test you take once. Run it quarterly. Share it with your leadership team and have each person score themselves independently. Where the scores diverge is where the real conversation starts.

The single highest-leverage move for any company: get the CEO using AI every day, for real work, in public. Everything else follows from that.

**"If your CEO does not use AI daily, your AI strategy is a memo, not a reality." — The AI Boss**