



**Mindset180**

**AI Organizational  
Readiness**

**Prepared for:**

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# Introduction

Thank you for completing the AI Readiness Assessment. This assessment is designed to provide a clear, practical view of how prepared your organization is to use AI responsibly and effectively across three critical dimensions: Strategy & Governance, Process Readiness & Automation, and People Enablement & AI Literacy.

The results are not intended as a test or a measure of technical sophistication. Instead, they offer a snapshot of current strengths, gaps, and patterns that influence how well AI initiatives can scale, deliver value, and remain sustainable over time. This readout summarizes your results, highlights key observations, and outlines recommended next steps to help you move forward with greater clarity and confidence.

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# Dimensions

The AI Readiness Assessment evaluates readiness across three interconnected dimensions. Together, these dimensions reflect not just whether AI is being used, but whether it can be used **consistently, responsibly, and at scale**.

## Strategy, Governance & Risk

This dimension assesses leadership clarity and organizational guardrails around AI use. It looks at how well AI efforts are aligned to business goals, whether decision ownership and accountability are clear, and how governance and risk management are integrated into existing leadership and delivery structures. Strong performance in this area indicates that AI adoption is guided by intent and oversight, rather than experimentation alone.

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## Process Readiness & Automation

This dimension evaluates how prepared core workflows are for AI and automation. It focuses on process clarity, the ability to identify gaps and inefficiencies, discipline around what should or should not be automated, and how exceptions and ownership are handled. Strong readiness here suggests that AI and automation will amplify value rather than expose underlying process weaknesses.

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## People Enablement & AI Literacy

This dimension examines the human side of AI readiness. It assesses whether people understand what AI can and cannot do, know when and how to use it appropriately, feel confident evaluating and challenging AI output, and remain accountable for decisions. It also considers psychological safety, ethics, and responsible use. Strength in this area indicates that AI can be embedded into everyday work without confusion, fear, or overreliance.

## Overall Score

**2.43 (out of 5)**

## Overall Summary

The results reflect an organization that is **actively engaging with AI at the team and individual levels, but without sufficient strategic alignment, governance clarity, or shared confidence to support consistent, scalable use**. There are encouraging signs of responsible behavior, particularly around judgment-heavy decisions and automation restraint—but these behaviors are emerging **in the absence of clear leadership direction and guardrails**.

This creates a pattern in which AI use is situational rather than intentional, driven by local initiative rather than organizational clarity. While this limits immediate risk, it also constrains long-term value.

# Dimension Scores

## Strategy Score

**1.60 (out of 5)**

## Strategy Summary

### What the Results Indicate

The strategy and governance signals are **consistently weak** across this dimension. Scores suggest that AI activity is occurring without a shared understanding of purpose, success criteria, or ownership.

Key indicators:

- Very low alignment on **why AI is being used** and **what success looks like**
- Unclear decision ownership and escalation paths
- Limited practical guidance for everyday AI use
- Governance that does not yet feel embedded in existing leadership structures.

At the same time, there is **moderate awareness** that human judgment must override AI in certain situations, suggesting that risk instincts exist even if formal structures do not.

### Consultant Interpretation

This pattern is typical of organizations in an **early, exploratory phase of AI adoption**, where experimentation precedes strategy. While this can generate learning, it also creates inconsistency and decision fatigue. Without clearer intent and governance, AI initiatives are likely to remain fragmented, difficult to scale, and vulnerable to avoidable risk.

The primary issue here is **not lack of interest or capability**, but lack of **direction and integration**.

## Process Score

**3.00 (out of 5)**

## Process Summary

### What the Results Indicate

Process readiness shows **moderate but uneven maturity**. There is evidence of discipline in avoiding premature automation and maintaining human responsibility, but weaker signals around identifying friction and intentionally optimizing workflows.

Key indicators:

- Core workflows are somewhat understood, but gaps and inefficiencies are not clearly surfaced.
- Decisions about what to automate versus augment are inconsistent.
- Exception handling and decision points are reasonably defined.
- Automation ownership and monitoring exist but are not yet strong differentiators.

### Consultant Interpretation

This suggests an organization that is **cautious about automation**, which is positive, but not yet systematic in preparing processes for AI support. AI and automation are likely being layered onto workflows that are only partially optimized, increasing the risk of rework and complexity over time.

The opportunity here is to shift from *“don’t automate the wrong thing”* to *“intentionally prepare the right things.”*

## People Score

**2.70 (out of 5)**

## People Summary

### What the Results Indicate

The people dimension shows the **widest spread of scores**, revealing uneven confidence and capability across the organization.

Key indicators:

- Limited understanding of what AI can and cannot do.
- Low confidence around ethics, security, and data sensitivity
- Very low psychological safety to experiment and learn.
- Stronger performance in prompting, evaluating output, and maintaining accountability.

### Consultant Interpretation

This is a classic **confidence gap**, not a skill gap.

People are engaging with AI and showing good judgment once they do, but they lack:

- A shared mental model of AI
- Clear boundaries for safe use
- Reassurance that learning and experimentation are supported.

As a result, AI use is likely inconsistent; some individuals move forward confidently, while others hesitate or avoid it altogether. This creates uneven adoption and hidden risk.

# Cross-Dimension Pattern (Important Insight)

Across all three dimensions, one pattern stands out:

**Individual responsibility is stronger than organizational clarity.**

People are behaving responsibly **despite** unclear strategies, inconsistent processes, and limited guidance. That's a strength—but it's also a signal that the organization is relying too heavily on individual judgment rather than shared structure.

This approach does not scale.

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## Consultant-Level Implications

If current patterns continue:

- AI value creation will remain localized and difficult to measure.
- Risk will be managed informally rather than systematically.
- Confidence gaps may widen as AI expectations increase.
- Automation efforts may stall or underdeliver due to insufficient process readiness.

However, because foundational instincts are already in place, the organization is well-positioned **to improve rapidly** with the right sequencing.

## Recommended Focus Areas

From a strategic standpoint, the most effective sequence would be:

1. **Establish clear AI strategy and governance.**
  - Define intent, ownership, and guardrails.
2. **Prepare a small number of workflows intentionally.**
  - Optimize before automating.
3. **Build shared AI literacy and psychological safety.**
  - Focus on confidence, boundaries, and judgment—not tools.

This sequence reduces risk while unlocking momentum.

## Closing & Next Steps

Thank you for taking the time to complete the AI Readiness Assessment. Thoughtful reflection is the first step toward building AI capability that is responsible, sustainable, and aligned with how your organization works.

This assessment provides a high-level snapshot of readiness and highlights key patterns across strategy, process, and people. To develop a deeper, more actionable understanding, additional discovery through conversation, context, and targeted exploration would be required. AI readiness is rarely revealed fully through a single instrument; it emerges through dialogue and shared sense-making.

We will follow up with you to discuss these results, answer any questions, and explore whether further support would be helpful as you consider next steps. Regardless of the path you choose, we appreciate the opportunity to support your thinking and wish you continued success as you navigate AI adoption with clarity and intention.