

The Jonesi Consultancy | Houston, TX

EXECUTIVE AI ADOPTION · READINESS DIAGNOSTIC

THE AI READINESS SELF-CHECK



A Five-Minute Self-Assessment for Leaders Who Want an
Honest Read on Where Their Organization Actually Stands

Ten questions. One score. A clear starting point.

BEFORE YOU BEGIN

Most organizations cannot answer a simple question: are we ready to get value out of AI, or are we about to spend money finding out that we are not? This self-check will not tell you everything. It will tell you enough to know which conversation to have next.

1 How to Use It

Score what exists

Read each statement and score it from 0 to 3 based on what is true today, not what is planned.

Be strict

Score against evidence you could show someone. If you cannot point to it, it is not a 3.

Take it twice

Have three to five leaders and three to five frontline staff take it separately. The gap between the two averages usually says more than the score itself.

Total it

Add the ten scores for a total out of 30, then find your band on page 4.

The Scoring Scale

0 NOT AT ALL

No evidence of this in the organization.

1 SOMEWHAT

Happening in pockets, informally, or only in one team.

2 MOSTLY

True across most of the organization, with gaps.

3 FULLY

True organization-wide, and you could demonstrate it.

A NOTE ON HONESTY

The value of this exercise is entirely in how strictly you score it. A generous read produces a comfortable number and no useful information. If two people in the same organization score it six points apart, that disagreement is the finding.

2 The Ten Statements

Mark one number for each statement. Add up the number values of each response selected for your total score.

#	STATEMENT	0	1	2	3
1	Leadership has said, in writing, why AI matters to this organization specifically, not why AI matters in general.	☐	☐	☐	☐
2	Our people can describe what current AI tools do well and where they fail, without relying on headlines or hype.	☐	☐	☐	☐
3	Staff know which AI tools are approved for use and what information must never be entered into them.	☐	☐	☐	☐
4	People here can experiment with AI without worrying that it makes them look incompetent or replaceable.	☐	☐	☐	☐
5	Our staff have had AI training built around their actual job, not a single generic overview session.	☐	☐	☐	☐
6	There is a shared habit of verifying AI output before it reaches a client, a board, or a public channel.	☐	☐	☐	☐
7	AI use appears in at least one written procedure or workflow, not only in individual habits.	☐	☐	☐	☐
8	Teams share what is working, such as prompts, examples, and cautions, through some structured channel.	☐	☐	☐	☐
9	We can point to a specific measured outcome from AI use: hours saved, errors reduced, or cycle time cut.	☐	☐	☐	☐
10	Someone owns AI oversight by name, with a set schedule for reviewing use, risk, and results.	☐	☐	☐	☐
YOUR TOTAL SCORE		/ 30			

0-7

8-15

16-23

24-30

0-7 FOUNDATIONAL*AI is happening to you rather than for you.*

People are almost certainly using AI already, without guidance, guardrails, or a shared understanding of what it is for. The risk here is not that you fall behind on technology. It is that unmanaged use quietly creates quality problems and data exposure while leadership assumes nothing is happening.

YOUR FIRST MOVE: Start with shared understanding. Before any tool decision, get leadership and staff speaking the same language about what AI does, what it does not do, and why it matters to this organization.

8-15 DEVELOPING*There is interest, but no infrastructure underneath it.*

Enthusiasm exists in pockets, usually driven by a few self-taught early adopters. Everyone else is waiting to be told whether this is allowed. Without permission and guardrails, the gap between the confident few and the hesitant many keeps widening.

YOUR FIRST MOVE: Give people permission and boundaries at the same time. Publish an AI use policy, name what is off limits, and make it explicit that careful experimentation is expected rather than tolerated.

16-23 OPERATIONAL*Real skill exists. It is not yet organized.*

Individuals are getting genuine value, but that value lives in personal habits rather than in how the work is done. When those people change roles, the capability leaves with them. Productivity is real and largely invisible to leadership.

YOUR FIRST MOVE: Move from individual skill to organizational capability. Pick two or three workflows that matter, redesign them around where AI actually helps, and write the procedure down.

24-30 STRATEGIC*You are past adoption. The question is durability.*

AI is embedded in how work happens and leadership can see it. The failure mode at this level is not resistance, it is drift: practices slip, quality slides, and the investment becomes hard to defend once the initial enthusiasm fades.

YOUR FIRST MOVE: Govern it and measure it. Put oversight, review cycles, and a defensible measurement framework in place so the gains hold and the numbers survive a board conversation.

4

What This Self-Check Does Not Tell You

This is a temperature reading, not a diagnosis. Ten questions and a single number cannot tell you where the value is in your particular operation, which teams are ready and which are not, what your workforce actually believes about AI, or what success should be measured against. Those answers require evidence gathered from your people rather than a score assigned by one person in a room.

The full Discovery and Readiness Assessment we run with clients scores five dimensions over four to six weeks. It produces a workforce sentiment baseline, an agreed measurement plan for return on investment, and a composite readiness score that sets a realistic pace for everything that follows. Critically, it settles what you will measure before any money is spent, which is the step most organizations skip and later regret.

WHERE MOST ORGANIZATIONS GO WRONG

They buy tools and schedule training before anyone has established what the workforce believes, what it fears, and what success will be measured against. It is the most expensive mistake in AI adoption, and it is entirely avoidable.

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A Reasonable Next Step

If your score landed lower than you expected, that is useful information rather than bad news. Nearly every organization we work with starts below where its leadership assumed it was. Knowing the real number is what makes the next decision a sound one.

THIS WEEK

Take the self-check to your leadership team and have each person score it independently.

THIS MONTH

Compare the leadership average to the frontline average and discuss the gap.

THIS QUARTER

Decide whether you are ready to establish a real baseline before you invest further.

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Want a second opinion on your score?

We will walk through your results with you and tell you honestly whether you need us yet.

