

HILLSIDE AI · AI TRANSFORMATION TOOLKIT

# AI Readiness Scorecard

*Assess your organisation across the five dimensions that determine AI readiness*

Chapter Reference: Chapter 2 — The AI Audit

## HOW TO USE THIS SCORECARD

Complete this scorecard as a leadership team. Score each dimension from 1 (significant gaps) to 5 (mature capability). Complete independently first, then discuss as a group. Divergence in scores is data — it tells you where leadership perceptions differ from operational reality.

### Dimension 1: Data Maturity

1	Data is fragmented across multiple systems. No consistent format, documentation, or governance.
2	Some data centralised but quality is inconsistent. Accessibility limited. Governance informal.
3	Core data assets centralised and reasonably governed. Integration incomplete. Quality varies.
4	Data well-structured, accessible through integrated systems, governed by formal policies.
5	Fully integrated, modern data infrastructure. API-first. Actively maintained for quality.

### Dimension 2: Process Intelligence

1	Most processes informal, undocumented, and highly variable.
2	Some core processes documented but execution varies significantly.
3	Core processes documented and consistently executed. Several AI candidates exist.
4	Most processes well-documented, data-rich. Multiple strong AI use cases identifiable.
5	Processes highly structured. AI can be applied across multiple functions immediately.

### Dimension 3: Talent Readiness

1	No internal AI capability. Limited staff exposure. Significant change resistance likely.
2	Small number of individuals with AI skills. No structured training delivered.
3	Some AI capability exists. Leadership has basic literacy. General training beginning.
4	Dedicated AI talent exists or being recruited. Leadership AI-literate. Training in place.
5	Strong internal AI capability. Culture of experimentation. Continuous AI learning embedded.

### Dimension 4: Technology Infrastructure

1	Predominantly legacy systems. Limited cloud. Poor integration. Significant investment required.
2	Mix of legacy and modern systems. Some cloud adoption. Integration possible but complex.
3	Substantial cloud adoption. Core systems can integrate with AI tools. Some legacy constraints.
4	Modern, cloud-native infrastructure. Good integration. Ready for most AI deployments.
5	Fully modern, well-integrated, scalable. API-first architecture. Ready to deploy and scale AI.

### Dimension 5: Leadership Alignment

1	No shared understanding of AI. No accountability. No board-level AI conversation.
2	AI discussed but without shared definition, ownership, or agreed priorities.
3	Working understanding of AI. Some accountability assigned. Intent broadly agreed.
4	Leadership well-aligned on AI priorities and outcomes. AI in strategic planning.
5	Full alignment. Clear accountability. AI formally embedded in strategic planning and reporting.

### SCORE INTERPRETATION

Score Range	Stage	Recommended Action
5 – 10	Foundational	Build before you deploy. Address data and leadership gaps first.
11 – 15	Developing	Pilot carefully. Invest specifically in your lowest-scoring dimensions.
16 – 20	Advancing	You are ready to launch and scale. Prioritise use case selection.
21 – 25	Leading	Focus on governance and competitive differentiation through AI.

<b>KEY INSIGHT</b>	<i>Your total score is context. The real value is in the pattern of individual dimension scores. Any dimension scoring below 3 represents a constraint that must be addressed before full-scale AI deployment in that area.</i>
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