

HILLSIDE AI · AI TRANSFORMATION TOOLKIT

AI Culture Readiness Assessment

Ten questions to diagnose your organisation's cultural readiness for AI adoption

Chapter Reference: Chapter 7 — Building the Team, the Tools, and the Culture for AI

INSTRUCTIONS

Rate each statement from 1 (strongly disagree) to 5 (strongly agree). Complete independently as a leadership team. Compile scores. The three lowest-scoring questions are your collective cultural blind spots — assign an owner and a 90-day action to each.

1. Our organisation has a track record of successfully adopting new technology.

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Consider the last 3 major technology changes. Were they adopted smoothly and broadly?

2. Our people generally feel informed and consulted when significant operational changes are introduced.

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Do you have structured change communication processes? Are they actually used?

3. Our leadership team models curiosity and openness to new ways of working.

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When was the last time a senior leader publicly tried something new and acknowledged the learning curve?

4. Mistakes and failures in new initiatives are treated as learning opportunities rather than performance failures.

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Is there documented evidence of this — or is it aspiration?

5. Our people trust that the organisation will invest in reskilling them when their roles change.

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What is your track record on reskilling commitments made during previous transformations?

6. Our organisation has clear channels for raising concerns about new initiatives.

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Can a frontline employee raise a concern about an AI system and expect a substantive response?

7. We have examples of bottom-up innovation — ideas from frontline staff that were adopted.

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Name one specific example. If you cannot, score this a 1 or 2.

8. Data-driven decision making is already valued and practised in our organisation.



Are business decisions routinely supported by data analysis — or is this limited to specific functions?

9. Our managers are equipped and incentivised to support their teams through change.



Is change management support part of manager performance expectations and training?

10. Our people are more likely to see AI as an opportunity for their careers than as a threat.



How do you know? When did you last have a structured conversation about this with your teams?

SCORE INTERPRETATION

Score	Level	Recommended Action
40 – 50	Strong Readiness	Maintain psychological safety. Feed early AI success stories back to the organisation.
28 – 39	Developing Readiness	Invest in manager capability, communication quality, and explicit reskilling commitments.
17 – 27	Significant Work Needed	Address trust deficits. Create genuine participation mechanisms before full-scale deployment.
10 – 16	Critical Constraint	AI adoption should proceed slowly and carefully with intensive change management at every stage.

Action Planning: Your Three Lowest Scores

Question #	Score	Root Cause (Discuss)	90-Day Action	Owner	Due Date

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