

Enterprise AI Literacy Diagnostic

A self-assessment for leadership and function teams

How to use this diagnostic

Read each statement below. Answer **Yes** or **No** based on your honest assessment of where your organization stands today — not where you would like it to be.

There are 16 statements across four layers. Each **Yes** scores 1 point. Total your score at the end and read the corresponding result.

This diagnostic is designed for a leadership team or function head to complete in under 10 minutes. It is not a technical assessment — it is a strategic readiness check.

Layer 1 Foundational Understanding — AI Concepts

Does your organization have a shared, working understanding of what AI is and what it cannot do?

Most employees who use AI tools understand the difference between generative AI, predictive AI, and automation.	Yes / No
Leadership can explain the limitations of AI outputs — including hallucinations, bias, and data boundaries — without relying on the IT team.	Yes / No
Our organization has a shared vocabulary for AI that is used consistently across functions.	Yes / No
Employees understand the difference between enterprise AI and consumer AI, and why it matters.	Yes / No

Layer 1 score: ___ / 4

Layer 2 Applied Intelligence — Use Case Mapping

Can your teams translate AI potential into real workflow opportunities?

Teams across functions can identify at least 2–3 specific processes where AI could reduce friction or improve output quality.	Yes / No
We have a structured way to evaluate AI opportunities by impact and feasibility — not just intuition or enthusiasm.	Yes / No
Function teams know where human judgment must remain in control, and where AI can safely operate autonomously.	Yes / No
We have moved at least one AI opportunity from idea to a structured pilot concept in the last 12 months.	Yes / No

Layer 2 score: ___ / 4

Layer 3 Responsible AI — Ethics, Risk and Judgment

Does your organization have the judgment to question, verify, and govern AI outputs?

Employees are expected to verify AI-generated outputs before using them in decisions — and they do.	Yes / No
We have a clear policy on responsible AI use that employees are aware of and can apply in practice.	Yes / No
Leadership understands the EU AI Act's Article 4 AI literacy obligation and what it requires of our organization.	Yes / No
Our teams know when to escalate, override, or flag an AI output — and have a process for doing so.	Yes / No

Layer 3 score: ___ / 4

Layer 4 Human Capabilities AI Cannot Replace

Is your organization actively protecting the human skills that AI cannot automate?

Our teams are encouraged to form their own judgment before consulting AI — not after.	Yes / No
Critical thinking and independent problem framing are explicitly valued in how we evaluate performance and decisions.	Yes / No
Leadership actively models how to work with AI as a tool — rather than deferring to it as an authority.	Yes / No
We have discussed the risk of over-reliance on AI and taken steps to protect against strategic drift.	Yes / No

Layer 4 score: ___ / 4

Your Total Score

Total score: ___ / 16 (Layer 1: ___ + Layer 2: ___ + Layer 3: ___ + Layer 4: ___)

13 – 16	Strong foundation	Your organization has solid AI literacy across most dimensions. Focus on the gaps revealed by your layer scores and build continuity into your program.
9 – 12	Developing capability	Good progress in some areas, but meaningful gaps remain. Prioritize the layers with the lowest scores — these are where AI investments are most at risk.
5 – 8	Early stage	Your organization is using AI tools without the literacy to use them well. A structured program across leadership and function teams is the immediate priority.
0 – 4	Significant exposure	The gap between AI tool access and organizational capability is wide. Investment in AI literacy should be treated as urgent — not optional.

Where to Look First

Your lowest-scoring layer is the most useful signal. It points to the specific capability gap that is most likely to be limiting your AI value.

Lowest score in Layer 1	Start with building a shared AI vocabulary and conceptual foundation. Teams cannot apply what they do not understand.
Lowest score in Layer 2	Prioritize applied workshops. Teams need a structured process for identifying and evaluating real AI opportunities within their function.
Lowest score in Layer 3	Address governance and responsible AI as a priority. This is also the area with direct regulatory implications under the EU AI Act.
Lowest score in Layer 4	Invest in cultivating critical thinking and independent judgment. This layer is often the last to be addressed — and the first to erode under heavy AI use.

Next Steps

If this diagnostic has surfaced gaps worth addressing, two programs from the AI for Enterprise Transformation Series are designed to help.

Track A — Executive AI Literacy & Strategic Direction

Half day • Executive format • Up to 12 participants

For C-suite and board members who need decision-ready AI intelligence — not technical training. Participants leave with a prioritized AI agenda, a pilot candidate, and the confidence to lead AI conversations at board level.

Track B — Applied AI Literacy & Pilot Design

Full day • Function-based • 15–20 participants per group

For function teams across Marketing, Finance, HR, Sales, Operations, Legal and IT. Delivered per function, with workshops mapped to participants' actual work. Teams leave with 3–5 AI opportunities identified and a structured pilot concept ready to act on.

To discuss your diagnostic results or explore which program fits your organization, reach out directly:

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