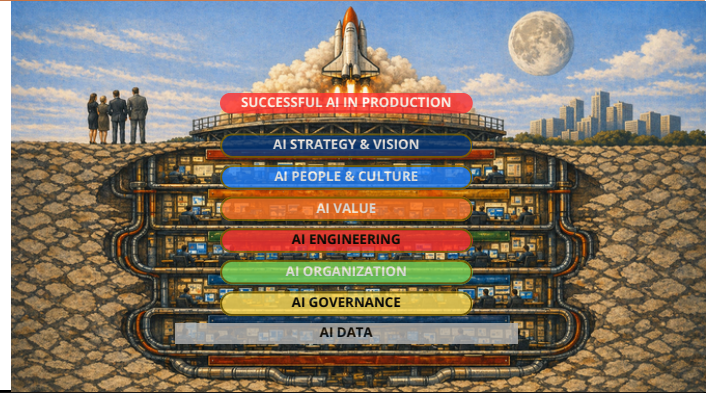


WHAT SKIPPING AN ASSESSMENT COSTS YOU

Without a diagnosis, you're **guessing** which layer is broken.

Most AI rollouts fail not because the technology is wrong — but because the organization beneath it wasn't ready. An assessment tells you exactly which domain is the **constraint**, and at what **maturity level**. Skip it, and you **treat symptoms instead of causes**.



WITHOUT ASSESSMENT

- ✗ Generic training deployed to everyone
- ✗ More tools added to an ungoverned stack
- ✗ Adoption KPIs never defined
- ✗ Same problem resurfaces in 6 months

WITH ASSESSMENT

- ✓ Precise constraint domain/capability identified
- ✓ Remediation sequenced - 1 layer at a time
- ✓ Effort focused only on what moves the needle
- ✓ Portfolio builds on a stable foundation

The example below shows how a symptom traces back to its **primary domain & underlying capabilities**. Without an assessment, that weakness isn't discovered until after rollout—when adoption **stalls**, frustration **builds**, and remediation **costs 2-4x more**.

EXAMPLE DIAGNOSTIC

PRESENTING SYMPTOM

“AI adoption is slow or not at all”

Post-deployment failure

Change resistance

DOMAIN CONSTRAINT

Primary domain

AI People & Culture

Secondary capability:

- Adoption & Behavior Change (L1-2)
- Cultural Integration & Sustainability (L1-2)

● ● ○ ○ ○ Level 1-2. Awareness / Exploration

WHAT'S ACTUALLY BROKEN

- AI is **not embedded into daily workflows**
- Employees **do not see AI as part of how work gets done**
- Usage is **optional, inconsistent & not reinforced**
- No **behavioral expectations or accountability** tied to AI usage
- Adoption depends on **individual initiative, not organizational norms**

POSSIBLE SECONDARY GAPS

- heavy leadership rebuild
- broad skills gap
- generic training

REMEDIATION TARGET

Move Adoption & Culture → Level 3 (Formalization)

- Define **when & where AI must be used in workflows**
- Establish **clear behavioral expectations (not optional usage)**
- Introduce **team-level accountability for AI utilization**
- Embed AI usage into **performance conversations / operating norms**
- Track **adoption KPIs (actual usage, task-level impact, consistency)**

WHAT NOT TO DO

- ✗ Do NOT launch more broad training programs
- ✗ Do NOT assume awareness = adoption
- ✗ Do NOT add more tools to “force” usage
- ✗ Do NOT treat this as a skills problem

THE DIFFERENCE

Generic advice says "improve adoption." A sequenced portfolio roadmap says **domain → level → next layer** to build. That precision only comes from an assessment.