







AIQ – AI Quotient

Measure, Benchmark, and Accelerate Workforce AI Readiness






AI is reshaping roles, skills, and ways of working faster than most organizations can adapt. Yet many enterprises still lack a structured, measurable view of workforce AI readiness. Without clear visibility, they risk misaligned investments, stalled transformation programs, and widening capability gaps.

AIQ transforms workforce AI readiness into a measurable, actionable framework. Using Prismforce’s AI-powered role, skill, and task intelligence, it benchmarks AI expectations for every role, measures employee readiness, and identifies targeted actions to close capability gaps—helping organizations accelerate AI adoption and build a future-ready workforce.

Capabilities







-  AIQ readiness benchmarks based on Prismforce’s proprietary role-skill-task graph
-  AI capability inference from resumes, projects, learning history, certifications, and code repositories
-  Proctored adaptive assessments delivered through Prismforce, SelectPrism, or Microsoft Teams
-  Individual dashboards with readiness scores, percentile rankings, and learning recommendations
-  Organization-wide analytics with gap analysis and progress tracking
-  Flexible delivery through the Prismforce platform, APIs, or batch exports

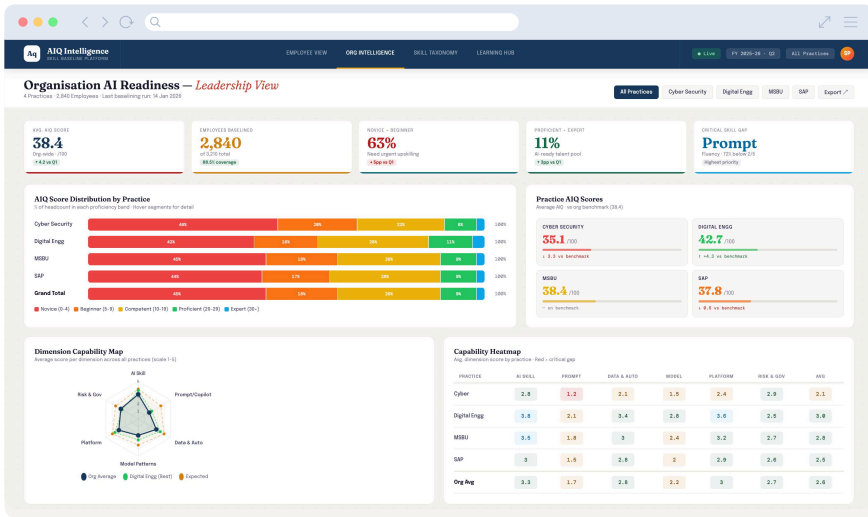
Key Benefits

-  Role-level AI readiness benchmarks for 400+ roles, creating a clear baseline for every role
-  Multi-signal measurement combining profiles, inference, telemetry, and assessments for accurate readiness scoring
-  Leadership dashboards with readiness radars, percentile rankings, and detailed gap analysis
-  Personalized learning paths and adjacent role recommendations to accelerate employee growth
-  Adaptive assessments with 2,000+ SME-validated questions and embedded debiasing

The Six Dimensions of AIQ

AIQ measures readiness across six dimensions, each assessed across four levels: Beginner, Proficient, Advanced, and Expert.

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| <div data-bbox="84 1720 758 1854">  <p>AI Skill Competence
Understanding of AI and ML concepts such as tokens, embeddings, RAG, fine-tuning, context windows, model selection, latency, caching, and evaluation.</p> </div> | <div data-bbox="901 1720 1536 1854">  <p>Prompt & Copilot Fluency
Ability to create effective prompts, build multi-step prompt workflows, use copilots safely, validate outputs, and improve productivity.</p> </div> |
| <div data-bbox="84 1881 758 2016">  <p>Data & Automation
Skills in data pipelines, privacy, workflow automation, embedding-based search, and cost-efficient orchestration.</p> </div> | <div data-bbox="901 1881 1536 2016">  <p>Model Patterns
Knowledge of RAG, summarization, classification, routing, A/B testing, caching, and other production-ready AI patterns.</p> </div> |
| <div data-bbox="84 2042 758 2181">  <p>Platform & Low-Code
Competence in deployment, observability, CI/CD, containerization, serverless infrastructure, and low-code AI platforms.</p> </div> | <div data-bbox="901 2042 1536 2181">  <p>Risk & Governance
Understanding of privacy, security, bias, access control, auditability, prompt injection, and enterprise AI governance.</p> </div> |



- 2-5 X** increase in AI skill visibility
- 12** point increase in proficient-and-above employees within six months
- Approximately 10-point shift toward growth and emerging skills over two years

Use Cases

Measure Organization-Wide AI Readiness

Benchmark every role and employee against AI proficiency expectations to create a single, measurable view of workforce AI readiness across business units, practices, and geographies.

Accelerate AI Upskilling Programs

Replace generic training with targeted, dimension-specific interventions based on each employee's readiness gaps.

Inform AI Talent Strategy

Identify which roles are most affected by AI, where capability concentrations exist, and where hiring, redeployment, or reskilling is required.

Drive AI Adoption Across Teams

Use AIQ scores, learning paths, and progress tracking to build structured adoption programs across delivery, engineering, and business teams.

De-Risk Workforce Transformation Investments

Ground workforce planning and AI transformation budgets in measured capability gaps, enabling smarter prioritization and stronger ROI.

Rapid Pilot Deployment

No integration is required to get started. Organizations can share available data in PDF, Excel, or CSV format, including resumes, ATS records, project histories, learning completions, and performance data.

A four-step pilot—Taxonomy Mapping, Role Benchmarking, Employee Mapping, and Assessments & Interventions—can typically be completed in two to six weeks with minimal client involvement.

About Prismforce

Prismforce is an AI-powered talent management platform. The platform enables end-to-end talent transformation through its suite of products covering skill management (SkillPrism), AI-led talent evaluation (SelectPrism), internal talent marketplace (IntelliPrism), forecasting and planning (OutlookPrism), and integrated analytics (InsightPrism). Backed by Sequoia, Prismforce has a global team of 200 experts and serves over 700,000 users across 30+ leading technology and enterprise companies worldwide.