

AI READINESS ASSESSMENT

Score your organization across 6 dimensions
and identify the gaps standing between you and AI results.

Strategy | Data | Talent | Governance | Infrastructure | Process

Presented by Silver Compass Inc.

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How to Use This Assessment

Built from operating experience, not advisory theory. Silver Compass executives have led AI initiatives in healthcare, financial services, higher education, and insurance. The questions in this assessment reflect what actually separates organizations that deliver AI results from those that stall.

This assessment gives your leadership team a structured way to measure where your organization stands on AI readiness today. It covers six dimensions that determine whether an AI initiative will succeed or stall. Most organizations that struggle with AI do not have a technology problem. They have a strategy gap, a data gap, or a leadership gap. This tool helps you find out which.

Complete the assessment honestly. Rate each statement based on your current reality, not your aspirations. A low score in one dimension does not mean AI is out of reach. It means you know where to focus first.

Note on Dimensions 4, 5, and 6: Governance and Risk (Dimension 4) and Technology Infrastructure (Dimension 5) draw on technical details that your IT leadership team is best positioned to assess. Process Maturity and Change Readiness (Dimension 6) benefits from input across IT, operations, and HR. Consider reviewing those three sections with your CIO, CTO, or CHRO before finalizing your scores.

Rating Scale

Rating	What It Means
1	Not at all true. We have not started here.
2	Slightly true. Early-stage effort, nothing formalized.
3	Partially true. In progress but incomplete or inconsistent.
4	Mostly true. Solid foundation with some gaps remaining.
5	Completely true. Fully in place and functioning well.

Maturity Levels

Your total score (maximum 120) places your organization at one of three maturity levels. Each level reflects patterns we see consistently across organizations at that stage.

Score	Level	What It Typically Looks Like
24 to 54	Beginning	AI tools are in use but no one is accountable for outcomes. Teams are experimenting independently, governance does not exist, data is siloed, and processes are not documented in a way that supports AI insertion. Most organizations entering formal AI evaluation land here. In healthcare and insurance, regulatory complexity often holds organizations in this band even when technology investment is strong.
55 to 84	Developing	A solid foundation in some areas, but uneven readiness limits results. The most common pattern: good technology infrastructure with weak governance, process maturity, and talent leadership. This is where the majority of mid-market organizations sit today. A gap in one dimension can block progress across all others if not addressed before scaling.

85 to 120	Leading	Strong readiness across most dimensions. The focus shifts from readiness to optimization: advanced use cases, competitive differentiation, and governance maturity. Financial services firms with strong compliance cultures and higher education institutions with centralized IT tend to reach this range more quickly. Even high-scoring organizations typically find two or three specific gaps that, if closed, would meaningfully accelerate results.
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**DIMENSION
1****AI Strategy and Vision**

A successful AI initiative starts with a clear strategy tied to business outcomes. This dimension measures whether your organization has defined where AI will create value and built leadership alignment around that vision.

Rate each statement: 1 = Not at all true 3 = Partially true 5 = Completely true

Score

We have a defined AI strategy that is tied to specific business outcomes, not just technology goals.

1	2	3	4	5
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Our leadership team has aligned on where AI will deliver the most value in the next 12 months.

1	2	3	4	5
---	---	---	---	---

We have a roadmap for AI implementation with clear milestones, owners, and success metrics.

1	2	3	4	5
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Our board or executive team receives regular updates on AI progress and expected return on investment.

1	2	3	4	5
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DIMENSION SCORE (add the four rows above, max 20):

___ / 20

**DIMENSION
2****Data Readiness**

AI is only as good as the data behind it. Data gaps are the most common reason AI projects fail or underperform. This dimension measures whether your data infrastructure, quality, and governance can support AI at scale.

Rate each statement: 1 = Not at all true 3 = Partially true 5 = Completely true

Score

We have centralized, accessible data covering the business areas where we intend to deploy AI.

1	2	3	4	5
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Our data is clean, consistently structured, and labeled in a way that AI tools can use effectively.

1	2	3	4	5
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We have data governance policies that address quality, ownership, access controls, and privacy.

1	2	3	4	5
---	---	---	---	---

We know where our critical data lives, who owns it, and how current it is.

1	2	3	4	5
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DIMENSION SCORE (add the four rows above, max 20):

___ / 20

DIMENSION
3
Talent, Leadership, and Culture

The most common AI gap is not technology. It is leadership and culture. This dimension measures whether your organization has the human capital to evaluate, implement, and govern AI initiatives, whether the right executive owns the outcome, and whether your people are positioned to embrace rather than resist AI-driven change.

Rate each statement: 1 = Not at all true 3 = Partially true 5 = Completely true

Score

We have in-house expertise to evaluate AI vendors, assess implementation risk, and manage delivery.

1	2	3	4	5
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We have a named executive sponsor with clear accountability for AI strategy and business outcomes.

1	2	3	4	5
---	---	---	---	---

Our teams have the skills and training to work alongside AI tools without significant disruption.

1	2	3	4	5
---	---	---	---	---

Middle management in affected departments has been prepared for AI-driven changes to their workflows and team structures.

1	2	3	4	5
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DIMENSION SCORE (add the four rows above, max 20):

___ / 20

DIMENSION
4
Governance and Risk

AI introduces risks most organizations are not yet equipped to manage: bias, privacy violations, regulatory exposure, and reputational harm. This dimension measures whether your governance framework is ready for the AI tools you are considering or already using. *This dimension benefits from input from your IT and legal leadership.*

Rate each statement: 1 = Not at all true 3 = Partially true 5 = Completely true

Score

We have documented policies governing how AI tools can and cannot be used by employees, including tools adopted by individuals or departments without IT oversight.

1	2	3	4	5
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We have assessed the ethical risks and potential for bias in the AI tools we are evaluating.

1	2	3	4	5
---	---	---	---	---

We understand the regulatory and compliance requirements that apply to AI in our industry.

1	2	3	4	5
---	---	---	---	---

We have a defined process for auditing AI outputs for accuracy, fairness, and compliance.

1	2	3	4	5
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DIMENSION SCORE (add the four rows above, max 20):

___ / 20

**DIMENSION
5**
Technology Infrastructure

AI workloads require infrastructure that many mid-market organizations have not yet built. This dimension measures whether your current environment can support AI deployment without major remediation, and whether your security posture addresses AI-specific risks. *This dimension is best scored with direct input from your CIO or infrastructure lead.*

Rate each statement: 1 = Not at all true 3 = Partially true 5 = Completely true

Score

Our current technology environment can support AI workloads without significant infrastructure upgrades.

1	2	3	4	5
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We have cloud infrastructure or cloud-readiness that can scale with AI demand as adoption grows.

1	2	3	4	5
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Our security controls address the specific risks that AI tools introduce, including data leakage and the risks posed by AI agents operating autonomously within our systems.

1	2	3	4	5
---	---	---	---	---

We have integration capabilities to connect AI tools with our existing systems and workflows.

1	2	3	4	5
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DIMENSION SCORE (add the four rows above, max 20):

___ / 20

**DIMENSION
6**
Process Maturity and Change Readiness

AI cannot accelerate a process that has not been defined. This dimension measures whether your core operations are documented and standardized enough to support AI insertion, and whether your organization has the change management capacity to adopt and sustain new ways of working. *This dimension benefits from input across IT, operations, and HR leadership.*

Rate each statement: 1 = Not at all true 3 = Partially true 5 = Completely true

Score

We have a current inventory of AI tools in use across our organization, including tools adopted by individual teams or departments without formal IT approval.

1	2	3	4	5
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Our core business processes are documented and standardized in a way that makes it clear where AI can be inserted without disrupting operations.

1	2	3	4	5
---	---	---	---	---

We have a defined process for identifying, scoping, and prioritizing AI use cases before committing to implementation.

1	2	3	4	5
---	---	---	---	---

Our organization has a track record of successfully adopting new technology, with employees who embrace rather than resist meaningful changes to how work gets done.

1	2	3	4	5
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DIMENSION SCORE (add the four rows above, max 20):

___ / 20

Your Dimension Scores

Dimension	Max	Your Score	Maturity Level
1. AI Strategy and Vision	20	_____	_____
2. Data Readiness	20	_____	_____
3. Talent, Leadership, and Culture	20	_____	_____
4. Governance and Risk	20	_____	_____
5. Technology Infrastructure	20	_____	_____
6. Process Maturity and Change Readiness	20	_____	_____
TOTAL	120	_____	_____

Interpreting your dimension scores: A score below 12 in any dimension signals a concentrated risk that can block your AI initiatives regardless of how well you score in other areas. See the next page for dimension-specific risk signals.

Reading Your Dimension Scores

Your total score tells you where you stand overall. Your individual dimension scores tell you more. A score below 12 in any dimension signals a specific category of risk that can block your AI initiatives regardless of how well you score elsewhere.

Dimension	If You Scored Below 12, Watch For
1. Strategy and Vision	AI investments without clear ROI targets. Competing priorities pulling resources mid-project. No owner to hold the initiative accountable when early results disappoint.
2. Data Readiness	Unreliable model outputs. High remediation costs before any AI tool can be deployed at scale. Significant time lost discovering data quality problems after implementation has started.
3. Talent, Leadership, and Culture	Vendor dependency with no internal counterweight. No executive to course-correct when the initiative drifts from business priorities. Change resistance that slows adoption and erodes ROI before the initiative reaches scale.
4. Governance and Risk	Regulatory exposure from ungoverned AI outputs. Reputational risk from bias or privacy violations that were never reviewed. Policy gaps discovered mid-audit. Shadow AI tools in active use that IT has no visibility into.
5. Technology Infrastructure	Integration failures connecting AI tools to existing systems. Security gaps introduced by AI tools with access to sensitive data. Scalability limits that appear only after deployment. Risk from AI agents operating autonomously without appropriate oversight.
6. Process Maturity and Change Readiness	AI applied to undocumented, inconsistent processes produces inconsistent results. Organizations without change management capacity frequently complete pilots but fail to scale. Resistance at the middle-management layer is the most common barrier to sustained AI adoption.

What Your Score Means

24 to 54 Beginning

Significant gaps exist across multiple dimensions. AI initiatives launched without addressing these gaps typically stall within 90 days: cost overruns, unreliable outputs, or regulatory exposure discovered mid-project. The most valuable investment at this stage is not technology. It is the strategy, data, process, and leadership foundation AI requires to work.

Where to start on your own:

1. Map every current AI initiative, including informal tool use, to a specific business outcome and assign a named owner this quarter.
2. Conduct a two-hour data inventory with IT: where does your most critical business data live, who is responsible for it, and when was it last validated?
3. Designate a single executive as your AI sponsor with a mandate to report progress to the leadership team monthly, even if AI is not yet on your formal roadmap.

55 to 84 Developing

Your organization has made real progress in some areas, but uneven readiness will limit results. The most common pattern at this stage: strong technology infrastructure, weak governance, process maturity, and talent leadership. A gap in one dimension can block progress across all others if not addressed before you scale deployment.

Where to start on your own:

1. Identify your single lowest-scoring dimension and schedule a focused leadership discussion on the two or three root causes driving the gap.
2. Draft a one-page AI acceptable use policy covering what employees can and cannot do with AI tools, and circulate it for comment before formalizing.
3. Document the top three processes most likely to be affected by your planned AI initiatives. Identify where handoffs break down and where AI insertion would require the most change management.

85 to 120 Leading

You have a strong foundation. The focus shifts from readiness to optimization: advanced AI use cases, competitive differentiation, and governance maturity. Even high-scoring organizations typically find two or three specific gaps that, if closed, would meaningfully accelerate results and strengthen board-level confidence.

Where to start on your own:

1. Select your single highest-value AI use case and list every prerequisite: data source, integration point, governance requirement, and skill gap. Schedule a 60-minute internal review this month to confirm or reject the use case based on actual readiness.
2. Pull your AI spend for the last 12 months and calculate measurable ROI for each initiative. If you cannot calculate it, assign an owner to build the measurement framework within 30 days and present results to your board within 60.
3. Run a governance stress test on your three most advanced AI initiatives: evaluate each for bias risk, data privacy exposure, and regulatory change. Assign a named owner to every gap you find and set a resolution date.

The Silver Compass AI Readiness Assessment

The self-assessment you just completed gives you a directional view. The Silver Compass AI Readiness Assessment gives you the full picture.

Our facilitated assessment is a structured, independent evaluation of your organization's AI readiness across all six dimensions. We interview your key stakeholders, review your current technology environment and data infrastructure, evaluate your process maturity and change readiness, and assess your governance posture against the specific AI initiatives you are considering. Typically completed in two to three weeks.

Internal assessments are shaped by politics, optimism, and incomplete visibility. An independent assessment from executives who have led AI initiatives in your industry gives your board an objective baseline, a credible set of priorities, and the confidence that comes from a review that no internal team member had reason to shade.

What You Get from a Silver Compass AI Readiness Assessment
A radar chart visualizing your scores across all six dimensions, giving your leadership team an at-a-glance picture of where readiness is strong and where gaps concentrate
Independent evaluation of all six readiness dimensions by senior technology executives with direct AI deployment experience in your industry
Stakeholder interviews across IT, operations, HR, and leadership to surface gaps your internal team may not see or may not feel safe raising
A written readiness report with dimension-level scores, findings, and supporting evidence from interviews and document review
An AI use case readiness verdict: a clear go, conditional, or not yet recommendation for each of your top planned initiatives, with the specific conditions that must be met before proceeding
A prioritized gap analysis identifying which gaps pose the highest risk to your specific AI initiatives and what it would take to close each one
A 90-day action plan with named owners, concrete steps, milestones, and success metrics your leadership team can execute without outside help
A follow-on briefing with your leadership team or board, delivered as a working session rather than a presentation

Across our facilitated assessments, the most consistent finding is this: the gap that poses the highest risk to an AI initiative is rarely the one the leadership team expected. Internal teams miss gaps not because they lack expertise, but because organizational dynamics make certain problems difficult to surface and name. Independent review changes that. It gives your board a credible baseline and gives your leadership team permission to address problems they already knew existed but could not act on without outside validation.

Organizations that complete a facilitated assessment have a documented baseline, a clear set of priorities, and a 90-day plan they own, regardless of whether they engage ongoing support. For those that do choose to bring in Silver Compass for implementation or fractional leadership, the assessment eliminates the ramp-up period and produces faster results because the foundation is already in place.

Your Next Step

Score	Level	The Right Next Step
24 to 54	Beginning	Do not launch an AI initiative yet. Build the foundation first. Book a 30-minute call with Silver Compass. We will walk through your dimension scores, identify your single highest-risk gap, and tell you exactly where to start.
55 to 84	Developing	You are closer than you think, but the gaps you have will limit your results. A Silver Compass AI Readiness Assessment will identify which gaps pose the highest risk and give you a prioritized plan to close them before you scale.
85 to 120	Leading	You are ready to move. The question is where AI will generate the highest return for your specific situation. Silver Compass can help you identify the highest-value use cases, build a board-ready roadmap, and lead deployment as your Fractional Chief AI Officer.

When you book your call, come with three things: your completed dimension scores, the one or two AI initiatives currently in progress or planned for the next 12 months, and your honest assessment of the single biggest internal obstacle to AI progress. That is all we need to give you a specific, useful answer in 30 minutes.

Book a 30-Minute Discovery Call

In 30 minutes, we will walk through your dimension scores together, identify your single highest-risk gap, and tell you clearly whether a Silver Compass facilitated assessment makes sense for your organization. You will leave with a specific recommendation, not a follow-up deck.

Schedule at yoursilvercompass.com

Plan to reassess. Most organizations reassess every 6 to 12 months. As your AI initiatives mature, your readiness profile changes: governance gaps close, process maturity improves, and new risks emerge. A current baseline ensures your priorities stay aligned with your actual risk, not last year's snapshot.

Silver Compass Inc. provides fractional C-suite technology leadership, AI consulting, and IT assessments to organizations across healthcare, financial services, higher education, insurance, retail, professional services, managed services, and pharmaceutical sectors. Our curated network of senior technology executives brings operating experience to every engagement.

This assessment is provided for informational purposes. Results reflect self-reported organizational data and should be validated through a structured review process.