Al leadership readiness checklist

Are you ready to lead in an Al-driven world?

As AI reshapes the workplace, leaders must adapt and lead boldly—balancing technological innovation with human-centric leadership. Yet, adoption isn't just about technology—it's about trust, integration, and leadership. Research shows that how AI is introduced, communicated, and framed significantly impacts its success in the workplace¹. Use this checklist to assess where your organization falls on the Al leadership readiness scale and identify areas for growth.

- 1. Trends in AI Perceptions: Key Research Insights, BetterUp Labs in partnership with Stanford Social Media Lab, 2025
- 2. New trends in AI use at work, Workforce Labs from Slack, 2024.
- 3. Pilots vs. Passengers, BetterUp Labs in partnership with Stanford Social Media Lab, 2024

Strategic Al integration

- Do you have a clear AI strategy aligned with business goals?
- Have you identified where AI can enhance efficiency without compromising human creativity?
- Is AI being used to augment and support your employees' skills?
- Does your Al integration prioritize collaboration between technology and employees?
- Is your Al implementation guided by ethical principles and human oversight?

Evolving leadership skills

- Are you shifting from a subject-matter expert to a facilitator of collaboration and innovation?
- Are you developing new ways to connect people, ideas, and technology to drive purpose and agility in your organization?
- Are you fostering an environment where employees feel secure and empowered to experiment with AI?
- Are you proactively gathering crossfunctional input to inform your Al integration?

SUPPORTING RESEARCH

Research shows that well-communicated Al integration leads to a 4.7x increase in productivity and a 52% reduction in employee turnover intent.1

Employees at companies with Al guidelines are nearly 6x more likely to experiment with AI tools than those without them. Establishing clear AI usage policies is essential for adoption.²

Al adoption in the workplace is accelerating rapidly—usage of Al tools increased by 47% in the past quarter. Leaders who fail to integrate Al strategically risk falling behind.²

SUPPORTING RESEARCH

Organizations that effectively communicate Al's role see 21x more employees embracing AI as an opportunity rather than an obligation.¹

Research from BetterUp and Stanford's Social Media Lab highlights that employees who adopt a Pilot mindset—one of high agency and optimism are 3.4x more productive and 3.1x more likely to stay at their current jobs than those with a Passenger mindset.³ Leaders play a critical role in shaping these mindsets by clearly communicating Al's purpose and creating a culture of empowerment and experimentation.

Nearly all executives feel pressure to integrate Al into their organizations, with 50% reporting a high degree of urgency. Leaders who proactively guide Al adoption will stay ahead of the curve.2



ACTION STEP

Audit your organization's Al initiatives and ensure they align with both business objectives and workforce well-being.

ACTION STEP

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Redefine leadership roles to prioritize connection, adaptability, and continuous learning.

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Humanizing Al and ethical responsibility

- Does your organization prioritize human-centered AI design — enhancing human capabilities, meeting user needs, and ensuring transparency, fairness, and accountability?
- Are diverse voices included in Al decision-making to prevent bias?
- Do you have guidelines and audit structures to ensure Al is used responsibly, transparently, and inclusively?
- Are you proactively addressing employees' concerns about Al's impact on their jobs and workplace culture?

4 **Future-proofing your** workforce

- Are you investing in upskilling and Al literacy for all employees—not just technical teams?
- Do you have programs in place to develop emotional intelligence, resilience, and adaptability?
- Are you rethinking job design based on Al's capabilities while keeping human expertise central?
- Is Al eliminating "no-joy work" so employees can focus on higher-value tasks?

Measuring success and continuous learning

- Do you have clear KPIs to measure Al's impact on performance, engagement, and well-being?
- Are you tracking both quantitative (efficiency, productivity) and qualitative (trust, innovation) metrics?
- Are you regularly gathering employee feedback on Al's role in the workplace?
- Is there a culture of continuous learning and iteration around Al adoption?

SUPPORTING RESEARCH

Research highlights that Al trust varies significantly by industry, with finance professionals trusting AI the most but also fearing job displacement the most (36% vs. 22% in other industries).1

Ф SUPPORTING RESEARCH

A lack of Al instruction is a major roadblock—leaders who provide structured Al learning opportunities significantly boost workforce adoption.²

Gen Z, despite being digital natives, uses Al 25% less than older generations and is 61% more likely to feel like AI is "happening to them" rather than something they can control.1

SUPPORTING RESEARCH

Al adoption is driven by its measurable benefits—38% of executives see Al increasing efficiency, 35% value its role in data-driven decision-making, and 34% prioritize its impact on innovation.²

Research shows that employees who feel informed about Al's role in their work are 5.7x more likely to integrate AI effectively into their workflows.1



ACTION STEP

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Establish an Al Ethics & Responsibility Committee or guidelines to ensure fair, transparent, and inclusive Al adoption.

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Develop Al learning programs and coaching support to ensure teams can confidently navigate Al-driven changes.

Set up an Al Impact Dashboard to track key Al-related metrics, ensuring continuous learning and improvement.

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Score

20+ You're actively shaping the future of leadership in an Al-driven world. Keep optimizing! AI LEADERSHIP PIONEER 15–19 AI-READY, BUT ROOM TO GROW You're on the right track but should refine areas like ethical Al or workforce upskilling. 10-14 AI AWARE, BUT GAPS EXIST It's time to accelerate AI strategy alignment and leadership evolution. Al is moving fast, and your organization risks falling behind. <10 AI LEADERSHIP RISK ZONE Start with small, targeted steps to integrate Al responsibly.

Next steps for Al-ready leaders

- Schedule a leadership team discussion to review results and align on Al priorities.
- **S** Develop a 90-day Al leadership action plan to strengthen gaps.
- **S** Invest in coaching and development programs to equip leaders with Al-ready skills.

See how BetterUp's Al-powered platform braids together world-class coaching, cutting-edge science, and personalized digital experiences to deliver growth that's scalable, accessible, and impactful.

Get a demo \rightarrow

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