



Your AI Leadership Snapshot Scorecard

You've just completed the **AI Leadership Snapshot**—a self-assessment designed to reflect how you're currently using (or thinking about using) AI in your leadership.

Your results reflect your current mindset, habits, and growth opportunities when it comes to integrating AI into how you lead, manage, and develop your team.

The assessment is built around four dimensions:



Awareness

Do you see the relevance of AI for your work?



Willingness

Are you open to learning and experimenting?



Capacity

Do you have the skills, tools, and support to succeed?



Application

Are you already putting AI into practice in meaningful ways?

Each leadership type offers a snapshot of where you are now—and guidance on what to do next to work smarter, adapt faster, and grow your impact.

To immediately personalize your results, you can upload this scorecard, and your AI leadership type to your favorite LLM (large language model) like CoPilot or ChatGPT - use the prompt below:

"You are my AI Leadership Coach. Using the AI leadership type from my scorecard and my score [insert score], my role as [insert role], and my industry as [insert industry], create a 90-day strategic plan to improve my AI Conversational Intelligence through Co-Thinking. The plan should include high-impact, role-specific ways to use both ChatGPT-5 and Microsoft Copilot or Gemini securely and effectively in my industry context, tailored to my natural behavioral style."

You might see yourself in just one type. Or you might feel like a mix. That's normal—this isn't a fixed identity. It's a starting point. Wherever you land, the key is this: every leader has a next step. Some leaders are watching from the sidelines. Some are speeding through surface-level tasks. Others are already prepping for conversations, modeling with prompts, and using AI as a quiet co-strategist.

Your profile is a reflection of your current mindset—not your potential. And just like any real journey, progress starts when you get honest about where you're standing right now.

What you can do next:

- Match your score with the confidence type below.
- Read your in-depth profile. You'll see what your current AI habits say about you—and what strengths may be hiding underneath the surface.
- Reflect on your growth edge. Each profile includes targeted coaching questions, a skill-building challenge, and suggested AI prompts to help you lead from wherever you are today.

The point of this isn't to label you—it's to help you move forward.

Let's find out which type you are.



The Snoozer

Score Range: 20–40

"AI? I'm good. Let me know if it turns into something."

You haven't really engaged with AI tools like Copilot or ChatGPT. Not because you're not smart—but likely because you don't see the value (yet), you feel overwhelmed, or you're not sure where to start. You might be exhausted by tech trends, or simply busy doing what already works.



What this says about you:

- You're probably practical, protective of your time, and focused on real outcomes.
- You may have a deep resistance to hype—and that's valid.
- You might be quietly watching others for proof before you move.

⊗ **Risks:** Falling behind in conversations that shape strategy, hiring, operations, and culture—without even knowing it.

How to grow:

- Ask someone you trust to show you one powerful use case of AI in your field.
- Use a tool like Copilot or ChatGPT to rewrite a policy, summarize a long report, or prep for a hard meeting.
- Start with one workflow, not a full transformation.

Try asking yourself:

1. What part of my job causes friction, repetition, or fatigue?
2. If someone offered to think with me about that issue 24/7, would I say yes?
3. How might my hesitation be protecting something—and is that something still serving me?



The Tourist

Score Range: 41-50

"I've visited AI. Neat place. Didn't stay long."

You've tried something—Copilot in a Word doc, ChatGPT for a draft email, Gemini to brainstorm—but didn't quite connect it to how you lead or think. You're not anti-AI. You just haven't made it part of how you work yet.



What this says about you:

- You're curious, but discerning.
- You don't adopt tools just because they're trending.
- You might be waiting for someone to show you the right way to use it.

⊗ **Risks:** Missing your personal "aha" moment where AI shows you how much better things can be—not just faster.

How to grow:

- Use AI for something that matters emotionally or strategically—not just logistically.
- Ask it to role-play a difficult conversation, or analyze a stakeholder's communication style.
- Test multiple tools and see what fits your brain and leadership style best.

Try asking yourself:

1. Where could a little extra insight or perspective go a long way in my week?
2. If AI could help me prepare smarter for one conversation, what would it be?
3. What's the fear or narrative I've attached to becoming someone who "uses AI"?



The Frequent Flyer

Score Range: 51-65

"I use AI. It saves me time. Isn't that the point?"

You're already using Copilot, ChatGPT, or another LLM to knock things out: emails, meeting agendas, slide outlines, project updates. You've got speed. You might even be known as the "AI person" in your department. But you haven't yet used it to deepen your thinking or prepare for the hard stuff.



What this says about you:

- You value efficiency and execution.
- You're tech-comfortable, but still thinking task-by-task.
- You haven't fully tapped into AI's ability to raise the quality of your thinking—not just the pace.

⊗ **Risks:** Getting labeled as a tech "doer" rather than a strategic thinker, and plateauing your growth.

How to grow:

- Ask AI for point-of-view testing: "Where might this plan break down?"
- Use it to simulate resistance, prep for high-stakes meetings, or co-write coaching questions.
- Shift from "How can AI help me do this faster?" to "How can AI help me do this better?"

Try asking yourself:

1. What's something I need to think more deeply about—not just get done?
2. When was the last time I used AI to challenge my assumptions?
3. How might I use AI to develop someone else on my team—not just support myself?



The Guide

Score Range: 66-80

"AI is in my workflow—but I'm still sharpening my fluency."

You've moved past basic experimenting. You've tested prompts, explored strategy templates, or summarized complex data with AI. You're using AI not just to work faster, but to *lead better*. At the same time, you're still building fluency and confidence. Some days it feels natural, other days clunky—but you're learning, and it's paying off.

What this says about you:

- You're self-aware, reflective, and willing to lean into the unknown.
- You're beginning to develop emotional and conversational intelligence with AI.
- You're already modeling maturity for others—whether intentionally or not.

⊗ **Risks:** Getting stuck in the learning curve if you don't build consistent practice and underestimating how valuable your approach is to peers who are behind you.

How to grow:

- Establish a weekly "AI thinking hour" to deepen your strategic use.
- Share your process—create one demo, write-up, or reflection for your team.
- Partner with a peer to compare notes and strengthen your workflow.
- Use AI to facilitate meetings, clarify decision-making, and reduce collaboration friction.

Try asking yourself:

1. What's stopping me from using AI on a bigger, more complex problem at work?
2. How do I model what healthy, strategic AI use looks like?
3. What feedback loop do I need to feel confident growing this skill?



The Explorer

Score Range: 81-100

"AI isn't just a tool—it's a collaborator in my leadership."

You're not just using AI to get work done. You're using it to change how work happens. You prepare with it, co-strategize with it, and even reflect with it. You're helping your team connect the dots between human insight and machine intelligence—and you're accelerating outcomes in the process.



What this says about you:

- You're future-minded and present enough to act now
- You're emotionally intelligent, coachable, and collaborative
- You likely see problems from a systems-level—and use AI to test solutions

⊗ **Risks:** Getting too far ahead of your team's mindset or underestimating their resistance

How to grow:

- Coach others using AI without making it about the tech
- Create strategic templates others can fill in (questions, prompts, scenarios)
- Use AI to clarify your long-term vision—and operationalize it with your people

Try asking yourself:

1. Where am I still defaulting to solo work when AI could spark a conversation?
2. Who on my team is ready to join me on this path?
3. How am I building trust—not just tools—into this new way of working?