

3-MINUTE QUIZ: HOW AI-READY IS YOUR L&D TEAM?

A light-touch diagnostic to quickly surface where your team stands — and where to focus next.



AI AWARENESS

How would you describe your team's knowledge of AI in learning?

- A Limited** – we've only heard the buzzwords.
- B Emerging** – we're exploring tools and ideas.
- C Established** – we understand practical AI applications in L&D.
- D Advanced** – we're actively shaping AI strategy in our organisation



TOOLS & INTEGRATION

How is your team currently using AI-enabled tools?

- A Not at all.**
- B Piloting small experiments (e.g., chatbots, adaptive learning).**
- C Embedding AI in select programmes.**
- D Fully integrated at scale with measurable business impact.**



SKILLS & CONFIDENCE

How confident is your team in evaluating and applying AI solutions?

- A Not confident** – we'd need outside help.
- B Somewhat confident** – we can test tools with support.
- C Confident** – we assess vendors and implement effectively.
- D Highly confident** – we guide ethical and strategic adoption across the organisation.



DATA & ANALYTICS

How do you use data in AI-enabled learning?

- A Basic tracking** – completions and attendance only.
- B Limited insights** – we track engagement but don't link to outcomes.
- C Integrated** – we use analytics to link learning to performance.
- D Predictive** – we use AI to forecast future skill needs.



ETHICS & GOVERNANCE

How prepared are you to manage ethical challenges with AI in L&D?

- A Not at all** – we haven't considered it yet.
- B Early thinking** – ethics is on our radar.
- C Structured** – we have guidelines and policies.
- D Advanced** – we lead the conversation on ethical AI in L&D.

Scoring Guide

- **Mostly A's → Early Explorer:** Time to build awareness and experiment.
- **Mostly B's → Experimenter:** You've started — now focus on scaling.
- **Mostly C's → Integrator:** Strong foundation, ready to embed AI strategically.
- **Mostly D's → AI Leader:** You're setting the benchmark for AI in L&D.

Next Step: Identify 1-2 areas where you scored A or B, and build a 6-month roadmap to advance.