Agentic Enterprise

Readiness Scorecard

ADAPTIVE INTELLIGENCE

A readiness assessment for identifying whether your organization is ready to move from AI experimentation to agentic work.

Use this scorecard to evaluate eight readiness dimensions: strategic intent, work design, people, data, governance, architecture, measurement, and adaptation.

Designed for	Best use
Executive teams, business unit leaders, innovation teams, transformation leaders, and boards.	Complete individually, compare scores as a leadership team, then identify the top three gaps blocking agentic scale.
Time required	**Output**
15-25 minutes for individual scoring. 45-60 minutes for a facilitated leadership discussion.	A readiness profile, maturity band, and practical next-step agenda for building an agentic enterprise.

Core idea: agentic AI does not become valuable because a company buys agents. It becomes valuable when the organization has enough clarity, context, constraints, governance, and feedback loops for agents to participate in real work without creating noise, risk, or false confidence.

How to Use This Scorecard

Score each statement from 1 to 5. Be honest. A low score is not a failure; it is a useful signal. Agentic AI exposes the operating model. If the work is unclear, the data is messy, the policy is vague, or the decision rights are unresolved, agents will amplify that ambiguity.

The best version of this exercise is completed by several leaders independently and then compared. The gaps between scores are often as important as the scores themselves because they reveal misalignment, hidden assumptions, and uneven readiness across the organization.

Score	Meaning	Practical interpretation
1	Not present	No shared practice, unclear ownership, or purely informal behavior.
2	Emerging	Some activity exists, but it is inconsistent, undocumented, or dependent on individual effort.
3	Defined	Clear practices exist and are usable across some teams, but not yet embedded in operating rhythms.
4	Operational	Practices are actively used, governed, measured, and repeated across priority workflows.
5	Adaptive	Practices improve through feedback loops and can support increasingly autonomous agentic systems.

Scoring: There are 40 statements. Each is scored 1-5. Maximum score: 200. Each dimension has a maximum of 25. Use the summary page at the end to calculate your readiness profile.

1. Purpose & Strategic Alignment

Agents need intent. Without a shared position on why AI matters, where it should be used, and what outcomes matter, organizations automate activity without building advantage.

Statement	Element	1	2	3	4	5
Leadership can clearly explain where agentic AI fits in the organization's strategy, not just where tools might be useful.	Purpose	☐	☐	☐	☐	☐
The organization has named the business outcomes it expects from AI: growth, productivity, quality, speed, resilience, employee capacity, or customer experience.	Purpose	☐	☐	☐	☐	☐
There is a documented AI position, charter, or set of guiding principles that can shape agent behavior and human decision-making.	Purpose	☐	☐	☐	☐	☐
AI priorities are tied to strategic goals, not scattered experiments or vendor-led demos.	Purpose	☐	☐	☐	☐	☐
Executive leaders agree on what the organization will not do with AI, even if the technology makes it possible.	Purpose	☐	☐	☐	☐	☐

Dimension subtotal: _____ / 25

Biggest gap revealed: _____

2. Work & Decision Architecture

Agentic AI enters the organization through workflows and decisions. Readiness depends on whether work is visible enough to be decomposed, redesigned, and governed.

Statement	Element	1	2	3	4	5
Priority workflows are mapped clearly enough to identify tasks, decisions, handoffs, constraints, and bottlenecks.	Work	☐	☐	☐	☐	☐
The organization can distinguish routine decisions from judgment-heavy decisions that require ethics, context, taste, or accountability.	Work	☐	☐	☐	☐	☐
Teams have identified where agents could assist, recommend, coordinate, execute, or monitor work.	Work	☐	☐	☐	☐	☐
Human-in-the-loop and human-on-the-loop patterns are defined for high-value or high-risk workflows.	Work	☐	☐	☐	☐	☐
Process owners can describe what should change in the workflow, not just which AI tool they want to buy.	Work	☐	☐	☐	☐	☐

Dimension subtotal: _____ / 25

Biggest gap revealed: _____

3. People, Roles & Co-Intelligence

Agentic readiness is not only technical. It depends on whether people know how to work with AI, challenge it, supervise it, and redesign their own roles around it.

Statement	Element	1	2	3	4	5
Employees have a practical baseline understanding of AI capabilities, limitations, hallucination risk, data risk, and appropriate use.	People	☐	☐	☐	☐	☐
Leaders understand how roles are likely to change as AI takes on analysis, coordination, content production, or execution support.	People	☐	☐	☐	☐	☐
Teams have norms for prompting, reviewing outputs, escalating concerns, and retaining human judgment.	People	☐	☐	☐	☐	☐
Managers are prepared to evaluate productivity, quality, and contribution differently in AI-augmented work.	People	☐	☐	☐	☐	☐
The organization is actively building skills in articulation, ambiguity management, translation, critical thinking, and AI supervision.	People	☐	☐	☐	☐	☐

Dimension subtotal: _____ / 25

Biggest gap revealed: _____

4. Data & Knowledge Readiness

Agents are only as useful as the context they can access and the constraints they can follow. Data quality, knowledge structure, and permissions become operating-model issues.

Statement	Element	1	2	3	4	5
Critical data sources are inventoried, owned, and understood well enough to support AI use cases.	Data	☐	☐	☐	☐	☐
Core knowledge assets - policies, procedures, product information, customer context, templates, and prior decisions - are accessible and reasonably current.	Data	☐	☐	☐	☐	☐
Data quality issues such as duplication, missing fields, inconsistent definitions, and outdated records are known and prioritized.	Data	☐	☐	☐	☐	☐
The organization has clear rules for what data can and cannot be exposed to AI systems or external vendors.	Data	☐	☐	☐	☐	☐
Knowledge is structured so agents can retrieve the right context, not merely search a pile of documents.	Data	☐	☐	☐	☐	☐

Dimension subtotal: _____ / 25

Biggest gap revealed: _____

5. Governance, Risk & Trust

Agentic systems need boundaries before they need autonomy. Governance defines what agents are allowed to do, who is accountable, and how risk is monitored.

Statement	Element	1	2	3	4	5
There is a current AI policy that covers acceptable use, data handling, review expectations, and prohibited uses.	Governance	☐	☐	☐	☐	☐
AI use cases are registered or documented with owner, purpose, risk level, data inputs, tools used, and review requirements.	Governance	☐	☐	☐	☐	☐
The organization has defined decision rights for AI-related approvals, exceptions, incidents, and escalation paths.	Governance	☐	☐	☐	☐	☐
Risk controls are proportionate to the workflow: low-friction for low-risk use, stronger controls for regulated or consequential decisions.	Governance	☐	☐	☐	☐	☐
The organization has a mechanism to report, investigate, and learn from AI incidents, near misses, and quality failures.	Governance	☐	☐	☐	☐	☐

Dimension subtotal: _____ / 25

Biggest gap revealed: _____

6. Agentic Architecture & Tooling

Readiness depends on whether tools, integrations, security, and orchestration patterns can support agents safely across real work.

Statement	Element	1	2	3	4	5
The organization has a clear inventory of AI tools, platforms, licenses, costs, users, and approved use cases.	Architecture	☐	☐	☐	☐	☐
Systems can support secure integration between AI tools and core business applications where appropriate.	Architecture	☐	☐	☐	☐	☐
There is a plan for identity, access control, logging, permissions, and auditability when agents act across systems.	Architecture	☐	☐	☐	☐	☐
The organization understands the difference between general-purpose AI primitives and domain-specific AI solutions.	Architecture	☐	☐	☐	☐	☐
Teams can test agents in constrained environments before expanding access, autonomy, or production responsibilities.	Architecture	☐	☐	☐	☐	☐

Dimension subtotal: _____ / 25

Biggest gap revealed: _____

7. Measurement, ROI & Observability

An agentic enterprise needs visibility. Leaders need to see value, risk, adoption, quality, and operating impact rather than relying on anecdotes.

Statement	Element	1	2	3	4	5
AI initiatives have defined success metrics before pilots begin: time saved, quality improved, cost avoided, revenue enabled, risk reduced, or experience improved.	Measurement	☐	☐	☐	☐	☐
The organization can compare expected value against actual adoption and realized outcomes.	Measurement	☐	☐	☐	☐	☐
Leaders have visibility into AI usage patterns, active use cases, spend, productivity signals, and risk signals.	Measurement	☐	☐	☐	☐	☐
Workflow-level metrics track whether AI changes cycle time, error rates, throughput, quality, or decision speed.	Measurement	☐	☐	☐	☐	☐
The organization has a disciplined way to stop, scale, redesign, or govern AI initiatives based on evidence.	Measurement	☐	☐	☐	☐	☐

Dimension subtotal: _____ / 25

Biggest gap revealed: _____

8. Adaptation & Operating Rhythm

Agentic capability will keep changing. The organization needs a rhythm for learning, updating rules, redesigning work, and adjusting the operating model.

Statement	Element	1	2	3	4	5
There is a regular executive or cross-functional review rhythm for AI progress, risks, learnings, and next bets.	Adaptation	☐	☐	☐	☐	☐
Lessons from pilots are translated into reusable playbooks, standards, templates, and training.	Adaptation	☐	☐	☐	☐	☐
Teams update workflows, role expectations, and governance rules as AI capabilities and business needs evolve.	Adaptation	☐	☐	☐	☐	☐
The organization can move from isolated experimentation to repeatable operating practices.	Adaptation	☐	☐	☐	☐	☐
AI transformation is treated as an ongoing adaptation loop, not a one-time technology rollout.	Adaptation	☐	☐	☐	☐	☐

Dimension subtotal: _____ / 25

Biggest gap revealed: _____

Readiness Summary

Transfer each dimension subtotal into the table below. The pattern matters. An organization can have strong AI enthusiasm and weak agentic readiness if the weak points are work architecture, data, governance, or measurement.

Dimension	Subtotal / 25	What a low score usually means
Purpose & Strategic Alignment	_____	AI is being treated as a technology initiative instead of a strategic operating-model shift.
Work & Decision Architecture	_____	The organization cannot yet identify where agents should assist, execute, escalate, or stay out.
People, Roles & Co-Intelligence	_____	Employees may use AI, but they are not yet prepared to supervise, challenge, or redesign work around it.
Data & Knowledge Readiness	_____	Agents will lack reliable context, permissions, and structured knowledge needed to perform useful work.
Governance, Risk & Trust	_____	The organization lacks boundaries, ownership, escalation paths, or trust mechanisms.
Agentic Architecture & Tooling	_____	Tools may be fragmented, insecure, poorly integrated, or unable to support controlled agentic workflows.
Measurement, ROI & Observability	_____	Leaders cannot yet see whether AI is creating value, risk, adoption, or quality improvements.
Adaptation & Operating Rhythm	_____	The organization may run pilots but struggle to learn, scale, standardize, and update the operating model.
Total readiness score	**_____ / 200**	Use the band below to interpret your result.

Readiness Bands

Score	Band	Interpretation
40-79	Fragmented / Pre-Agentic	AI use may be happening, but the organization is not ready for agentic scale. Focus on leadership alignment, policy, workflow visibility, and data hygiene.
80-119	Experimenting / Tool-Centric	There is real activity, but it is still mostly tool adoption and isolated pilots. Focus on work redesign, use-case governance, and measurable outcomes.
120-159	Operational / Agent-Ready	The foundation exists. The next move is to scale controlled agents in priority workflows with clear human oversight and operating metrics.
160-200	Adaptive / Agentic Enterprise	The organization has the operating conditions for agentic systems. Focus on orchestration, feedback loops, governance maturity, and portfolio-level scaling.

What to Do With the Result

The goal is not to chase a perfect score. The goal is to identify the operating constraints that will keep agentic AI from creating value. Most organizations do not fail because the model is not powerful enough. They fail because the work is not mapped, the data is not ready, the governance is vague, the metrics are anecdotal, or the people are not prepared to supervise intelligent systems.

If your lowest score is...	Start here
Purpose	Run an executive alignment session. Clarify why AI matters, what outcomes matter, what principles govern use, and where the organization will not use AI.
Work	Map 3-5 priority workflows. Break them into tasks, decisions, handoffs, and review points. Identify where agents assist, recommend, execute, or monitor.
People	Create a co-intelligence enablement plan. Train teams on prompting, review, escalation, role change, AI judgment boundaries, and productive skepticism.
Data	Inventory critical data and knowledge assets. Prioritize the data and context needed for the highest-value workflows before scaling tools.
Governance	Establish an AI policy, use-case registry, decision rights, risk tiers, and incident process. Keep governance lightweight but real.
Architecture	Create an AI tool and integration map. Define approved tools, permissions, logging, testing environments, and security requirements for agentic workflows.
Measurement	Define ROI and observability metrics before expanding pilots. Track adoption, value, risk, quality, workflow performance, and decision outcomes.
Adaptation	Create an AI operating rhythm. Review progress monthly or quarterly. Convert pilot learnings into standards, playbooks, training, and updated governance.

30-Day Agentic Readiness Agenda

Week 1 - Align: Complete the scorecard with the leadership team, compare results, and name the top three readiness gaps.

Week 2 - Map: Select one high-value workflow and map tasks, decisions, handoffs, data inputs, review points, and risk points.

Week 3 - Design: Define the human-agent operating model: where AI assists, where it recommends, where it acts, and where humans retain judgment.

Week 4 - Govern and Measure: Create the minimum viable controls and metrics needed to run a contained pilot with visibility and accountability.

Facilitator prompt: Ask the leadership team: "Where are we pretending this is a technology problem when it is actually an operating-model problem?" That question usually reveals the real work.

About AIOS

This scorecard is based on the Adaptive Intelligence Operating System approach to AI adoption: purpose, people, work, data, governance, and adaptation. The agentic enterprise adds a sharper requirement: organizations must design the conditions in which human judgment and machine execution can safely operate together.