

Rate Your Culture

Score where your team stands

Every team is somewhere on the adoption curve, and the culture around them either helps them move or holds them where they are. Score five plain dimensions from 1 to 5, add them up, and you have an honest read of the ground you are working with, plus the one thing worth changing first. Below is a completed example. On the next page, a blank sheet to score your own team. On the last page, a prompt that turns your score into action.

Worked Example: A Small Accounting Firm Getting AI Off the Ground

Elena runs an eight-person accounting firm. She rolled out an AI writing tool three months ago. Two people use it every day, three tried it once, three never signed in. She sits down and scores her culture, honestly.

TONE Are leaders visibly using AI themselves, or just talking about it?

Elena uses AI daily to draft client memos and shows the team her prompts in Monday meetings. The team sees it in her work, not just in her words. **Score: 4.**

SAFETY Can people try, fail, and try again without being blamed?

Two months ago a junior sent a client a memo with an AI hallucination in it. Elena corrected him in front of the room. Since then, people quietly avoid using AI on anything that reaches a client. **Score: 2.**

REASON Does everyone know why AI matters for their own work?

The two heavy users know exactly what it saves them. The rest have heard AI is important but could not say what it would change on a Tuesday morning at their desk. **Score: 3.**

SUPPORT Do the fast movers help the slow movers, or race ahead alone?

The two power users have built their own prompt libraries and keep them to themselves. Nobody has ever run a fifteen-minute show-and-tell for the rest of the team. **Score: 2.**

HABIT Has AI use become part of how work actually happens, or is it still an experiment?

There is no place in the workflow where AI is expected. It happens when people remember, on the tasks they feel like trying it on. **Score: 2.**

TOTAL out of 25

13

Middle of the range. Lowest scores: Safety, Support, Habit. Elena picks Safety first, because until people feel safe to try, nothing else moves.

Notice the shape: five plain questions, five honest numbers, one total, and a clear read of the lowest score. That is a diagnosis you can act on this week.

Score Your Own Culture

Score each dimension from 1 to 5 based on what actually happens in your team, not what the values page says. Be honest. A low score is not a failure, it is the place your work starts. When you are done, add them up and take the total to the prompt on the last page.

TONE	Are leaders visibly using AI themselves, or just talking about it? <i>1 = Never, only talk. 3 = Some visible use. 5 = Leaders use it in front of the team, weekly.</i>	
SAFETY	Can people try, fail, and try again without being blamed? <i>1 = Mistakes get called out. 3 = It depends who is watching. 5 = Trying is expected, failing is discussed openly.</i>	
REASON	Does everyone know why AI matters for their own work? <i>1 = Only vague talk of importance. 3 = Some people can name what changes. 5 = Every role has a clear use.</i>	
SUPPORT	Do the fast movers help the slow movers, or race ahead alone? <i>1 = Fast movers keep their tricks. 3 = Some informal sharing. 5 = Regular show-and-tell, shared prompts, real coaching.</i>	
HABIT	Has AI use become part of how work actually happens, or is it still an experiment? <i>1 = Only when someone remembers. 3 = A few workflows use it. 5 = It is built into the daily flow, and missing it feels wrong.</i>	

YOUR TOTAL		Lowest score, and why you picked it: -----
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READ YOUR SCORE

5 - 11 The ground is not ready yet. Start with Tone and Safety before anything else.

12 - 18 Movement is possible. Focus on the lowest score for the next thirty days.

19 - 25 The culture is carrying the tools. Keep protecting what works and raise the bar.

Turn Your Score Into Action

Paste the prompt below into your AI assistant, then paste in your five scores. It will not jump to advice. First it reads your scores back and asks a few focused questions, so anything it suggests is grounded in your team, not a generic playbook. Answer them, and it will give you three concrete moves for this month.

You are helping me act on the result of a "Rate Your Culture" worksheet for my team. I ran the worksheet and here are my scores on a 1 to 5 scale, where 1 is Never and 5 is Consistently:

- Tone: [score]
- Safety: [score]
- Reason: [score]
- Support: [score]
- Habit: [score]

Total: [total] out of 25.

Do NOT jump to advice yet. First, do this:

1. Reflect back what my scores suggest about my team, in your own words, so I can confirm you read the picture right.
2. Point out my lowest score and ask me two or three focused questions about what it looks like day to day, so any advice is grounded in my situation.

Then stop and wait for my answers.

Once I have answered, give me:

- A short read of where my culture stands right now.
- Three concrete moves for this month to lift my lowest score, each with an owner and one small sign I will look for to know it worked.
- One habit already working that I should protect, so a small win does not slip back.

Keep it practical and plain. Assume I run a small business and I am not technical.