Growth Performance

THE HUMAN ADVANTAGE PROGRAMME
ADOPTION

Leading AI Adoption Development Planner

Use this planner after completing the Adoption Condition Diagnostic. For each dimension, record your current level, your key strength, and your priority development need, then commit to specific next steps. Review monthly with your manager or development partner.

NAME

ROLE

DATE

CURRENT CAPABILITY PROFILE

Rate yourself 1–5 in each dimension (1 = not yet developed, 5 = strong, embedded practice). Note a key strength and your primary development need.

1. ADOPTION MANDATE AND NARRATIVE (DIMENSION 1/5)

A clear, honest narrative for why AI matters and what it means for the work.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

2. VISIBLE ROLE MODELLING (DIMENSION 2/5)

Using AI openly in your own work and showing your team how, including failures.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

3. MAKING EXPERIMENTATION SAFE (DIMENSION 3/5)

Psychological safety, structured experiments, and failure treated as learning.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

4. SUPPORT CONVERSATIONS AND TEAM NORMS (DIMENSION 4/5)

Tailored one-to-one support and co-created norms for responsible use.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

5. EMBEDDING AND SUSTAINING ADOPTION (DIMENSION 5/5)

Recognition, honest measurement, reinforcement, and barrier removal over time.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

PRIORITY DEVELOPMENT ACTIONS

Select your two lowest-scoring dimensions. For each, commit to one specific action in the next 30 days.

PRIORITY DIMENSION	SPECIFIC ACTION	BY WHEN
1		
2		

90-DAY DEVELOPMENT FOCUS

DAYS 1-30: FOUNDATION	DAYS 31-60: APPLICATION	DAYS 61-90: INTEGRATION

SUPPORT AND ACCOUNTABILITY

DEVELOPMENT PARTNER / MENTOR	REVIEW FREQUENCY	HOW YOU WILL KNOW IT IS WORKING

Based on: Microsoft (2026); McKinsey and Company (2026); DDI (2026); Edmondson (1999). Growth Performance © 2026.

Want help putting this into practice?

Growth Performance builds the human advantage in an AI-driven world, with people, teams and leaders.

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