

AI Readiness Snapshot

Meridian Operations Team

Date: 2026-05-14

Scope: 15 Participants

“This team is more ready for AI than it looks. What is holding it back is not skill or willingness, but a **missing green light.”**

The capability is already in the room. The team does not need to be convinced AI is useful. It needs leadership to draw clear lines, make existing expertise visible, and address a quiet undercurrent of concern before adoption can move.

[Personal Use]

[Work Use]

The Gray
Zone:
No Stated
Rules

**13 of 15 use AI
personally**

**11 of 15 sit in a
permission gray zone**

The gap between personal fluency and professional hesitation is vast. It is not driven by skepticism, but by unaddressed job-security concerns and missing permission.

Readiness Topography



This is a wide team, not a clustered one. Every working style is in the room.
The team already contains its own range of guides.

**Boring,
Repeating
Work**

**Recurring reports and
roll-ups (6 people)**

Weekly/quarterly status
summaries assembled by hand.

**Reformatting and
structuring notes
(3 people)**

Turning messy meeting
notes into clean briefs.

**Repetitive update
messages (2 people)**

The same status re-typed
every week.

**Repeated client
deliverables (3 people)**

Project plans sharing a
skeleton.

These are the obvious first wins. Nothing exotic. The team wants AI pointed straight at the drag of the daily routine.

The emotional landscape is honest and mixed.

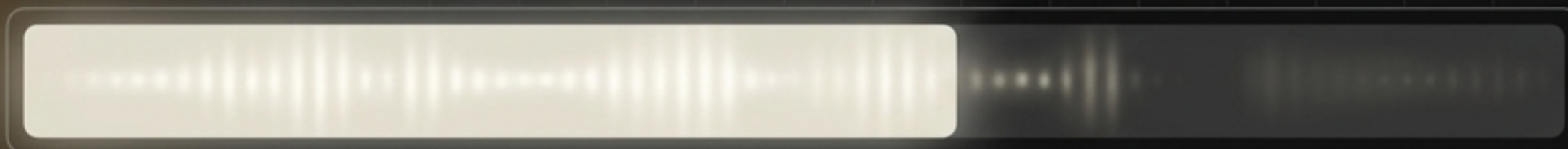
The team is not of one mind, and pretending it is would be the first mistake.

[Energy & Curiosity]



“I am the proof that fast and good can coexist.”

[Cautious Consideration]



“I am not the brake. I am the person asking what happens if it is wrong.”

[Overwhelm]



“It is not that I doubt it helps. It is that I cannot find the energy to climb the first hill.”

THE DIVERGING PATHS MATRIX

The 7.0 Fear (The Bad Version)

● Likelihood rating: 7.0 / 10

Silent Rollout with no guidance.
(Everyone quietly keeps doing what they did before.)

Novelty over real work. Flashy demos.

Speed at the cost of quality. Human review dropped.

Productivity gains become headcount cuts.

The Desired Path (The Good Version)

Clear permission, then go. (Someone just tells us what is okay, and we move.)

AI pointed straight at boring, repeatable work.

Low-stakes start. Earn the way up as trust builds.

Quiet experts are pulled forward. Mentoring becomes normal.

In their own words.

Getting it feels dangerous, and no one has told me it is not.

Being good at this feels like something you hide.

The silence makes me assume no.

I am waiting for a recipe.

It stops being a tool and starts being a performance review.

I would mentor three people tomorrow if someone made it normal to ask me.

1. No one has
drawn the
lines.
(Silence = No)

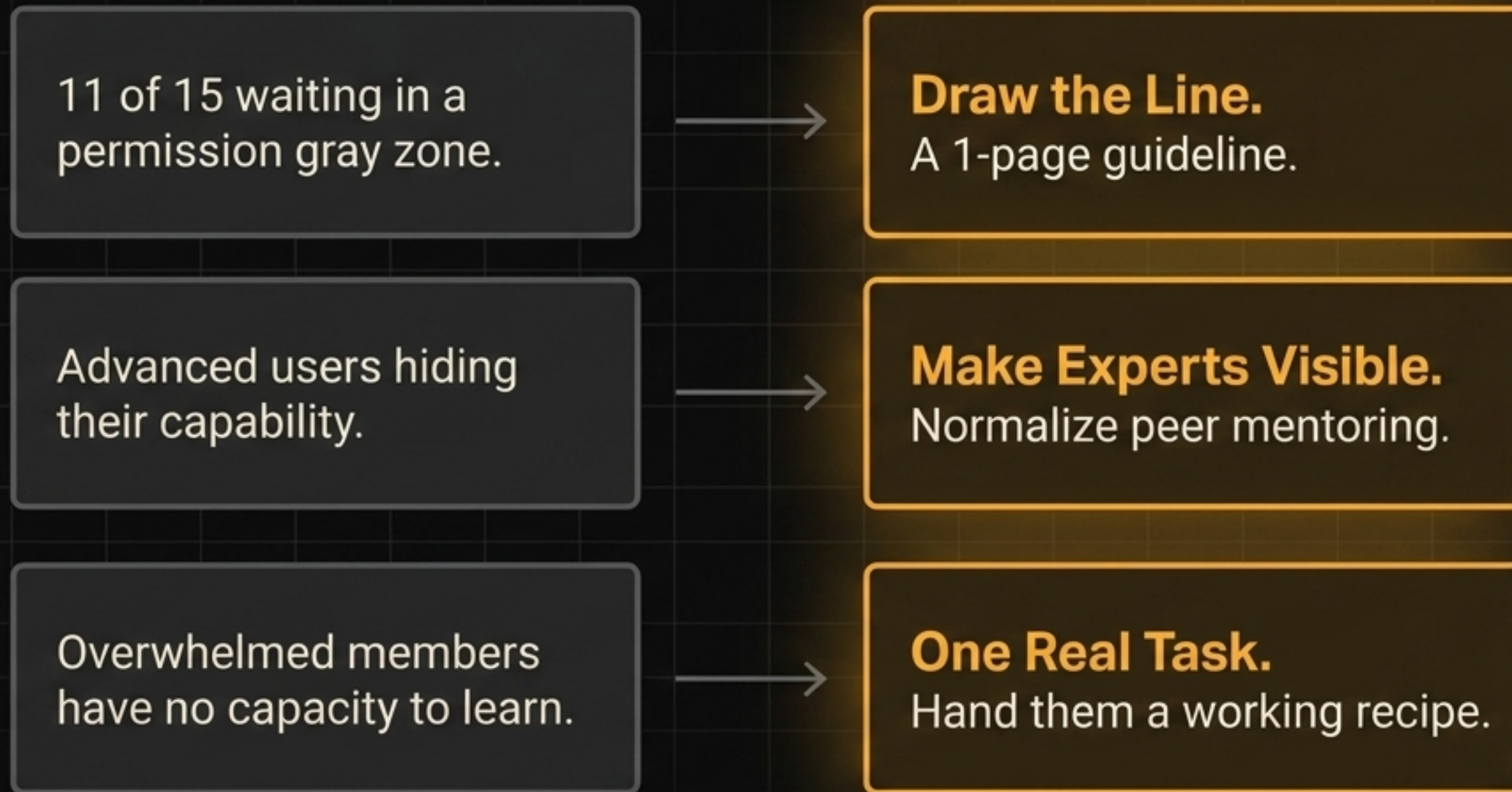
2. No worked
examples for
actual work.
(Waiting for
a recipe)

3. Fluency
feels like
something to
hide.
(Experts stay
invisible)

None of these are tooling problems. All three are about permission, examples, and culture. They are addressable without buying anything.

The friction mapped to the unblock.

The Lock & Key Framework



01

Draw the Line.

Publish a one-page AI use guideline.

Name exactly what is allowed and what is not.

State plainly what, if anything, is monitored.

Clarify whether usage is scored or evaluated.

Frame adoption as "better work," not "smaller teams."

Unlocks: Clarity Seekers, Trust Builders, Privacy-Concerned

This costs almost nothing and unblocks the most people immediately.

02

Make the Quiet Experts Visible.

Turn invisible capability into a shared asset.

Identify two advanced users already on the team.

Ask them to each demo one real workflow they already use.

Make peer help an openly normal, rewarded practice.

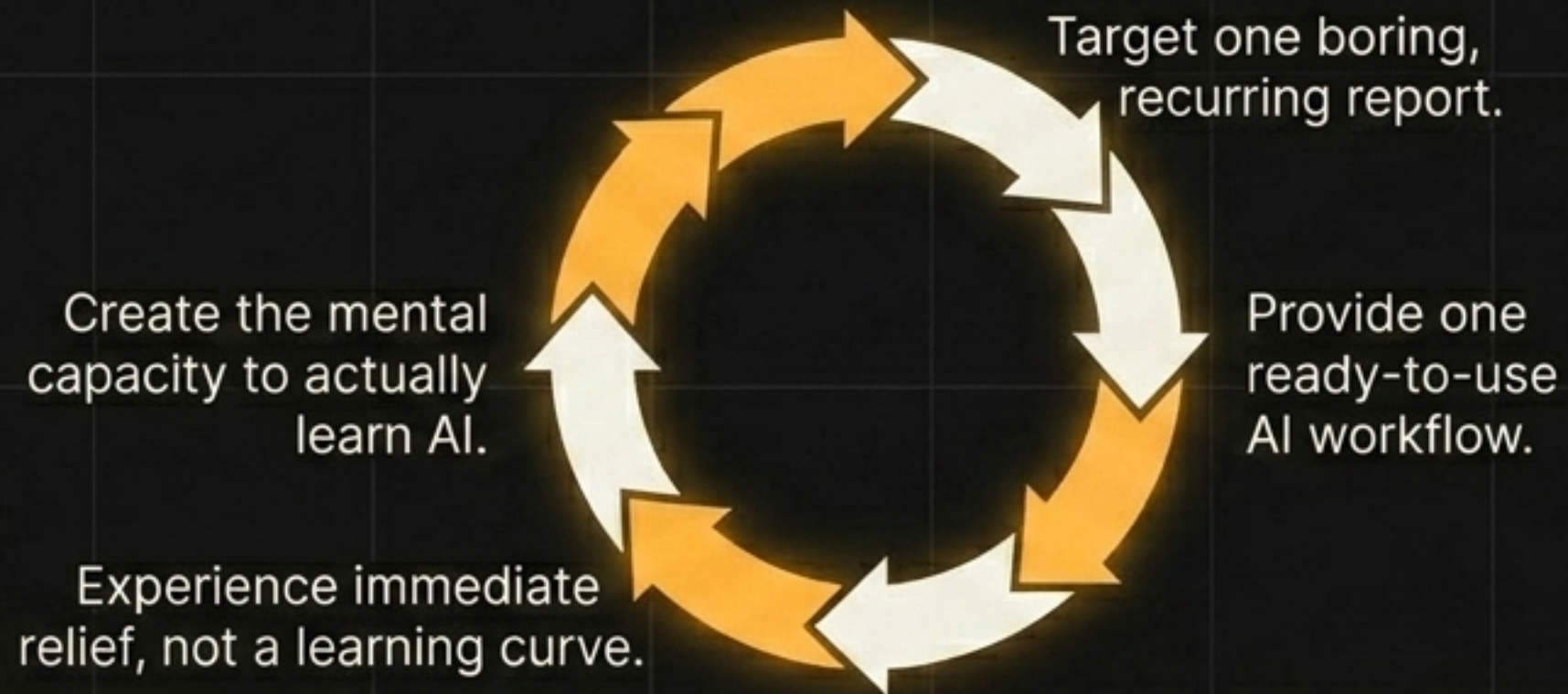
Unlocks: Quiet Champions, Thoughtful Accelerators, Careful Experimenters

This gives the example-hungry members the exact recipes they are asking for without requiring external training.

03

One Real Task, Set Up For You.

Hand them an outcome, not homework.



Unlocks: Focused Starters, The Overwhelmed, Practical Pathfinders

Non-users will not climb the first hill on their own. Hand them a fully built workflow so the first experience is relief.

What Happens Next.

This snapshot showed where the team is starting from. That is the hard part, and it is done. What the team does next is a shorter conversation than it looks, because the capability is already here.

1. The arcs above stand perfectly on their own as immediate leadership moves.
2. If a deeper session would help translate these patterns into an **Activation Planning Session**, that is available.

Methodology & Privacy

[Data Collection]

7-question conversational interview. No test, no quiz, no right answers.

[Privacy Promise]

Responses are used to create team-level patterns, not individual evaluations. The sponsor gets patterns, not a who-said-what report. No individual is named anywhere in this deck.

[Working Styles Note]

Styles describe how someone approaches AI holistically, not scores or rankings.