Launch & Prosper

Human + AI Leadership Founder Self-Assessment

Purpose: This assessment is designed to help founders evaluate how effectively they are integrating AI without compromising judgment, culture, or leadership responsibility. It is not a technical audit. It is a leadership readiness and scaling clarity tool.

Use this assessment tool as:
- A personal reflection
- A coaching or mentorship diagnostic
- A baseline before implementing AI at scale

Rate each statement from 1–5:
1 = Strongly Disagree | 3 = Neutral | 5 = Strongly Agree

I. Judgment & Decision Ownership (Human-Owned)

Reflect on how decisions are made when AI is involved.

1. I clearly understand which decisions I must always personally own, regardless of AI input.
2. I use AI to explore scenarios, not to avoid responsibility for outcomes.
3. I am comfortable making high-stakes decisions even when AI recommendations are uncertain or conflicting.
4. I can articulate *why* a decision was made beyond what the data suggested.
5. I actively check for bias, over-optimization, or false certainty in AI-supported decisions.

Subtotal (Judgment): _____ / 25

Leadership Insight: Low scores here signal *decision abdication risk*, not an AI problem.

II. Meaning, Vision & Narrative (Human-Owned)

Assess how clearly you author and protect purpose.

1. Our company's purpose and values were created by humans, not reverse-engineered from metrics.
2. I use AI to refine messaging, not to define what we stand for.
3. I can clearly explain our vision without relying on decks, dashboards, or AI summaries.
4. Our strategy balances growth with integrity, not growth at all costs.
5. I regularly sense-check whether efficiency gains are drifting us away from our mission.

Subtotal (Meaning & Vision): _____ / 25

Leadership Insight: AI amplifies whatever vision exists—clarity or confusion.

III. Relationships, Trust & Culture (Human-Owned)

Evaluate how leadership presence scales.
1. I invest real time in relationships that matter most to the business.
2. I do not outsource empathy, coaching, or difficult conversations to tools or scripts.
3. I use AI insights (engagement data, feedback trends) as conversation starters, not conclusions.
4. Psychological safety is actively protected as we scale systems and automation.
5. People feel seen by leaders, not managed by algorithms.

Subtotal (Relationships & Trust): _____ / 25

Leadership Insight: Culture breaks when leaders become efficient but unavailable.

IV. Execution, Systems & Scale (AI-Augmented)

Assess how intentionally AI is used operationally.
1. We automate repetitive work before adding headcount.
2. Humans design systems; AI executes and monitors them.
3. Our processes are documented, understandable, and improvable.
4. I know where automation ends and human judgment begins.
5. AI has reduced noise and friction, not created opacity.

Subtotal (Execution & Systems): _____ / 25

Leadership Insight: Scaling problems are usually system problems disguised as people problems.

V. Learning, Adaptation & Risk Capacity (Shared)

Measure how well you and the organization evolve.
1. I regularly use AI to surface patterns I might miss.
2. We run scenarios before making irreversible commitments.
3. Failure is treated as learning, not just variance from plan.
4. I am increasing my capacity for uncertainty, not trying to eliminate it.
5. Our learning cycles are faster than our growth rate.

Subtotal (Learning & Adaptation): _____ / 25

Leadership Insight: AI accelerates learning only if leaders are willing to change.

Scoring & Interpretation

Total Score: _____ / 125

100–125 | Integrated Leader

You are using AI as a leadership amplifier. Focus on codifying this approach so it scales beyond you.

75–99 | Capable but Inconsistent

Strong instincts, but leadership boundaries with AI may not be explicit. This is where frameworks create leverage.

50–74 | Efficiency Drift Risk

AI may be solving surface problems while deeper leadership or system issues remain unaddressed.

Below 50 | Leadership Bottleneck

AI is likely masking core constraints. Pause scaling and re-anchor leadership responsibilities.

Reflection Questions (Most Important Part)
- Where am I using AI to *avoid discomfort* instead of increasing clarity?
- What decisions feel heavier as we scale—and why?
- What should never be automated in this business?
- If growth doubled tomorrow, where would leadership break first?

Closing Principle

Sustainable scale comes from leaders who know when to delegate to systems—and when to stand fully human.