

THE THEORY BEHIND THIS INSTRUMENT

The two ladders behind this instrument

An organisation's AI maturity and a person's AI competency move on separate tracks, and the instrument examines both. One ladder measures how ready the organisation is for adopting AI: whether AI use is scattered and ad hoc, or built into how the organisation runs, level by level, from still exploring AI through to Future-Ready. The other measures how far you hold the ability to work with AI: recognising where AI already exists in your work, using it to create in a way that includes reviewing what it produces, managing what it's allowed to touch, and deciding where it has no place at all.

Reading only one of the two hides half of what's actually going on. A skilled person in an organisation that hasn't built the systems to use that skill is stranded, the capability is real and has nowhere to go. An organisation that has invested in AI without investing in its people holds capability it can't use yet. Both are common, and from the inside they feel nothing alike, even though the instrument reads both as the same kind of mismatch.

Your result points to where you and your organisation currently stand on readiness for adopting AI. It's a snapshot of where things stand today.

What actually moves a mismatch

A mismatch isn't fixed, and narrowing it takes some movement from both sides. A skilled person stuck in a low-maturity organisation can be the reason it starts to move, given the right disposition, for example someone who pushes for the one AI use that would actually help, rather than waiting for permission. Scepticism, or no support from above, and the same skill sits idle instead.

The instrument distinguishes between two things that are easy to blur together: where you actually stand, and how you feel about AI coming into the work. The first says where you are. The second says which direction you believe it will move the system.

This framework was built as part of the work on the readiness and competency chapter of SHARE 2.0, a European Commission skills paper for the sport sector, currently in preparation for publication. It draws on the OECD and European Commission's AI literacy framework and Carnegie Mellon's AI adoption maturity work, adapted here for sport, education and nonprofit organisations alike. It is not a SHARE 2.0 publication.