

# Synapsys AI Capability Diagnostic

How ready is your organisation to use AI effectively?

Consider the following five areas.

## 1. Leadership understanding

Do leaders understand how AI may influence strategy, operations, and workforce capability?

### Levels

- 1 – Little awareness
- 2 – Early exploration
- 3 – Some informed discussion
- 4 – Clear understanding emerging
- 5 – AI integrated into strategy

## 2. Workforce capability

Do staff understand how AI tools could support their work?

### Levels

- 1 – No structured learning
- 2 – Individual experimentation
- 3 – Informal knowledge sharing
- 4 – Structured learning programmes
- 5 – Organisation-wide capability

### 3. Governance and risk

Does the organisation have guidance on responsible AI use?

#### Levels

- 1 – No guidance
- 2 – Early discussion
- 3 – Draft policies emerging
- 4 – Clear governance framework
- 5 – Embedded governance and monitoring

### 4. Practical application

Is AI being used to improve real work processes?

#### Levels

- 1 – No use
- 2 – Individual experiments
- 3 – Small pilots
- 4 – Structured adoption
- 5 – Organisation-wide integration

### 5. Learning infrastructure

Does the organisation have learning pathways for AI capability?

#### Levels

- 1 – None
- 2 – Ad-hoc resources
- 3 – Short courses
- 4 – Role-based learning
- 5 – Certifications and career pathways

## Interpreting your results

### 5–10 points

Early exploration stage.

### 11–18 points

Growing interest but limited structure.

### 19–22 points

Emerging organisational capability.

### 23–25 points

Strong AI capability foundations.

## Next step

Many organisations begin by running a **small AI capability pilot** with a small group of participants.

Learn more about role-based AI certifications: <https://www.synapsys.co.nz//ai-certs-pilot/>