

# Your AI and People Readiness CHECKLIST

Before investing in more technology, it helps to check the human foundations first. These are the areas that most directly determine whether your tools deliver or fall short.

## Leadership Foundation

- Do your managers conduct regular, structured one-on-ones, not just when something goes wrong?
- Are your leaders trained to conduct effective interviews and make consistent, thoughtful talent decisions?
- Have you assessed your managers' leadership personality styles, so they understand how their behavioral tendencies affect their teams?
- Can your leaders explain their people decisions clearly and stand behind them when asked?

## Engagement and Trust

- Do you run employee satisfaction surveys and act on what you learn?
- Do you collect structured exit data and use it to identify patterns over time?
- Do you know why employees are moving internally? Is it driven by growth, or is it a signal worth paying attention to?
- Are you using employee behavioral assessments to align roles with how people are naturally wired, not just their interview performance?

## Development and Employee Retention Tools

- Do you have a formal career development process, or are you relying on informal conversations that happen when someone gets frustrated?
- Do you use employee development assessments to build personalized growth plans based on how each person thinks, communicates, and makes decisions?
- Have you benchmarked your top performers to define what behavioral success looks like in each key role?
- Before moving someone into a new role internally, do you assess their behavioral fit against that role's specific demands?

## AI Readiness

- Do you have clarity on which talent decisions AI should inform versus which require human judgment alone?
- Are your leaders equipped to interpret AI-generated insights about candidates and employees and translate them into fair, accountable action?
- Is your AI adoption strengthening your team dynamics, or adding speed to a process that was already inconsistent?



### What did your checklist reveal?

You've identified the gaps. Now turn them into better decisions.

Reach our team at [omniagroup.com](https://www.omniagroup.com) or call 1-800-525-7117.

*Real humans will pick up.*