



# EQFIT® AI Readiness Edge™ Assessment

## Your Workbook

For Sam Sample

**You: 51.1%**



This is where the roadmap becomes real. You'll work your nine signals in the order that builds momentum — readiness first, then leverage, then innovation. Small steps, written down, beat big intentions. Reflect, practice, commit — one signal at a time.

*How to use it: don't do all nine at once. Start with your first move and follow the order. Write as you go — the act of writing is part of the work.*

### What this report is for — and what it is not

This report is a development tool. It describes how you tend to operate right now — not your worth, your potential, or your IQ. Scores move over time. Moving them is the whole point.

Because of that, the EQFIT® Edge™ assessments are not to be used to make personnel decisions. They are not selection instruments or promotion instruments. They are research-based, for growth and development purposes. Results should not be used to decide who gets hired, promoted, retained, reassigned, compensated, or let go.

If you are a leader holding someone else's report, treat it as confidential and as a conversation starter, not a verdict on that person. Work with them and with the report, and grow them through the process as it is intended.

## Equip — steady your foundation · first ~30 days

*Adoption Readiness (Am I ready inside?)*

### Confidence (Can I do this?) ★ start here

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**Where you are: Emerging (38.9%).** When a new tool lands, the first voice you hear says "you won't be able to do this" — and that voice has been making your decisions. It's wrong, but arguing with it doesn't work. What works is evidence: tiny, private, no-stakes wins that pile up until the voice runs out of material. That's exactly where your roadmap starts.

**Reflect — think of a recent moment that put “Can I do this?” to the test. What happened, and how did you respond?**

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**Rewrite the story — the old belief, the new one, then your own words:**

*Old: “You doubt yourself, so you hesitate, defer, or opt out.”*

*New: “You expect to figure it out, so you start and persist.”*

**In my words:**

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**Practice this week — Pick the smallest tech task you've been deferring — a setting, a template, one prompt — and do just that one thing today. Then notice: you did it.**

*What exactly will you do, and when?*

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**Go deeper — What's a tool you once figured out before anyone showed you how?**

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**Adaptability (Will I adjust?)**

**Where you are: Building (44.4%).** You do adjust — it just costs you more time and energy than it needs to, because part of you keeps a foot in the familiar way. That's not stubbornness; it's

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your brain protecting what already works. The good news: adaptability is a habit, not a trait, and it grows quickly once you practice letting go of one small routine at a time.

**Reflect — think of a recent moment that put “Will I adjust?” to the test. What happened, and how did you respond?**

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**Rewrite the story — the old belief, the new one, then your own words:**

*Old: “You hold onto familiar ways, so change costs more time and energy.”*

*New: “You adjust your methods with little friction and find new footing fast.”*

In my words:

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**Practice this week — Choose one small routine and change it on purpose this week — a 15-minute swap you control, just to practice the letting-go muscle.**

*What exactly will you do, and when?*

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**Go deeper — What would it cost you to keep doing it the old way for another year?**

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## Learning Orientation (Can I grow?)

**Where you are: Capable (66.7%).** You believe you can learn this, and mostly you do. The next edge is intentionality: less grazing on tutorials, more deliberate reps on the one capability that would change your week. Belief is already in place — now aim it.



**Reflect — think of a recent moment that put “Can I grow?” to the test. What happened, and how did you respond?**

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**Rewrite the story — the old belief, the new one, then your own words:**

*Old: ““I’m just not a tech person” quietly caps your growth.”*

*New: “You treat gaps as learnable and actively develop.”*

**In my words:**

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**Build on it — Block one recurring 30-minute slot this week for deliberate practice on a single named skill — same skill every week until it's yours.**

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**Go deeper — When did you last learn something hard that you now do without thinking?**

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## **Steadiness (Can I stay calm?)**

**Where you are: Capable (72.2%).** You usually catch the alarm before it drives the decision. The next edge is consistency under real pressure — a launch week, a client deadline — when the old reaction still sometimes grabs the wheel first.

**Knowing–Doing gap:** *you see this one clearly — the habit isn't built yet. Give this signal's practice extra weight.*

**Reflect — think of a recent moment that put “Can I stay calm?” to the test. What happened, and how did you respond?**

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**Rewrite the story — the old belief, the new one, then your own words:**

*Old: "Fear or overwhelm drives the response — you avoid, freeze, or react."*

*New: "You notice the reaction, steady yourself, and judge tech on its merits."*

In my words:

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**Build on it — Next time tech news spikes your pulse, write two lines before reacting: "what's actually true for me" and "what can wait." Keep the notes — they're your calibration record.**

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**Go deeper — What's the one piece of this that, if it felt calmer, would unlock the rest?**

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## **Align — put it to work · next ~30–60 days**

*Applied Leverage (Am I putting it to work?)*

### **Value Recognition (Is it worth it?)**

**Where you are: Emerging (27.8%).** Right now tools get adopted on excitement — it looks impressive, everyone's talking about it, so it's in. Nothing is wrong with you; that's what a loud, fast-moving field does to a curious person. But the collection keeps growing and your Tuesday hasn't changed much. So we work from the other end: start with your week — the tasks that actually drain you — and make a tool earn its place by fixing one of them. Impact first, novelty second.

**Reflect — think of a recent moment that put "Is it worth it?" to the test. What happened, and how did you respond?**

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**Rewrite the story — the old belief, the new one, then your own words:**

*Old: "You chase novelty, or dismiss tools without weighing the payoff."*

*New: "You adopt and drop tools by genuine impact, not hype."*

**In my words:**

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**Practice this week — Name the task that drains you most each week. Then ask of the newest tool you're excited about: "did it touch that?" If the honest answer is no, that's a finding, not a failure.**

*What exactly will you do, and when?*

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**Go deeper — Which single task eats the most time you'd love to get back?**

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### **Calibrated Reliance (When do I trust it?)**

**Where you are: Building (44.4%).** You do the work twice. The AI drafts it, and then — just to be sure — you go back over it from scratch, even on the tasks where it has proved itself a dozen times. That comes from care, not from being behind, and care is worth keeping. But it quietly eats the hours this was supposed to give back. Calibration isn't trusting more; it's trusting on purpose — starting where being wrong would cost you almost nothing, and letting the evidence move the dial from there.

**Reflect — think of a recent moment that put "When do I trust it?" to the test. What happened, and how did you respond?**

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**Rewrite the story — the old belief, the new one, then your own words:**

*Old: “You over-trust confident output, or refuse to rely on AI at all.”*

*New: “You verify what matters and delegate what's safe.”*

In my words:

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**Practice this week — Sort three real tasks into three buckets — delegate to AI, draft-and-verify, keep human — and run them that way this week. That's calibration practice.**

*What exactly will you do, and when?*

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**Go deeper — Where do you trust AI too much — and where not enough?**

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**Experimentation (Will I try?)**

**Where you are: Building (50.0%).** You'd rather be sure before you start — so you wait, watch others go first, and try fewer things than you'd like. Waiting feels safe, but it's the slowest way to learn a moving field. The fix isn't courage; it's shrinking the experiment until trying costs almost nothing. Fifteen minutes, zero stakes, delete it after if you want.

**Knowing–Doing gap:** *you see this one clearly — the habit isn't built yet. Give this signal's practice extra weight.*

**Reflect — think of a recent moment that put “Will I try?” to the test. What happened, and how did you respond?**

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### Rewrite the story — the old belief, the new one, then your own words:

*Old: “You wait for certainty, so you try fewer things and learn slower.”*

*New: “You try things and iterate, learning by doing.”*

In my words:

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**Practice this week — Run one 15-minute, zero-stakes experiment this week — sandbox only, delete it after if you want. The goal is the rep, not the result.**

*What exactly will you do, and when?*

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**Go deeper — What's a 30-minute experiment you could run this week with nothing to lose?**

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## Succeed — expand & innovate · ongoing

*Creative Capacity (Am I creating responsible value?)*

### Creative Application (What could I create?)

**Where you are: Building (50.0%).** So far, technology mostly helps you do the same work faster — useful, but it leaves the bigger prize unclaimed. The creative leap isn't a talent; it's a question asked regularly: "what does this make possible that wasn't before?" Even one new-value idea a month, captured and tested small, changes the trajectory of a business.

**Knowing–Doing gap:** *you see this one clearly — the habit isn't built yet. Give this signal's practice extra weight.*

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**Reflect — think of a recent moment that put “What could I create?” to the test. What happened, and how did you respond?**

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**Rewrite the story — the old belief, the new one, then your own words:**

*Old: “You mostly speed up old tasks and miss the creative upside.”*

*New: “You reimagine what’s possible and build new value.”*

**In my words:**

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**Practice this week — Once this month, ask of one tool: “what does this make possible that wasn’t?” Write one idea down and test the smallest version of it.**

*What exactly will you do, and when?*

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**Go deeper — What could you offer that simply wasn’t possible before AI?**

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## **Responsible Use (Should I?)**

**Where you are: Capable (66.7%).** Your instincts on responsible use are sound — you think about privacy and people before you act, most of the time. The next edge is consistency under speed: the rushed Friday afternoon is when good instincts need a written rule to lean on.

**Reflect — think of a recent moment that put “Should I?” to the test. What happened, and how did you respond?**



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**Rewrite the story — the old belief, the new one, then your own words:**

*Old: "You move on convenience alone, with little thought to impact."*

*New: "You consider privacy, accuracy, and people before acting."*

**In my words:**

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**Build on it — Write your rushed-Friday rule now, while calm: the one check you'll still make when you're out of time.**

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**Go deeper — What client information are you comfortable — or not — putting into a tool?**

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## Your 90-day plan

*One focus per stage. Keep it small enough to actually finish.*

### **Days 1–30 · Equip — steady your foundation**

*Suggested focus: Confidence (Can I do this?) — Choose one tool you've avoided and give yourself one hour to just try it — messy is fine.*

**My focus:**

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**My first step:**

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### Days 31–60 · Align — put it to work

**My focus:**

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**My first step:**

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### Days 61–90 · Succeed — expand & innovate

**My focus:**

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**My first step:**

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## Your AI Wins Log

Evidence beats arguing with the inner skeptic. Every time technology or AI gives you a win — time saved, a task unstuck, something you made — log it in one line. Ten entries from now, you'll be a different conversation.

1. Date \_\_\_\_\_ Win:

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2. Date \_\_\_\_\_ Win:

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3. Date \_\_\_\_\_ Win:

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4. Date \_\_\_\_\_ Win:

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5. Date \_\_\_\_\_ Win:

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6. Date \_\_\_\_\_ Win:

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7. Date \_\_\_\_\_ Win:

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8. Date \_\_\_\_\_ Win:

9. Date \_\_\_\_\_ Win:

10. Date \_\_\_\_\_ Win:

## Bring this to your debrief

Your 30 minutes with Steve will turn these notes into a plan built around your business. Come with your reflections and your first step in mind.

Your roadmap is a starting line, not a finish line. The fastest way to act on it is alongside people doing the same work. Step inside the EQFIT® community: start free, and when you're ready, the membership gives you the tools, templates, and live support to turn these signals into a system — with deeper coaching available when you want a guide for the climb.