

# AI-SOURCING

AI Readiness

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Assessment

A Diagnostic Tool for Organisations

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## How to Use This Assessment

This diagnostic tool helps your organisation benchmark its readiness for AI-Sourcing across five dimensions: Data, Governance, Talent, Infrastructure, and Culture. It is designed to be completed by a cross-functional team (not just IT) in a 2-3 hour workshop.

For each dimension, score your organisation on a scale of 1 to 5:

Score	Meaning
1	Not started: No capability, no plans, no awareness
2	Aware: Recognise the need but no formal action taken
3	Developing: Some initiatives underway, inconsistent across the organisation
4	Established: Formal processes in place, consistently applied
5	Leading: Best-in-class capability, continuously improving, integrated into strategy

Be honest. The value of this assessment is in identifying gaps, not in achieving a high score. A realistic assessment of where you are today is the foundation for a credible AI-Sourcing strategy.

## Dimension 1: Data Quality and Accessibility

AI systems are only as good as the data they operate on. This dimension assesses whether your organisation's data is clean, structured, accessible, and governed well enough to support AI-Sourcing.

Question	Score (1-5)	Notes
Is your core operational data (tenant records, financial data, asset data, etc.) held in structured, digital formats?		
Can data be accessed and integrated across systems without manual extraction or transformation?		
Do you have documented data quality standards and regular data cleansing processes?		
Is there a single source of truth for key operational data, or do multiple conflicting versions exist?		
Can you produce a complete data inventory showing what data you hold, where it is stored, and who owns it?		
Is your data labelled and categorised in a way that would		

support AI training or processing?		
<b>SUBTOTAL (out of 30)</b>		

## Dimension 2: Governance and Risk Management

AI-Sourcing requires governance structures that most organisations do not yet have. This dimension assesses your readiness to make, monitor, and be accountable for AI-related decisions.

Question	Score (1-5)	Notes
Does your organisation have a named individual (board-level) accountable for AI decisions?		
Do you have a risk framework that addresses AI-specific risks (bias, hallucination, data leakage, accountability)?		
Are you aware of and compliant with the Data (Use and Access) Act 2025 requirements for automated decision-making?		
Do you have escalation protocols for when automated systems produce unexpected or harmful outcomes?		
Can you audit decisions made by AI systems and explain them to affected individuals?		
Is there a documented process for evaluating and approving new AI tools or systems before deployment?		
<b>SUBTOTAL (out of 30)</b>		

## Dimension 3: Talent and Skills

AI-Sourcing does not eliminate the need for people. It changes what people need to do. This dimension assesses whether your organisation has (or can develop) the skills needed to design, deploy, and govern AI-sourced functions.

Question	Score (1-5)	Notes
Do you have staff with practical experience in AI tools, prompt engineering, or AI workflow design?		
Is there a training or development programme that includes AI literacy for non-technical staff?		

Can your IT team evaluate, configure, and integrate AI platforms (not just use them)?		
Do you have (or have access to) data science or AI engineering capability?		
Is there organisational willingness to redeploy staff from functions that move to AI?		
Do your leadership team and board have sufficient AI literacy to make informed strategic decisions?		
<b>SUBTOTAL (out of 30)</b>		

## Dimension 4: Technology Infrastructure

AI-Sourcing requires infrastructure that can support AI workloads: cloud platforms, API integrations, security controls, and monitoring capabilities.

Question	Score (1-5)	Notes
Are your core systems cloud-hosted or cloud-ready (not legacy on-premise with no migration path)?		
Can your systems integrate with external AI services via APIs?		
Do you have the information security controls needed to share data with AI systems (encryption, access controls, data classification)?		
Is your network infrastructure capable of supporting real-time AI workloads (latency, bandwidth)?		
Do you have monitoring and logging capabilities that could track AI system performance and decisions?		
Is your IT architecture documented and understood well enough to identify integration points for AI?		
<b>SUBTOTAL (out of 30)</b>		

## Dimension 5: Organisational Culture

The most technically ready organisations will fail at AI-Sourcing if the culture resists it. This dimension assesses whether your organisation is culturally prepared for the changes AI-Sourcing brings.

Question	Score (1-5)	Notes
Is there visible leadership support for AI adoption (not just tolerance, but active sponsorship)?		
Are employees generally open to new technology and process change, or is there significant resistance?		
Has the organisation successfully delivered technology-driven change in the past 3 years?		
Is there a culture of experimentation where pilots and controlled failures are accepted?		
Are employees involved in change decisions, or are changes imposed top-down?		
Does the organisation communicate transparently about technology changes and their impact on roles?		
<b>SUBTOTAL (out of 30)</b>		

## Your Readiness Profile

Transfer your subtotals from each dimension into the summary table below:

Dimension	Your Score	Max Score	Percentage
1. Data Quality		30	
2. Governance		30	
3. Talent		30	
4. Infrastructure		30	
5. Culture		30	
<b>TOTAL</b>		<b>150</b>	

## Interpreting Your Score

Score Range	Readiness Level	Recommended Next Step
120-150	<b>Ready to Scale</b>	You have the foundations in place. Move directly to the AI-Sourcing Decision Framework and begin identifying functions to AI-Source.
80-119	<b>Ready to Pilot</b>	You have sufficient readiness to begin pilots in your strongest dimensions. Address gaps in parallel. Most mid-market organisations score here.

40-79	<b>Foundation Building</b>	Focus on closing specific gaps before committing to AI-Sourcing pilots. Prioritise Data and Governance (the two dimensions most organisations underestimate).
Below 40	<b>Early Stage</b>	Significant foundational work needed. Start with data quality and leadership education. Consider engaging external support to accelerate readiness.

## Key Insight: Your Lowest Dimension Is Your Constraint

AI-Sourcing readiness is limited by your weakest dimension, not your strongest. An organisation with excellent infrastructure but poor governance will fail at AI-Sourcing just as surely as one with no technical capability. Focus improvement efforts on your lowest-scoring dimension first.

*You do not need a perfect score to begin AI-Sourcing. You need an honest assessment, a plan for closing gaps, and the governance discipline to proceed responsibly.*

## What To Do Next

- If you scored 80+: Read the AI-Sourcing whitepaper and apply the Decision Framework to your top 10 functions.
- If you scored 40-79: Identify your two lowest dimensions. Build a 90-day improvement plan for each before beginning pilots.
- If you scored below 40: Focus on data quality and governance as immediate priorities. Engage leadership in AI literacy before making strategic commitments.
- For all scores: Share this assessment with your leadership team. AI-Sourcing is a strategic decision, not a technology project. The conversation starts at the top.

For the strategic framework, see the AI-Sourcing whitepaper. For a detailed implementation plan, see the 12-Month Roadmap.

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