

METHODOLOGY

# How AILOS measures AI leadership capability.

A 15-item, 5-vector self-report instrument. 7 minutes. Outputs a per-vector score, an aggregate maturity score, and a stage (Aware → Exploring → Operating → Scaling → Compounding).

01 — THE INSTRUMENT

**Items** 15 Likert items (3 per vector) + 2 reflection prompts.  
**Scale** 5-point agreement, anchored verbal labels.  
**Length** ~7 min median completion.  
**Scoring** Vector = mean of items, rescaled 0–100. Aggregate = weighted mean. Stage cut-points are fixed (not cohort-relative) so scores are stable as N grows.  
**Re-test cadence** Quarterly.

03 — RESEARCH BASIS

**Oxford · Future of Work** AI as a complement-vs-substitute call at task level.  
**MIT Sloan / CSAIL** AI-augmented decisions vs AI-automated execution.  
**Stanford HAI** Human-in-the-loop and responsible deployment.  
**Harvard Business School** Generative AI & the “jagged frontier” of knowledge work.  
**World Economic Forum** Skill-shift forecasts shaping team-adoption vector.

02 — THE FIVE VECTORS

<b>Strategic Framing</b>	Locate AI inside the business model — leverage, risk, value-chain change.
<b>Decision Architecture</b>	Structure decisions with AI in the loop — what AI recommends, what humans own.
<b>Team Adoption</b>	Build capability across the team — safety to experiment, shared norms, visible change.
<b>Operational Integration</b>	Embed AI into workflows and review gates — not pilots on the side.
<b>Ethical &amp; Risk Stance</b>	Data, IP, bias, disclosure — defensible calls in front of stakeholders.

04 — VALIDATION STATUS

<b>Content validity</b>	Items reviewed against research base; practitioner pre-test.	<b>COMPLETE</b>
<b>Internal consistency (<math>\alpha</math>)</b>	Target Cronbach's $\alpha \geq 0.70$ per vector on design-partner sample.	<b>PILOT IN PROGRESS</b>
<b>Test-retest stability</b>	Target $r \geq 0.75$ over 30 days, no intervention.	<b>PILOT IN PROGRESS</b>
<b>Construct validity (CFA)</b>	Confirmatory factor analysis on 5-vector structure at sufficient N.	<b>SCHEDULED</b>

Figures are published on [theailos.com/methodology](https://theailos.com/methodology) as design-partner data crosses each threshold. We do not publish reliability figures from insufficient samples.

05 — RESPONSIBLE USE

Self-report leading indicator. Appropriate for development planning, cohort design, and 12-week roadmaps. **Not** appropriate as a performance-review or hiring instrument. Quarterly re-take cadence. Data handling and team-rollout privacy: [theailos.com/trust](https://theailos.com/trust).