

Is your supervision AI-ready?

A scorecard for L&D, HR and supervision leaders

A companion to our Learning in Law session on supervision in an AI-assisted world.

human
superpowers

Score your firm honestly against the ten statements below — as things actually are today, not as you'd like them to be.

Score each statement:

0 – not yet, or rarely · 1 – in parts, or some teams · 2 – consistently, firm-wide

GOOD CONVERSATIONS

1. Supervisors routinely ask "did you use AI on this, and how did you check it?" – as a normal question, every time.

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2. People are open about their AI use; what your usage data shows and what people tell you broadly match.

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3. Disclosing AI use, or flagging an AI error early, is rewarded – never held against someone.

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4. Leaders model their own AI use, and their own mistakes with it.

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CRITICAL THINKING

5. Your people have been trained on the different types of hallucination, not just told "AI makes things up."

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6. Supervisors know a range of techniques to test the thinking behind AI-assisted work.

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7. Catching an AI error is recognised as good thinking, rather than treated as slowing the work down.

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DELEGATION

8. Supervisors deliberately transfer context – the law, the client, what "good" looks like – before a junior starts prompting AI.

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9. There's a defined point where AI-assisted work is checked against its sources before it goes out.

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10. When delegating to juniors, supervisors are clear about what they expect back in order to minimise their time on rework.

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Your total: _____ / 20

What your score means

0–5 • Reactive

AI is being used largely out of sight. First move: make disclosure safe and ordinary.

6–10 • Aware

You've started to act, probably in pockets. Focus: consistency across teams.

11–15 • Ready

The habits are taking hold. Focus: making them hold under pressure.

16–20 • Embedded

Supervision has genuinely adapted. Focus: keeping it alive as tools and people change.

Get in touch if you'd like to talk about supervision in your firm – or how we can help you work out what comes next after AI literacy training.

LEAD – THINK – CONNECT – WRITE

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