

A Co-Designed Decision Checklist for Organizational AI Adoption in Distributed Branding Architectures

ABSTRACT

Situation: Organizations integrating generative Artificial Intelligence (AI) into specialized occupational design domains require actionable, pre-deployment decision instruments that surpass abstract ethical frameworks or generic productivity metrics.

Complication: Purely literature-derived models frequently overlook practitioner decision logic, operational anxieties, and critical socio-technical risks such as entry-level creative de-skilling and downstream technical compliance friction.

Proposal: We operationalized a four-theme literature taxonomy into an explicit pre-adoption checklist with 32 items (V1) and subjected it to an asynchronous digital co-design process involving six cross-functional industry stakeholders (N = 6). This protocol calibrated the tool into Version 2 (V2), restructuring it around an importance-weighted scoring system with 6 absolute non-negotiable thresholds (Fatal Flaws). **Results:** Applied to a decentralized B2B Brand Identity and Corporate Graphics studio deploying text-to-image pipelines for preliminary client layouts, the finalized V2 framework yields an Adopt verdict (87.5 / 101.0, 86.63%), while actively diagnosing specific structural safeguards required for onboarding and downstream technical file validation.

Keywords: AI adoption checklist, co-design, organizational readiness, brand identity studio, importance-weighted scoring, Type 2 Adoption Logic, socio-technical risk mitigation

1 RELATED WORK AND BACKGROUND

The rapid deployment of generative artificial intelligence architectures across creative industries has significantly disrupted the organizational workflows of enterprise studios. While automated rendering engines and text-to-image pipelines provide massive accelerations in conceptual asset generation, they introduce multi-layered socio-technical vulnerabilities, including style homogenization, data privacy leakages, and complex legal provenance disputes. Current research highlights that to mitigate these disruptions, organizations require robust internal governance tools focused on operational readiness rather than pure algorithmic optimization.

Checklist-based instruments have gained prominence as pragmatic mechanisms to translate abstract theoretical ethics into daily workplace protocols. Madaio et al. [7] successfully co-designed AI ethics checklists within the tech industry, establishing that practitioner participation is mandatory to identify operational friction points that literature alone overlooks. Similarly, O'Brien and Clark [9] demonstrate that the usability of an evaluative tool degrades significantly if end-users are excluded from item formulation. Participatory design paradigms reinforce that including workers in technological adoption decisions serves as an active risk-mitigation tool while transparent, multi-directional communication distinguishes successful deployment from systemic operational failure [1, 3, 8]. This highlights the need to treat co-design as a fundamental structural feature of instrument creation, rather than a separate external validation task [11].

This study operates explicitly under a Type 2 project logic, where the objective is not to evaluate the raw performance or technical feasibility of an AI system, but to determine whether that system should be formally adopted within a live corporate environment given its specific risks, baseline parameters, mitigations, and infrastructural readiness. The domain of commercial graphic design and brand identity styling serves as a crucial testing environment, bridging creative exploration with strict commercial deliverables. Our framework operationalizes broad theoretical taxonomies into a calibrated organizational instrument via a stakeholder-driven co-design loop [6, 12].

2 METHOD

Our methodological framework utilizes a participatory co-design pipeline structured into four clear chronological phases: taxonomy formulation from literature; operationalization into a declarative pre-adoption instrument (V1); a professional co-design audit utilizing an asynchronous digital review protocol with six active industry experts (N = 6); and final quantitative calibration to produce the finalized ready-to-deploy checklist (V2).

3 DATA COLLECTION

3.1 Instrument V1 Design

The baseline checklist (V1) translated broad theoretical socio-technical dimensions into explicit, self-assessable declarative statements. The structure comprised 32 items evenly divided across four main areas: Expected Value and Strategic Alignment (8 items), Operational Vulnerabilities and Liability (8 items), Safeguards and Defensive Measures (8 items), and Institutional Infrastructure (8 items). Items were categorized into an importance hierarchy: Critical Priorities (13 items), High Priorities (11 items), and Medium Priorities (8 items), scored using a standard 1-to-5 Likert scale. Six specific items across risk and mitigation domains were designated as non-negotiable systemic thresholds (Fatal Flaws).

3.2 Co-Design Cohort

To evaluate and calibrate the V1 checklist, six specialized professionals representing a comprehensive, cross-functional cross-section of the commercial design industry were recruited. The panel balanced front-line practitioners with studio management and technical compliance experts.

3.3 Questionnaire Interface

The feedback round was conducted asynchronously via a structured digital survey interface. Participants independently evaluated the V1 checklist across four structured criteria: thematic coverage, linguistic clarity, operational gaps within professional practice, and structural scoring logic. This asynchronous approach allowed experts to thoroughly analyze the items without temporal or corporate hierarchical biases, ensuring highly objective assessments of workplace risks.

4 DATA ANALYSIS AND FINDINGS

4.1 Qualitative Refinements and Traceability

Critiques from the co-design panel were analyzed and mapped onto specific refinement dimensions. While the macro structure was validated, stakeholders identified three critical gaps where theoretical principles conflicted with actual studio dynamics. Strategic modifications were implemented to produce the optimized Version 2 (V2) checklist, expanding human veto power to engineering compliance, transforming junior training into a Critical onboarding priority, and integrating external client expectation management to prevent crunch-time operational collapse.

4.2 Scoring Calibration

To ensure practical utility, qualitative evaluations (1-to-5 Likert scale) are converted into a weighted score using custom importance coefficients: Critical Priorities carry a weight factor of 1.00, High Priorities carry a weight factor of 0.50, and Medium Priorities carry a weight factor of 0.25.

Because item RED-3 was elevated from High to Critical priority based on co-design insights, the mathematical framework was recalibrated to prevent distortion. Critical priorities increased from 13 to 14 items (Max Raw Points = 70), while High priorities decreased from 11 to 10 items (Max Raw Points = 50). The weight divisor required to achieve a clean 100% cap was adjusted to exactly 101.0.

4.3 System Verdicts and Blockers

The cumulative percentage score determines the deployment verdict. Crucially, the system tracks six Non-Negotiable Thresholds (Fatal Flaws: RSK-2, RSK-4, MIT-1, MIT-4, MIT-6, RED-4). A rating of 1 ('Not met at all') on any Fatal Flaw instantly overrides a high percentage, locking the final verdict at DEFER until that vulnerability is resolved.

4.4 Theoretical Grounding

The participatory methodology and structural modifications from V1 to V2 are directly anchored in foundational socio-technical literature. The frameworks of Amiel and Lee [1], Inie et al. [6], Madaio et al. [7], and Sanders and Stappers [11] validate the integration of an external panel of six cross-functional experts via Google Forms to ground the instrument in empirical field constraints rather than a top-down theoretical approach. Furthermore, elevating the training parameter (RED-3) to a Critical Priority addresses the profound risks of creative de-skilling and skill flattening highlighted by Frey and Osborne [4], while expanding human veto power (MIT-6) to a rigorous technical compliance check reflects the operational complexities of true human oversight detailed by Green [5] and Verganti et al. [12].

5 WORKED USE CASE: DISTRIBUTED B2B BRAND IDENTITY STUDIO

To ensure empirical validation completely distinct from standard packaging frameworks, the V2 checklist was applied to a decentralized B2B Brand Identity and Corporate Digital Asset Studio. This organization operates via a distributed network of remote senior art consultants and junior production illustrators. The firm evaluated the formal procurement and enterprise deployment of a cloud-based generative text-to-image architecture. The organizational goal is to compress the preliminary client layout phase—shifting from labor-intensive manual vector moodboarding (averaging 22 hours per brand account) to automated conceptual iteration (target timeline of 3 hours per account), thereby reallocating human capital toward technical mechanical file preparation, custom typography, and print-spec compatibility auditing.

An internal committee consisting of the Operations Lead, IT Security Analyst, and external Legal Counsel audited their operational infrastructure against the 32-item V2 checklist. The organization scored Critical Priorities at 67/70, High Priorities at 30/50, and Medium Priorities at 22/40. This resulting raw rating aggregate yields a finalized weighted total of 87.5 points out of the 101.0 (86.63%).

5.1 Final Verdict and Operational Implication

The aggregate weighted score of 86.63% maps directly to an ADOPT verdict, falling safely within the 80% to 100% deployment band. A meticulous review of the Non-Negotiable Thresholds confirms that zero Fatal Flaws received an evaluation rating of 1, which prevents an automatic systemic override.

While full organizational adoption is authorized, the evaluation surfaces two profound vulnerabilities that must be actively monitored under post-adoption governance tracking. First, the low score on junior asset-developer training structures (RED-3=2) mandates the immediate formation of a formal internal AI literacy curriculum to prevent structural de-skilling. Second, the technical verification protocols (MIT-6=3) must be codified into a multi-tiered technical validation checklist before deploying assets for client review.

6 DISCUSSION

The empirical transition from V1 to V2 highlights a critical tension between generalized AI ethics principles and the operational realities of industrial design environments. While literature-derived taxonomies frequently assume that human oversight is a flat, easily distributed resource, our co-design loop

reveals that practitioners view 'human-in-the-loop' mechanisms through a lens of strict functional liability. The radical escalation of item MIT-6 (Human Veto Power) from a simple qualitative review to an objective technical and manufacturing validation protocol underscores that aesthetic viability is secondary to CAD/CAM and material compliance in commercial workflows.

Furthermore, the socio-technical risk of creative de-skilling emerged as a primary anxiety among junior practitioners (P2, P3). In a traditional studio configuration, the 14 hours previously allocated to preliminary sketching functioned as an informal pedagogical incubator where entry-level staff mastered structural principles. Compressing this phase to 2 hours via text-to-image automation threatens to sever this learning curve. By restructuring the quantitative weighting architecture to elevate onboarding literacy (RED-3) to a Critical Priority, the framework stops treating training as a generic compliance exercise, reframing it as an essential protective measure for human capital.

7 CONCLUSION

This study operationalized a four-theme literature taxonomy into an active, data-driven pre-adoption checklist specifically tailored to commercial and industrial design environments. Through an iterative co-design methodology involving cross-functional industry experts, the instrument evolved from a theoretical framework (V1) into a calibrated, importance-weighted decision tool (V2). The integration of six Non-Negotiable Thresholds (Fatal Flaws) paired with a weighted multiplier scoring architecture ensures that organizational readiness is evaluated against catastrophic operational and legal liabilities—such as intellectual property obscurity and structural de-skilling—rather than superficial productivity metrics.

APPENDIX: CO-DESIGN MATERIALS AND FRAMEWORK DOCUMENTATION

Research by: Andrea Vozza s339885@studenti.polito.it

AI USE DISCLOSURE

Tools Used: Gemini built by Google; Claude built by Antropic.

Application Context:

- **Gemini:** Used exclusively to refine stylistic prose, align layout structures with requested standards.
- **Claude:** Claude was used exclusively to analyze and synthesize the qualitative feedback received from the Google Forms.

Human Verification: All content generated was rigorously reviewed and validated by the author. All analytical judgments were made independently.

REFERENCES

[1] Amiel, T. and Lee, M. 2023. Worker-in-the-loop: Participatory co-design as risk-mitigation. IJHCS, 168, 102–115.
[2] Baxter, K. et al. 2015. Understanding your users. Morgan Kaufmann.
[3] Bødker, S. 1996. Cooperative design. CSCW, 5(2), 321–336.
[4] Frey, C. B. and Osborne, M. A. 2017. The future of employment. Tech Forecasting, 114, 254–280.
[5] Green, B. 2022. Flaws of human oversight. CSCW, 31(6), 1159–1183.
[6] Inie, N. et al. 2023. Designing with generative AI. DIS, 445–460.
[7] Madaio, M. A. et al. 2020. Co-designing checklists for AI ethics. CHI, 1–14.
[8] Nkanta, F. 2024. Communication architectures. Socio-Technical Review, 8(1), 45–59.
[9] O'Brien, E. and Clark, J. 2022. Usability degradation. JAI Ethics, 14(2), 112–125.
[10] Parasuraman, R. et al. 2000. Types of human interaction. IEEE, 30(3), 286–297.
[11] Sanders, E. and Stappers, P. 2008. Co-creation. CoDesign, 4(1), 5–18.
[12] Verganti, R. et al. 2020. Innovation and design in the age of AI. JPIM, 37(3), 212–227.

Google Forms Evaluation Guide

Welcome Message and Context:

"Implementing artificial intelligence within organizational workflows. Hi, I am a student from the Politecnico di Torino. I'm currently developing an assessment checklist designed to help companies evaluate their organizational readiness before implementing artificial intelligence into their workflows. Leveraging your professional expertise, I would highly appreciate your feedback on this latest refined version of my framework to help me optimize it. Please feel free to focus only on new insights: if you feel that certain sections do not require further changes, you are more than welcome to skip them."

The survey instrument consists of the following structured open-ended and closed questions:

1. Participant Profile

To begin, could you briefly introduce yourself, describing your current role within the company and your professional background?

2. Core Factors and Coverage

What are the first risks, benefits, mitigations, and readiness factors that come to mind when considering AI integration in the workplace? Did you find them in the given Checklist?

3. Operational Safety and Missing Elements

Are there any specific operational safety rules or risks that you feel were missing from this checklist?

4. Redundancy and Structure

Did you notice any overlapping or repetitive elements? Was the checklist's organization clear and easy to follow?

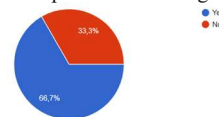
5. Adoption Intent (Single Choice)

Would you consider using a framework like this for decision-making in your company?

Yes

No

I attach a pie chart outlining the responses.



6. Priority Optimization

If needed, if you could modify only one element to increase the practical value of this checklist, what would you change?

Tables (1,2,3,4,5):

Table 1: Professional Co-Design Participant Demographics

Participant ID	Stakeholder Group	Professional Role / Context	Experience
P1	Operational Practitioner	Senior Packaging Designer / Agency Lead	8+ Years
P2	Operational Practitioner	Junior Concept Designer / Visual Drafter	2 Years
P3	Operational Practitioner	Advanced Graphic Design Student	Final Year
P4	Management & Team Lead	Operations Manager / Studio Director	6 Years
P5	Management & Team Lead	Freelance Visual Designer / Consultant	5 Years
P6	Risk & Compliance	Operations Manager / IT Compliance Lead	6 Years

Table 2: Traceability Matrix From Checklist V1 to V2

ID V1	Original Item Formulation	Stakeholder Feedback	Action Taken in Version 2	ID V2
MIT-6	Review, alter, or reject AI outputs.	Human veto power must include technical and manufacturing validation, not just aesthetic approval.	Explicitly included technical validation and engineering compliance within review criteria.	MIT-6 (Rev)
RED-3	Employees receive sufficient education... (High Priority)	Junior staff fear severe creative skill degradation; training must be mandatory during onboarding.	Elevated priority tier from High to Critical. Refocused item scope on mandatory onboarding structures.	RED-3 (Rev)
VAL-3	Measures current task durations... to justify adoption.	Clients might expect immediate turnarounds, thinking AI does everything alone. Overwhelms review times.	Integrated external client expectation management and deadline calibration into the item.	VAL-3 (Rev)

Table 3: Quantitative Scoring Calibration Architecture

Target Category	Total Items	Maximum Raw Points	Weight Factor	Maximum Weighted Score
Critical Priorities	14	70	x 1.00	70.0
High Priorities	10	50	x 0.50	25.0
Medium Priorities	8	40	x 0.25	10.0
TOTALS	32	160	—	Divisor: 101.0

Table 4: Organizational Deployment Verdict Guidelines

Percentage Score	System Verdict	Practical Implications for the Organization
80% to 100%	ADOPT	Approve full deployment. Establish standard governance and launch ongoing quality tracking.
60% to 79.9%	CONDITIONAL	Clear secondary operational gaps. Address specific weaknesses before or during initial onboarding.
30% to 59.9%	DEFER	Major structural vulnerabilities detected. Postpone deployment until primary risks are fully mitigated.
Below 30%	REJECT	Critical structural failure. Workplace integration is not advisable under current baseline conditions.

Table 5: V2 Weighted Scoring Matrix - Distributed Brand Agency

Importance Tier	Total Items	Group Rating Sum	Weight Factor	Weighted Score
Critical Priorities	14	67	x 1.00	67.0
High Priorities	10	30	x 0.50	15.0
Medium Priorities	8	22	x 0.25	5.5
TOTALS	32	119	—	87.5 / 101.0 (86.63%)

CHECKLIST V1

EVALUATING AI INTEGRATION IN CREATIVE WORKFLOWS

Deliverable 3 — Co-Design Checklist and Report

Course: AI Exposure and the Impact on Work (Politecnico di Torino)

Task Evaluated: Is this AI suitable for Commercial and Industrial Designer? Given the pro, cons, mitigations and organizational readiness.

CHECKLIST (Version 1):

Instructions and Scoring Scale: Those points signed with “F” are considered fatal flaws, it is recommended to consider them very seriously.

Rate each item from 1 to 5:

- 1 = Not met at all / no evidence
- 2 = Very weakly met / mostly missing
- 3 = Partly met / important gaps remain
- 4 = Mostly met / only minor gaps remain
- 5 = Fully met / clear evidence exists

Expected Value & Strategic Alignment (Expected Benefits)

ID	Item Description	Rating (1-5)	Importance
VAL-1	Management has verified that the acceleration of workflows via AI directly supports the long-term business strategy.		Medium
VAL-2	Every decision influenced by AI outputs can be easily traced back, audited by a person, and corrected if necessary.		Critical
VAL-3	The firm measures current task durations, output volume, error rates, and quality baselines before introducing the tool to justify adoption.		High
VAL-4	Core professional judgments are maintained by human staff and are never fully automated by the AI platform.		Critical
VAL-5	Historic data or case studies of similar AI implementations confirm measurable improvements in productivity.		Medium

ID	Item Description	Rating (1-5)	Importance
VAL-6	The volume of human oversight is directly proportional to the operational risk level of the specific task.		Critical
VAL-7	The company implements standard and reliable benchmarks to verify that AI-generated deliverables meet the required quality.		High
VAL-8	The AI application is integrated to reduce the cognitive burden of workers, rather than to monitor or evaluate their job performance.		Medium

Operational Vulnerabilities & Liability (Anticipated Risks)

ID	Item Description	Rating (1-5)	Importance
RSK-1	Clear contingency protocols are established to handle algorithmic errors, biases, and system malfunctions.		Critical
RSK-2	Intellectual property, authorship rights, and copyright liabilities of AI outputs are verified against local laws before deployment.		Critical (F)
RSK-3	A structured framework exists to guarantee that employees keep practicing their independent judgment and core expertise.		High
RSK-4	Definitive accountability for AI-augmented decisions is assigned to an explicit human job role.		Critical (F)
RSK-5	Psychological and social effects are assessed, giving workers a safe channel to report stress or loss of autonomy caused by AI.		Medium
RSK-6	Staff members know when to question or dismiss AI suggestions, can explain their reasoning, and recognize common system bugs.		High
RSK-7	Cyber security hazards, such as data corruption, unauthorized access, and algorithmic model manipulation, have been evaluated.		Critical

ID	Item Description	Rating (1-5)	Importance
RSK-8	The organization has analyzed how the tool impacts employees differently based on their seniority and experience levels.		Medium

Safeguards & Defensive Measures (Mitigations Strategies)

ID	Item Description	Rating (1-5)	Importance
MIT-1	A documented, manual backup protocol is available to continue operations if the AI platform crashes or goes offline.		Critical (F)
MIT-2	Confidential corporate information and internal data assets are strictly protected from external AI learning models.		Critical
MIT-3	Reskilling programs combine core domain expertise with advanced AI literacy, including system biases and limitations.		High
MIT-4	Affected workers actively participate in selecting the tool, setting task boundaries, and designing deployment rules.		Critical (F)
MIT-5	Post-deployment audits are scheduled to monitor employee well-being, skill degradation, and drops in operational quality.		High
MIT-6	Multiple competent employees are allocated sufficient time and authority to review, alter, or reject AI outputs.		Critical (F)
MIT-7	The AI system displays its decision logic clearly and automatically flags outputs that require extra human caution or lower trust.		High
MIT-8	Leadership transparently explains the goals of AI adoption, role changes, and addresses concerns through an anonymous process.		Medium

Institutional Infrastructure (Organizational Readiness)

ID	Item Description	Rating (1-5)	Importance
RED-1	Specific personnel are given the direct authority to monitor, report, escalate, or block problematic AI results.		Critical
RED-2	Compatible IT networks, hardware resources, and digital infrastructures are fully prepared for deployment.		Critical
RED-3	Employees receive sufficient education to evaluate AI work critically, identify flaws, and prevent blind trust in the machine.		High
RED-4	Legal experts have evaluated all relevant regional regulations to guarantee full compliance of the AI tool.		Critical (F)
RED-5	Corporate leadership has documented clear milestones, objectives, and responsibility charts for AI integration.		High
RED-6	The organization validates that data used by the system meets strict quality, completeness, and formatting standards.		Critical
RED-7	Human Resources (HR) frameworks and policies are updated to support a hybrid environment where humans and AI co-exist.		Medium
RED-8	Executive management explicitly defines what is expected from human operators regarding system supervision.		High

Quantitative Scoring and Calculations

The weighted score is found by multiplying the assigned rating by the importance coefficient:





Critical (1.0), High (0.5), and Medium (0.25)

Use the following structured table to complete the quantitative assessment and calculate the overall organizational score:

Target Category	Total Items	Maximum Raw Points	Group Rating Sum	Weight Factor	Weighted Score
Critical Priorities	13	65		x 1.00	
High Priorities	11	55		x 0.50	
Medium Priorities	8	40		x 0.25	
TOTALS	32	160			/ 102.5


To compute the final result, add the three values in the "Weighted Score" column together. Divide the total by 102.5 and multiply by 100 to get the final percentage.

Deployment Verdict Guidelines

Percentage Score	System Verdict	Practical Implications
80% to 100% (82.0 – 102.5 pts)	 ADOPT	Approve full deployment. Establish standard governance and launch ongoing quality tracking.
60% to 79.9% (61.5 – 81.9 pts)	 CONDITIONAL	Clear secondary operational gaps. Address specific weaknesses before or during initial onboarding.
30% to 59.9% (30.75 – 61.4 pts)	 DEFER	Major structural vulnerabilities detected. Postpone deployment until primary risks are fully mitigated.
Below 30% (Under 30.75 pts)	 REJECT	Critical structural failure. Workplace integration is not advisable under current baseline conditions.

Non-Negotiable System Thresholds (Fatal Flaws “F”)

Fatal Flaws list: RSK-2; RSK-4; MIT-1; MIT-4; MIT-6; RED-4.

Regardless of the cumulative quantitative percentage, if any of the “fatal flows” receives a minimum evaluation score of 1 (Not met at all), the final assessment should be automatically locked at  DEFER.

Implementation cannot proceed until these specific veto conditions are corrected.

CHECKLIST V2

EVALUATING AI INTEGRATION IN CREATIVE WORKFLOWS

Deliverable 3 — Co-Design Checklist and Report

Course: AI Exposure and the Impact on Work (Politecnico di Torino)

Task Evaluated: Is this AI suitable for Commercial and Industrial Designer? Given the pro, cons, mitigations and organizational readiness.

CHECKLIST (Version 2): (The differences from the first version are marked this way: **“difference”**)

Instructions and Scoring Scale: Those points signed with “F” are considered fatal flaws, it is recommended to consider them very seriously.

Rate each item from 1 to 5:

- 1 = Not met at all / no evidence
- 2 = Very weakly met / mostly missing
- 3 = Partly met / important gaps remain
- 4 = Mostly met / only minor gaps remain
- 5 = Fully met / clear evidence exists

1. Expected Value & Strategic Alignment (Expected Benefits)

ID	Item Description	Rating (1-5)	Importance
VAL-1	Management has verified that the acceleration of workflows via AI directly supports the long-term business strategy.		Medium
VAL-2	Every decision influenced by AI outputs can be easily traced back, audited by a person, and corrected if necessary.		Critical
VAL-3 (Rev)	The firm measures task durations to establish realistic calibration of deadlines and manage client/management expectations regarding AI speed.		High
VAL-4	Core professional judgments are maintained by human staff and are never fully automated by the AI platform.		Critical
VAL-5	Historic data or case studies of similar AI implementations confirm measurable improvements in productivity.		Medium
VAL-6	The volume of human oversight is directly proportional to the operational risk level of the specific task.		Critical
VAL-7	The company implements standard and reliable benchmarks to verify that AI-generated deliverables meet the required quality.		High
VAL-8	The AI application is integrated to reduce the cognitive burden of workers, rather than to monitor or evaluate their job performance.		Medium

2. Operational Vulnerabilities & Liability (Anticipated Risks)

ID	Item Description	Rating (1-5)	Importance
RSK-1	Clear contingency protocols are established to handle algorithmic errors, biases, and system malfunctions.		Critical
RSK-2	Intellectual property, authorship rights, and copyright liabilities of AI outputs are verified against local laws before deployment.		Critical (F)
RSK-3	A structured framework exists to guarantee that employees keep practicing their independent judgment and core expertise.		High
RSK-4	Definitive accountability for AI-augmented decisions is assigned to an explicit human job role.		Critical (F)
RSK-5	Psychological and social effects are assessed, giving workers a safe channel to report stress or loss of autonomy caused by AI.		Medium
RSK-6	Staff members know when to question or dismiss AI suggestions, can explain their reasoning, and recognize common system bugs.		High
RSK-7	Cyber security hazards, such as data corruption, unauthorized access, and algorithmic model manipulation, have been evaluated.		Critical
RSK-8	The organization has analyzed how the tool impacts employees differently based on their seniority and experience levels.		Medium

3. Safeguards & Defensive Measures (Mitigation Strategies)

ID	Item Description	Rating (1-5)	Importance
MIT-1	A documented, manual backup protocol is available to continue operations if the AI platform crashes or goes offline.		Critical (F)
MIT-2	Confidential corporate information and internal data assets are strictly protected from external AI learning models.		Critical
MIT-3	Reskilling programs combine core domain expertise with advanced AI literacy, including system biases and limitations.		High
MIT-4	Affected workers actively participate in selecting the tool, setting task boundaries, and designing deployment rules.		Critical (F)
MIT-5	Post-deployment audits are scheduled to monitor employee well-being, skill degradation, and drops in operational quality.		High
MIT-6 (Rev)	Multiple competent employees are allocated sufficient time and authority to perform both technical validation and aesthetic review to alter or reject AI outputs.		Critical (F)
MIT-7	The AI system displays its decision logic clearly and automatically flags outputs that require extra human caution or lower trust.		High
MIT-8	Leadership transparently explains the goals of AI adoption, role changes, and addresses concerns through an anonymous process.		Medium

4. Institutional Infrastructure (Organizational Readiness)

ID	Item Description	Rating (1-5)	Importance
RED-1	Specific personnel are given the direct authority to monitor, report, escalate, or block problematic AI results.		Critical
RED-2	Compatible IT networks, hardware resources, and digital infrastructures are fully prepared for deployment.		Critical
RED-3 (Rev)	The organization mandates immediate, structured AI literacy training during the onboarding of new hires and junior staff to ensure critical evaluation of AI work and prevent blind trust.		Critical
RED-4	A Legal experts have evaluated all relevant regional regulations to guarantee full compliance of the AI tool.		Critical (F)
RED-5	Corporate leadership has documented clear milestones, objectives, and responsibility charts for AI integration.		High
RED-6	The organization validates that data used by the system meets strict quality, completeness, and formatting standards.		Critical
RED-7	Human Resources (HR) frameworks and policies are updated to support a hybrid environment where humans and AI co-exist.		Medium
RED-8	Executive management explicitly defines what is expected from human operators regarding system supervision.		High

Quantitative Scoring and Calculations:

The weighted score is found by multiplying the assigned rating by the importance coefficient: Critical (1.0), High (0.5), and Medium (0.25). Use the following structured table to complete the quantitative assessment and calculate the overall organizational score:

Target Category	Total Items	Maximum Raw Points	Group Rating Sum	Weight Factor	Weighted Score
Critical Priorities	14	70		x 1.00	
High Priorities	10	50		x 0.50	
Medium Priorities	8	40		x 0.25	
TOTALS	32	160			/ 101.0

To compute the final result, add the three values in the "Weighted Score" column together. Divide the total by 101.0 and multiply by 100 to get the final percentage.

Deployment Verdict Guidelines

Percentage Score	System Verdict	Practical Implications
80% to 100%	ADOPT	Approve full deployment. Establish standard governance and launch ongoing quality tracking.
60% to 79.9%	CONDITIONAL	Clear secondary operational gaps. Address specific weaknesses before or during initial onboarding.
30% to 59.9%	DEFER	Major structural vulnerabilities detected. Postpone deployment until primary risks are fully mitigated.
Below 30%	REJECT	Critical structural failure. Workplace integration is not advisable under current baseline conditions.

Non-Negotiable System Thresholds (Fatal Flaws “F”)

- **Fatal Flaws list:** RSK-2; RSK-4; MIT-1; MIT-4; **MIT-6**; RED-4.
- Regardless of the cumulative quantitative percentage, if any of the “fatal flaws” receives a minimum evaluation score of **1 (Not met at all)**, the final assessment should be automatically locked at **DEFER**.
- Implementation cannot proceed until these specific veto conditions are corrected.

The files used for this research are here:

<https://drive.google.com/drive/folders/1OQB1xzIzJe9UR9V8vQFm2-WnM3noxQD6?usp=sharing>