

ATIS Framework Readiness Assessment

Socio-Technical Diagnostic for Cross-Cultural AI Projects

I. Readiness Assessment Checklist

This diagnostic tool evaluates organizational, leadership, and operational preparedness across the four pillars of the ATIS Framework: **Act (A)**, **Train (T)**, **Inquire (I)**, and **Standardize (S)**.

#	Readiness Assessment Item	Yes	No	Key
1. Organizational Level: Structural Readiness				
1.1	Were AI team members informed of the cross-cultural environment during hiring?	<input type="checkbox"/>	<input type="checkbox"/>	A
1.2	Was the team's cross-cultural adaptability assessed before assignment?	<input type="checkbox"/>	<input type="checkbox"/>	T
1.3	Does the team reflect the cultural diversity of the client?	<input type="checkbox"/>	<input type="checkbox"/>	A
1.4	Is there a clear, structured internal communication framework for the project?	<input type="checkbox"/>	<input type="checkbox"/>	S
1.5	Is there a dedicated safe space for non-work-related communication?	<input type="checkbox"/>	<input type="checkbox"/>	A
1.6	Is a clear escalation protocol documented and understood?	<input type="checkbox"/>	<input type="checkbox"/>	S
1.7	Is the team trained to use all necessary technology platforms?	<input type="checkbox"/>	<input type="checkbox"/>	T
1.8	Is there a process for documenting cultural conflicts and their resolutions?	<input type="checkbox"/>	<input type="checkbox"/>	S
1.9	Is documentation accessible in cultural-aligned formats (language, design)?	<input type="checkbox"/>	<input type="checkbox"/>	S
2. Leadership Level: Adaptive Management				
2.1	Does the leader understand the degree of agency required by each member?	<input type="checkbox"/>	<input type="checkbox"/>	I
2.2	Is the team aligned with the organization's vision for this specific AI project?	<input type="checkbox"/>	<input type="checkbox"/>	A
2.3	Can the leader adapt communication to suit diverse team member styles?	<input type="checkbox"/>	<input type="checkbox"/>	T
2.4	Is the leader aware of the work cultures (feedback, values) of the team and client?	<input type="checkbox"/>	<input type="checkbox"/>	I
2.5	Can the leader adapt commercial approaches to the client's cultural norms?	<input type="checkbox"/>	<input type="checkbox"/>	T
2.6	Is there a collaborative procedure for prioritizing stochastic AI tasks?	<input type="checkbox"/>	<input type="checkbox"/>	S
2.7	Does the team have a unified understanding of the project's success metrics?	<input type="checkbox"/>	<input type="checkbox"/>	I
2.8	Are feedback channels specifically aligned with team and client cultures?	<input type="checkbox"/>	<input type="checkbox"/>	A
2.9	Are there defined metrics to monitor technical project progress?	<input type="checkbox"/>	<input type="checkbox"/>	S
2.10	Are there metrics to monitor the efficiency of the socio-technical workflow?	<input type="checkbox"/>	<input type="checkbox"/>	S
2.11	Does the leader monitor social interactions to prevent cultural friction?	<input type="checkbox"/>	<input type="checkbox"/>	I
2.12	Are team-bonding activities structured, balanced, and culturally sensitive?	<input type="checkbox"/>	<input type="checkbox"/>	A
2.13	Is the information flow between client and team monitored at all stages?	<input type="checkbox"/>	<input type="checkbox"/>	I
2.14	Does the leader possess the diplomacy skills for cross-cultural conflict?	<input type="checkbox"/>	<input type="checkbox"/>	T
2.15	Are religious differences and holidays considered in the project timeline?	<input type="checkbox"/>	<input type="checkbox"/>	I

#	Readiness Assessment Item	Yes	No	Key
3. Operational Level: Technical & Business Translation				
3.1	Does the team understand the client's dream solution vs. the floor reality?	<input type="checkbox"/>	<input type="checkbox"/>	I
3.2	Are technical and business experts connected to their client-side counterparts?	<input type="checkbox"/>	<input type="checkbox"/>	A
3.3	Are communication templates standardized for different client audiences?	<input type="checkbox"/>	<input type="checkbox"/>	S
3.4	Is a designated "Cultural Bridge" active within the project team?	<input type="checkbox"/>	<input type="checkbox"/>	A
4. Personal and Team Level: Cognitive Agility				
4.1	Do the primary team members possess significant international exposure?	<input type="checkbox"/>	<input type="checkbox"/>	T
4.2	Does the team demonstrate high-level cross-cultural communication skills?	<input type="checkbox"/>	<input type="checkbox"/>	T
4.3	Is there deep awareness of the specific cultural nuances of all stakeholders?	<input type="checkbox"/>	<input type="checkbox"/>	I
4.4	Does the team display the social curiosity required for autonomous learning?	<input type="checkbox"/>	<input type="checkbox"/>	T

II. ATIS Framework Key

The following table defines the operational actions required to address the gaps identified in the assessment.

Key	Operational Action	Explanation
A: Act	Proactive Intervention	Take necessary steps to establish vision, cultural bridges, or safe spaces.
T: Train	Skill Upgrading	Conduct formal or informal training to address skill decay or lack of exposure.
I: Inquire	Information Acquisition	Actively seek missing information regarding cultural norms or technical needs.
S: Standardize	Methodological Stability	Implement global benchmarks and frameworks (Agile, CPMAI, ITIL) for stability.

*Document synchronized with: "The Friction of AI Specificities in Cross-Cultural Projects"
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