

AI Adoption SOP

Win over the three kinds of employees who resist AI

THE PLAY (ONE LINE)

Stop selling AI to your team as one group. Find the alarmists, the pragmatic resisters and the reluctant adopters, then give each the one move that answers their real fear.

Why this matters

"The leader needs to understand that her or his gut does not lead to the right outcome with AI adoption because their gut emotions, their intuitions are at odds with the emotions of their employees." Individuals get faster with AI; the business only gets better when the team adopts it together.

AI alarmists

fear: training their replacement
move: growth + flip the script

Pragmatic resisters

fear: identity threat
move: survey + starter prompts

Reluctant adopters

fear: stigma, so they hide it
move: model it + reward sharing

The 8 steps

- 1 **Check your gut before you demo.** Watch how the team reacts, not how cool the tool is.
- 2 **Sort the team into the three profiles.** Listen for the objection: replacement, craft, or silence.
- 3 **Alarmists: commit to growth, not job cuts.** Make it a company decision and say it out loud.
- 4 **Alarmists: flip the script.** "It's not by using AI tools that you'll be replaced. It's that if you don't learn how to use AI effectively, you won't really stick around here."
- 5 **Resisters: survey what they hate.** Tasks they want off their plate, plus what blocks the work they love.
- 6 **Resisters: build prompts and agent skeletons.** Start from their answers. Go slow to go fast.
- 7 **Adopters: model your own AI use.** Emails, decks, sales outreach, performance reviews. Say it in the team meeting.
- 8 **Adopters: open a share channel, reward monthly.** Slack, Teams or Trello. Praise posts; a \$25 gift card each month for the best use case.

Team profile worksheet

Team member	Profile	What I heard	My move + date

Our growth commitment, in one sentence: _____

- | | |
|---|---|
| ☐ Growth-not-cuts commitment announced | ☐ Hated-tasks + blockers survey sent |
| ☐ First starter prompts handed back | ☐ I shared my own AI use with the team |
| ☐ Share channel open | ☐ Monthly best-use-case reward on the calendar |