

FOR TEAM LEADS / MANAGERS / AI ADOPTION TEAMS

AI Team Field Kit

Make AI adoption
someone's responsibility.



AUTONOMY MIRAGE / VOLUME II

Before the pilot becomes policy.

01 / THE ADOPTION CHECKLIST

Bring one real workflow: a customer reply, research summary, plan, or automated task. Check what you can evidence. Give the most consequential gap an owner.

01 Choose the work

- ☐ **Define a useful result.**
Name the problem, who experiences it, the success measure, and the decision date.
- ☐ **Find the adopter.**
Name who read the proposal, checked its evidence, and can explain the tradeoff.
- ☐ **Choose what comes off.**
Record the work this replaces and one thing the team will not pursue.

WATCH FOR / Infinite Backlog Engine

03 Keep the choice reversible

- ☐ **Test your actual work.**
Try ordinary and difficult cases with approved data. Retain failures and retest changes.
- ☐ **Match terms to reality.**
Check what the actual account sends, retains, and permits with the relevant reviewers.
- ☐ **Keep an exit usable.**
Record switching costs and test a credible alternative before integration deepens.

WATCH FOR / Autonomy Mirage

02 Price the popular version

- ☐ **Count the whole result.**
Include calls, subscriptions, retries, supporting services, and human review or repair.
- ☐ **Forecast success.**
Estimate growth in adoption, task complexity, and repeat attempts, not just users.
- ☐ **Set an early boundary.**
Agree the usage cap, what happens at it, and who revisits costs before expansion.

WATCH FOR / Cost Singularity

04 Give someone authority

- ☐ **Name the responsible person.**
Give the owner evidence, time, and power to reject results. Arrange coverage.
- ☐ **Follow the whole action.**
Trace what the workflow reads, sends, and changes, including tools and handoffs.
- ☐ **Demonstrate the stop.**
In a safe test, prove a pause blocks the action. Name who may restart it and why.

WATCH FOR / Compliance Black Hole

Before you
expand

An unchecked box is a decision to make. Resolve the gap or bound the pilot before more people depend on it.

02 / THE ORGANIZATIONAL BESTIARY

The pilot was small. The consequences aren't.

Four monsters from Volume II that appear when adoption grows faster than judgment.



01 / UNPRICED ADOPTION

Cost Singularity

"The pilot barely cost anything."

The serious forecast arrives only after the organization depends on the workflow.

YOUR NEXT MOVE

Forecast the adoption you hope for. Set a usage boundary and a cost review before expansion.

Ask: What does this cost if everyone loves it?



02 / UNADOPTED PLANS

Infinite Backlog Engine

"It generated another roadmap."

Proposals and tickets multiply while the problem the team selected remains unsolved.

YOUR NEXT MOVE

Name who adopts the plan. Choose fewer priorities and record what comes off when work enters.

Ask: What did we choose, and what did we exclude?



03 / UNOWNED DECISIONS

Autonomy Mirage

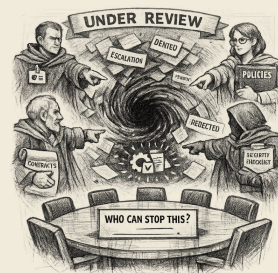
"The agent decided."

Nobody can defend the result or pause the workflow, though everyone calls it autonomous.

YOUR NEXT MOVE

Name a human owner. Give them evidence and a real chance to reject consequential actions.

Ask: Who decided this was good enough to act on?



04 / REVIEW WITHOUT CONTROL

Compliance Black Hole

"It is with the review group."

Concerns circulate through reviews while the workflow keeps running unchanged.

YOUR NEXT MOVE

Assign operational stop authority and coverage. Rehearse the stop safely, including queued work.

Ask: Who can stop this, and have we seen it work?

Name the pattern to change a decision. Bring evidence from a real workflow. A monster name helps only if it leads to a useful question and a next move.

03 / RECOGNIZE THE MEETING

Same meeting. Different blind spots.

These characters describe recurring behavior. Examine the decision without turning colleagues into villains.



THE CURRENT BILL

Avalanche Skeptic

Keeps the discussion connected to what the pilot actually costs.

Watch for: Treats a small pilot's bill as a permanent property of the tool.

THE DECISION QUESTION

“Which assumptions change when this becomes daily work?”

Put evidence on the table.

Forecast adoption, complexity, retries, and supporting costs.



THE PROMISED CAPABILITY

Agent Whisperer

Makes unfamiliar capabilities understandable and worth exploring.

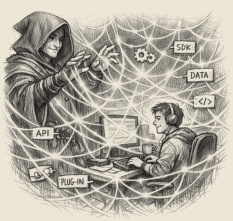
Watch for: Describes an unproven future as a system the team already has.

THE DECISION QUESTION

“What works today, under which conditions, and who checked?”

Put evidence on the table.

Show an ordinary case, a hard case, and an observed failure.



THE CONVENIENT INTEGRATION

Lock-In Enchanter

Offers simpler integration and less day-to-day friction.

Watch for: Convenience becomes dependency before anyone prices leaving.

THE DECISION QUESTION

“What would switching require, and when did we try an alternative?”

Put evidence on the table.

Record the exit path before the next integration decision.



THE DATA BOUNDARY

Data Gatekeeper

Spots sensitive information, access gaps, and unexpected data paths.

Watch for: Checks where data goes but misses what the workflow can do.

THE DECISION QUESTION

“What could a misleading instruction make this workflow do?”

Put evidence on the table.

Trace one input through tools, handoffs, and external actions.

Give useful instincts a boundary. Cost discipline, ambition, convenience, and caution all help. Ask where each one stops testing its own assumptions.

Bring the workflow. Leave with a decision.

Bring one workflow, its current owner, and the evidence you have. Missing evidence stays marked unknown.

00-03MIN Pick the decision Name the problem, affected people, and useful result. Bring the workflow owner and the evidence.	03-08MIN Follow one result Trace input, vendor, output, reviewer, and downstream action. Note full costs and unknowns.	08-15MIN Choose the next move Name the pattern. Invite a challenge. Choose a bounded action, an owner, and a date to review evidence.
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Turn the concern into a decision

WRITE IT DOWN

Workflow + consequential gap

Next test or bounded action

OwnerCheck by

Expansion is justified when

COPY INTO YOUR ADOPTION RECORD

Keep the decision owned.

Capture what the organization chose, not just what the model proposed.

Work	The problem, useful outcome, and exclusions are...
Evidence	We tested... / It failed when... / We do not know...
Cost	The full cost, adoption forecast, and usage limit are...
Authority	The owner, cover, and stop/restart authority are...
Decision	Continue, bound the pilot, or pause. Next review is...

CONTINUE IN VOLUME II

The code has monsters.
So does the meeting.

Volume II explores the organizational cast, the monsters they summon, and the countermoves that change decisions. Bring its card deck to your next team review.

EXPLORE VOLUME II

slopcodex.com/books/volume-2

Add the Volume II card deck ↗