

HABIT MENU · LEADERS

Ten leadership habits for AI adoption

As a leader, you orchestrate the **team's** adoption, not just your own. These are not productivity habits, they are rehearsal habits for leading through change: modelling, coaching, listening, and making room for both anxiety and curiosity. Pick the one your team needs first.

- 1 Reverse mentor moment** WEEKLY

Each week I ask one team member: **"Teach me one thing you've figured out with AI that I probably don't know."** Fifteen minutes, I take notes and try it that day. Next week, someone else.
- 2 Pre-1:1 adoption check** WEEKLY

Before my 1:1s, I ask my AI tool to sketch each person's adoption pattern (no names: *"two excited, one cautious, three on the fence, one skeptic"*) and **"one question I should ask each type this week."**
- 3 Share my own experiment** WEDNESDAYS

Every Wednesday I post one thing I tried with AI, **including what flopped**. What I tried, what happened, what I'd do differently. No polish, just thinking out loud.
- 4 Anticipate the anxious voices** ON ROLLOUT

Before any new AI tool or policy, I ask my AI tool to **anticipate the three concerns most likely to surface**, especially from the people who find it nerve-racking, and how I can best acknowledge them.
- 5 Two-minute pair-prompt** ON DEMAND

When someone is stuck on something AI could help with, I sit with them for two minutes and we prompt it together. **They drive, I observe**. Then I ask what they'd tweak next time.
- 6 Make the skeptic useful** ON AI DECISIONS

On a real AI decision, I ask my most skeptical team member: **"What are we missing about how this could go wrong?"** Then I act on at least one thing they say, visibly.
- 7 The Friday adoption check** FRIDAYS

Every Friday I spend five minutes mapping how far each person got with AI this week, and ask my AI tool: **"what's the one thing I should pay attention to next week?"**
- 8 "Show me your prompt"** IN MEETINGS

When someone references something they made with AI, I ask, with genuine curiosity, **"Can you show me the prompt you used?"** That way we learn together how to get AI to do what is actually relevant for us.
- 9 Match the support to the learner** ON DEMAND

After someone struggles, I ask my AI tool: **"given this person learns by watching, not doing, how can I offer support without it feeling like I'm checking up on them?"** Then I see how that lands for them.
- 10 The "I don't know yet" rep** WEEKLY

At least once a week, in front of the team, I say: **"I don't know yet, let me see what AI thinks and come back to you."** Then I do, and share both the answer and what I did with it.



How to use this menu: pick one habit that fits your week. Do it for the next two weeks. Reflect at week 2. Then pick another.