



AI adoption pulse survey template

14 questions plus one open text question, run quarterly and answered anonymously. Measures the five areas that decide whether an AI rollout works: access, training, permission, output quality, and fear.

How to run this survey

Run all scored questions on a 1 to 5 agree-disagree scale. Keep the survey anonymous.

Do not add demographic filters on a small team. Filtering by department and tenure at the same time can re-identify a single person, and everyone knows it.

Set a two-week window, send one reminder, close it. Publish what you heard within two weeks, including what you are not going to change.

Rerun the same questions every 90 days. The trend is the measurement.

Access and use

1	I have access to the AI tools I need for my work.	Agree-disagree, 1 to 5
2	I use AI in my work at least weekly.	Agree-disagree, 1 to 5
3	Which tasks do you use AI for most?	Open text, one line

Training

4	I received training from this company on how to use our AI tools.	Agree-disagree, 1 to 5
5	The training I received matched the work I do.	Agree-disagree, 1 to 5
6	I have taught myself more about AI than this company has taught me.	Agree-disagree, 1 to 5

Permission

7	I know what I am allowed to put into an AI tool and what I am not.	Agree-disagree, 1 to 5
8	I know who to ask when I am unsure whether an AI use is acceptable.	Agree-disagree, 1 to 5
9	I would feel comfortable telling my manager that AI produced part of my work.	Agree-disagree, 1 to 5

Output quality and judgment

- | | | |
|----|---|------------------------|
| 10 | I check AI output before it goes to a customer or a colleague. | Agree-disagree, 1 to 5 |
| 11 | I have received work from a colleague or a manager that was clearly AI-generated and low quality. | Agree-disagree, 1 to 5 |
| 12 | I know when to override what the AI gives me. | Agree-disagree, 1 to 5 |

Fear and voice

- | | | |
|----|---|------------------------|
| 13 | I believe AI is being used at this company to reduce headcount. | Agree-disagree, 1 to 5 |
| 14 | If an AI tool caused a mistake in my work, I could raise it without it counting against me. | Agree-disagree, 1 to 5 |

Open feedback

- | | | |
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| 15 | What would make AI more useful in your job than it is today? | Open text |
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How to read the results

Read question 7 and question 13 first. Question 7 tells you whether you have a policy problem. Question 13 tells you whether you have a trust problem. A policy problem is a one-page document. A trust problem is a leadership communication problem, and no document fixes a trust problem.

Watch question 6. A high score on question 6 next to a low score on question 4 means your people are training themselves, and you are paying for tools plus absorbing the risk of whatever they learned on the internet.

Build your next training session on your two lowest-scoring questions, using tasks pulled from the open text answers.

From Quokka Hub, the engagement and culture platform for companies with 5 to 500 employees. Culture OS runs this survey, the follow-up, and the analysis on a quarterly loop. quokkahub.com