

AI Pressure Checklist

How to tell whether your team is being told to “build efficiencies” without the support, governance, or capacity required to do it well.

1) Clarity & Expectations

- Are people being told to use AI without role-specific guidance?
- Are leaders assuming time savings without understanding the actual work?
- Are workload cuts being demanded before anyone maps where time goes?

2) Ownership & Dependencies

- Are people expected to improve workflows they do not control, or that depend on other teams, systems, or approvals?
- Is there no clear owner once the process changes?

3) Capacity & Resourcing

- Are people redesigning work while still doing all the manual work?
- Is there no protected time for testing or implementation?
- Is a staffing problem being framed as an efficiency problem?

4) AI Reality Check

- Is AI being treated like a shortcut around real systems work?
- Are people being told to “just prompt it” for complex problems?
- Are AI expectations being set without training, limits, or maintenance plans?

5) Hidden Labor After “Efficiency”

- Has anyone accounted for prompt, template, or workflow upkeep?
- Are edge cases piling up without time to address root causes?
- Are people being told they have extra capacity after their role changed?

6) Leadership & Governance

- Is there no clear governance for AI use or process change?
- Are leaders applying pressure before showing curiosity?
- Is burnout being treated like an individual issue instead of a systems issue?

How to Read Your Results

- **A few YES responses:** likely isolated process issues
- **YES across sections:** likely a broader capacity or leadership problem
- **YES to most:** this may be dysfunction disguised as “AI efficiency”

What Better Looks Like

- understanding the workflow first
- protecting time for improvement work
- resourcing support realistically
- planning for maintenance and quality control
- treating automation like change work, not side work