

The AIRE Assessment

Forty-one statements, four dimensions, nine ways to work with AI

Every person on a team works with AI in one of nine ways. Forty-one statements in eight minutes show which one, in the plain language of their industry. No ranking, no performance review: a work-style map an owner can use to put the right people on the first pilot, and the security habit each style is best placed to own.

BEFORE YOU BEGIN · SHOWN TO EVERY PERSON

There are no right or wrong answers. This is a description of how you work, not a test of how well you work.

There is no good or bad result. The instrument identifies one of nine patterns, and every one of them is load-bearing.

Caution scores as a strength. Careful, verifying, and skeptical patterns are measured as essential controls, never as resistance.

It is not a performance review. Results are not a competency, productivity, or job-fit rating.

Answer as you actually work today, not as you think you should.

THE FOUR DIMENSIONS

LETTER DIMENSION WHAT IT MEASURES

A	Awareness	How much of the AI landscape you actively track: capabilities, limits, and where the tools are wrong.
I	Initiative	How readily you try a new tool on real work before anyone asks you to.
R	Rigor	How consistently you check AI output before it ships.
E	Execution	How reliably you fold a tool into the daily work so it sticks.

One statement per screen, four answers

Wording below is the Construction lens for a Project Manager. Other industries and roles change the words, never the scoring.

Strongly Disagree

Disagree

Agree

Strongly Agree

Awareness · 8 statements

- I actively seek out information about AI tools relevant to my projects.
- I could name at least two AI applications used in my projects.
- I follow industry news about technology changes in my field.
- I have discussed AI with colleagues or peers in the last month.
- So far, I have not seen a clear place where AI fits into what I do on the jobsite.
- Technology trends in my field have little bearing on my day-to-day work.
- Right now I would rather deepen my current skills than spend time on AI tools.
- My attention stays on today's work rather than on how AI might change my role.

Initiative · 8 statements

- I have tried an AI tool (like ChatGPT) on my own time.
- When I hear about a new tool, I try it before being asked to.
- I would volunteer to pilot a new AI tool for my company.
- I've shown a coworker how to use an AI tool or app.
- I generally take up new technology once my organization adopts it.
- I prefer to let others test new tools first.
- I learn new software when the work calls for it rather than out of interest.
- I prefer to begin using an AI tool after formal training rather than before it.

Rigor · 10 statements

- When AI gives me an answer, I verify it against another source.
- I can tell when an AI tool gives me an answer that doesn't make sense.
- I review AI-generated documents for errors before using them.

I question whether AI recommendations account for real field conditions and subcontractor performance.

If an AI tool gives me an answer, I usually trust it as-is.

In my workflow, checking whether AI output is correct sits with someone other than me.

I would use AI-generated schedules and RFI responses without manual verification.

If a coworker showed me an AI-generated plan, I'd act on it without a separate review of my own.

I enjoy figuring out how things work, even when there's no immediate payoff.

When I see a claim about AI, I look for evidence before accepting it.

Execution · 8 statements

I currently use at least one digital tool daily in my work.

I can see specific tasks in my job where AI would save time.

I have integrated a new software tool into my workflow in the last year.

I would be comfortable using AI to help with submittals, RFIs and schedule updates.

I prefer manual or pen-and-paper methods over digital tools.

New software tends to arrive faster than I can fold it into my routine.

After learning a new tool, I often return to the method I already know well.

Technology has not meaningfully changed how I do my core job.

Consistency items · 7 statements

This is a standard quality check included in every administration — please select 'Strongly Disagree' to continue.

I have never used a computer, phone, or tablet for any part of my work.

When I see a problem at work, my first instinct is to find a tool or system that solves it.

I have never felt frustrated by a new tool or system at work.

I have never put off learning something my job required.

I read every word of every software update or policy notice I receive.

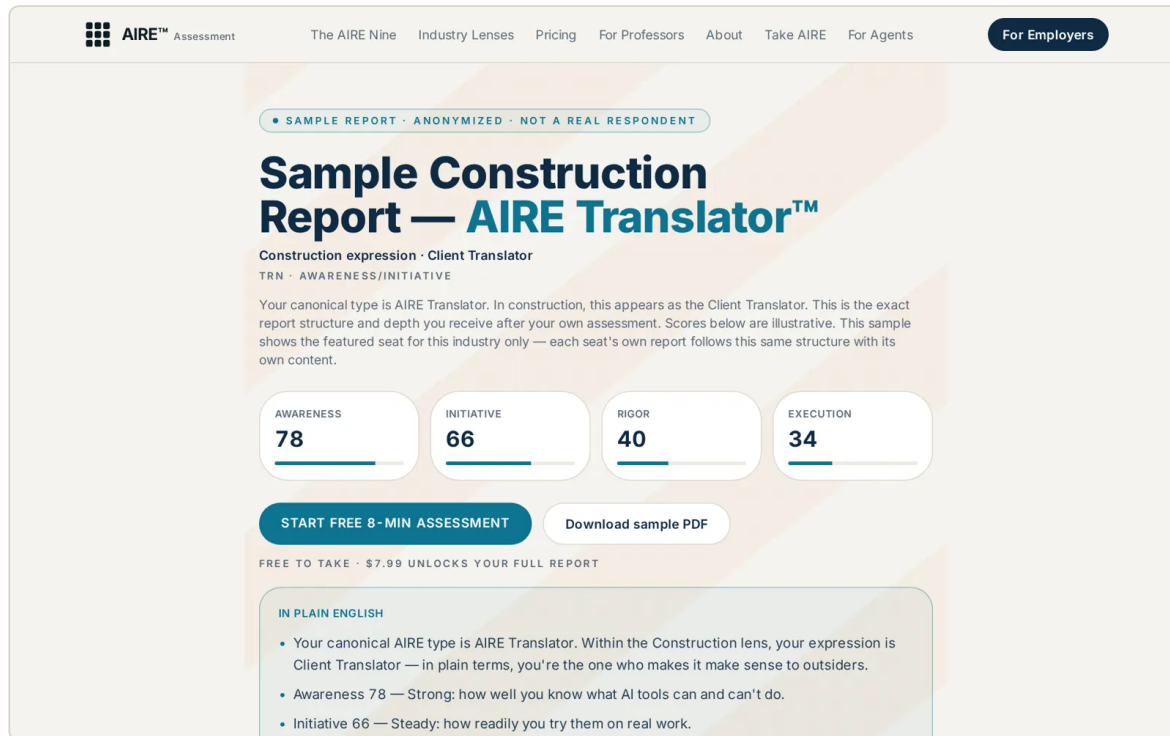
I have never made a mistake at work because I skipped a step.

Nine ways of being good at the work

Four scores, 0 to 100, place a person in one of nine patterns. No type outranks another.

#	TYPE	DEFINITION	IN THEIR WORDS
1	AIRE Pilot™ Initiative/ Execution	The person who tests a promising tool on a real task before recommending it.	<i>Show me what it does on this job right now.</i>
2	AIRE Architect™ Execution/ Awareness	The person who sees dependencies and redesigns the flow of work.	<i>Don't just speed up the work—redesign how the work moves.</i>
3	AIRE Analyst™ Rigor/Execution	The person who tests whether the numbers and assumptions support the answer.	<i>Show me the evidence behind the recommendation.</i>
4	AIRE Operator™ Execution/ Initiative	The person who integrates AI into the work that must ship.	<i>Give me the next three actions and the delivery date.</i>
5	AIRE Steward™ Rigor/Awareness	The person who protects people and standards as automation spreads.	<i>Make sure the work that ships is the work that should have shipped.</i>
6	AIRE Translator™ Awareness/ Initiative	The person who helps different audiences understand what AI can and cannot do.	<i>Make it make sense to the people who have to trust it.</i>
7	AIRE Builder™ Execution/Rigor	The person who turns one-time AI wins into durable systems.	<i>If it works once, make it work reliably.</i>
8	AIRE Verifier™ Rigor/Initiative	The person who pressure-tests AI before others rely on it.	<i>Everyone likes the answer. Now show me that it is true.</i>
9	AIRE Pragmatist™ Awareness/Rigor	The person who understands the technology but makes it earn its place in the real world.	<i>Will this still work when conditions are imperfect?</i>

The personal report



Four dimension scores, the canonical type and its construction expression, then plain English: how you work with AI, what to watch, how a manager gets the best from you.

AIRE™ Assessment | The AIRE Nine | Industry Lenses | Pricing | For Professors | About | Take AIRE | For Agents | **For Employers**

Question 1 of 41 | ~8 min remaining

I actively seek out information about AI tools relevant to my projects.

No right or wrong answer — every pattern this measures is a valuable one.

Why we ask this **AWARENESS**

Strongly Disagree

Disagree

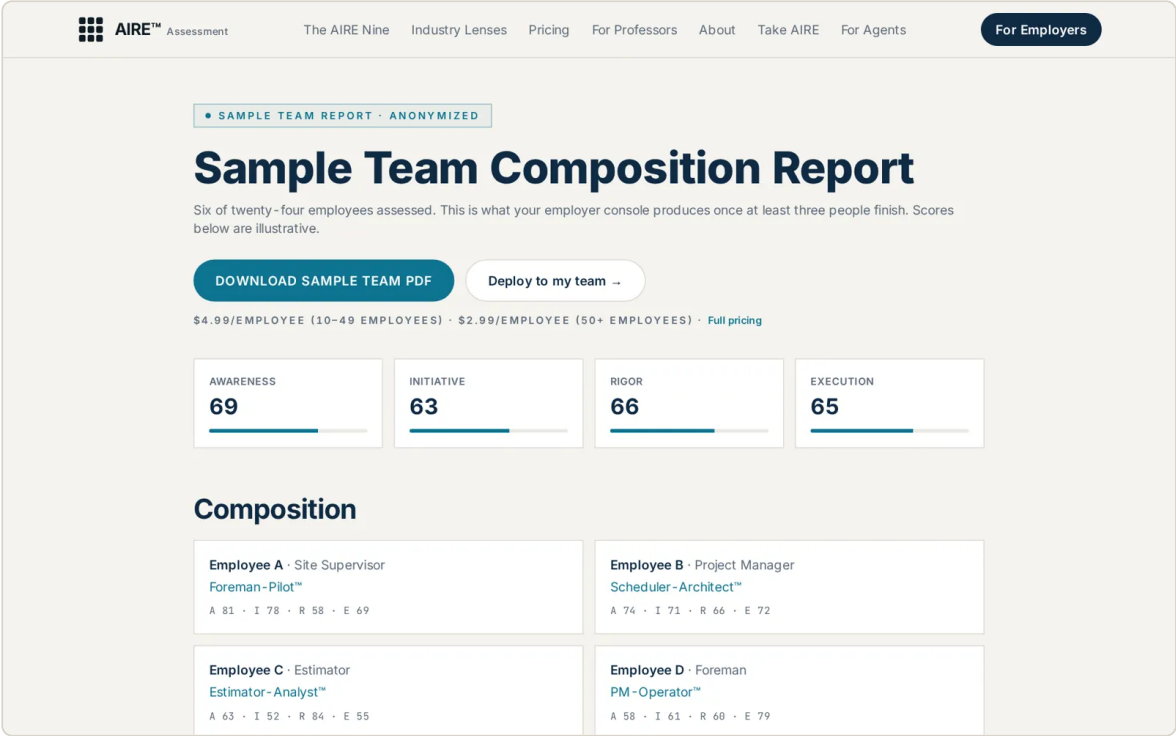
Agree

Strongly Agree

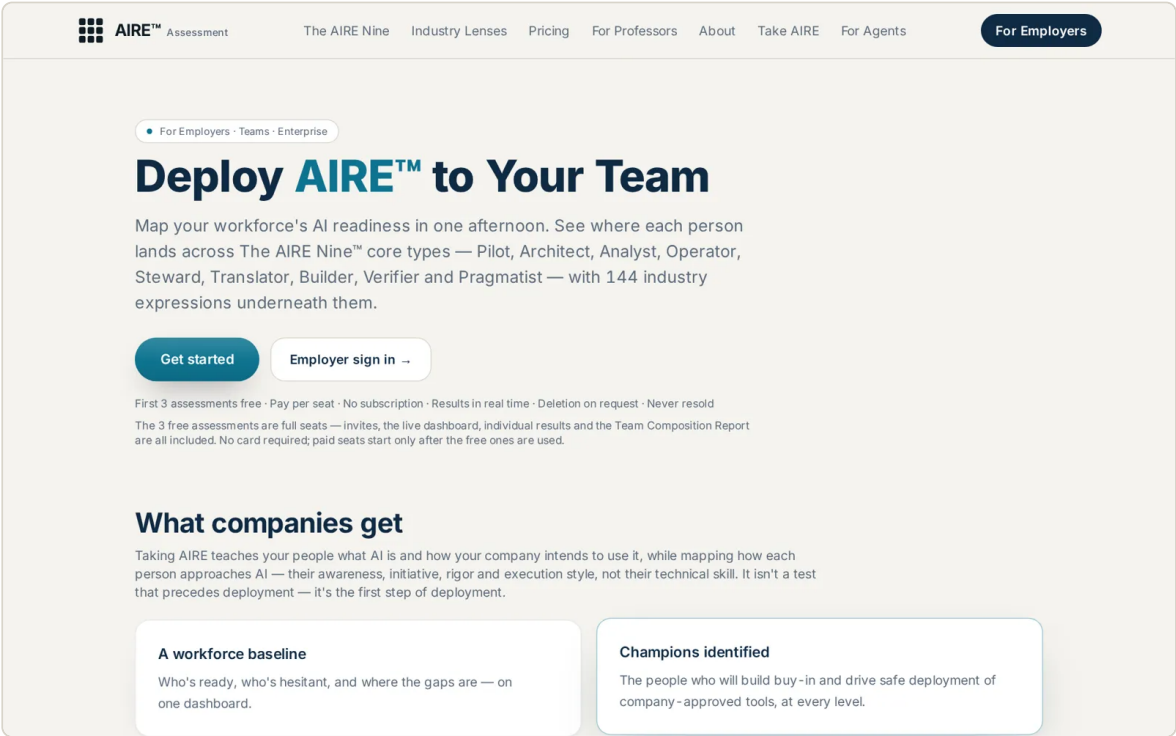
← Back | 0/41 answered

The question screen: one statement, a four-point scale, progress, time remaining, and why we ask this.

The team composition report



Everyone's type on one grid, which patterns the team has, which it is thin on, and who to put on the first AI pilot.



For employers: three free seats, invite by email, watch completion, read the team report. No individual performance scoring.