

ASSESSMENT REPORT

# AI PERSONALITY TEAM MAP

THE 8 PERSONALITY TYPES THAT SHAPE HOW YOUR  
TEAM ADOPTS AI



AI TEAM MAP & LEADERSHIP REPORT

# Northwind, Product Team

9 people mapped across the 8 AI Personality Types · Prepared for the leadership workshop on June 24, 2026

TEAM AI READINESS SCORE

64 / 100

Ready, with guardrails



A blend of the team's curiosity, structural coverage, and type diversity. This team is primed to adopt AI; the work is governing the pace.

OVERALL ADOPTION OUTLOOK

Positive, and fast moving

This team will adopt AI quickly. The leadership job is not to create urgency, it is to add the guardrails and the challenge that keep a fast yes from becoming an expensive one.

DOMINANT PERSONALITY TYPES

🏆 Champion · 2

🛡️ Guardian · 2

Momentum and governance are the two loudest voices in the room.

BIGGEST STRENGTH

**Momentum with a safety net.** Strong Champion drive is matched by real Guardian and Analyst coverage, so the team can move fast without flying blind.

BIGGEST RISK

**No Skeptic on the team.** With no one wired to challenge a decision out loud, a fast yes can scale before anyone names the flaw.

RECOMMENDED LEADERSHIP FOCUS

**Protect the pace.** Keep the Champions listening to the cautious voices, and assign the challenge function the team does not have naturally.

IMMEDIATE NEXT STEP

**Name a red-team owner for the next AI decision.** Wei Chen, your Analyst, is the natural first choice: give them a formal mandate to ask what would have to be true for the decision to fail, before the team commits.

THE AI TEAM MAP

One page that shows you your whole team.

Every team member placed on the type that matches how they approach AI. Color marks the family: green for the curious types who pull AI forward, blue for the cautious types who protect adoption from itself.

- Curious, pulls AI forward
- Cautious, protects adoption
- Missing voice

CURIOSUS, THEY PULL AI FORWARD

<p><b>Champion 2</b></p> <ul style="list-style-type: none"> <li>PN Priya Nair, VP of Product</li> <li>MB Marcus Bell, Group Product Manager</li> </ul>	<p><b>Architect 1</b></p> <ul style="list-style-type: none"> <li>DK Daniel Kim, Principal Engineer</li> </ul>	<p><b>Catalyst 1</b></p> <ul style="list-style-type: none"> <li>SA Sofia Alvarez, Product Marketing Manager</li> </ul>	<p><b>Explorer 1</b></p> <ul style="list-style-type: none"> <li>LB Liam Byrne, Senior Product Designer</li> </ul>
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CAUTIOUS, THEY PROTECT ADOPTION FROM ITSELF

<p><b>Guardian 2</b></p> <ul style="list-style-type: none"> <li>AR Aisha Rahman, Staff Security Engineer</li> <li>EP Elena Petrova, QA and Release Lead</li> </ul>	<p><b>Analyst 1</b></p> <ul style="list-style-type: none"> <li>WC Wei Chen, Senior Product Analyst</li> </ul>	<p><b>Skeptic 0</b></p> <ul style="list-style-type: none"> <li>● No one on this team</li> <li>The voice that says the hard thing out loud before it gets expensive.</li> </ul>	<p><b>Pragmatis 1</b></p> <ul style="list-style-type: none"> <li>JC Jamal Carter, Engineering Manager</li> </ul>
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WHAT THIS MAP SAYS

This is a team wired to move. Five of the nine sit on the curious side, led by two Champions who will rally people to a new tool fast, with an Architect to turn the pilot into something durable.

The cautious side is real, not thin. Two Guardians cover security and release, and an Analyst brings the evidence. A team this eager needs people who slow the risky parts down.

**The gap is the Skeptic.** No one here is wired to challenge a decision out loud and refuse to nod along. On a team that adopts quickly, that is the voice that keeps a fast yes from becoming an expensive one.



## Priya Nair

VP of Product

### THE CHAMPION

*Curious. Structured. Engages the Room.*

**AI ADOPTION CURVE** **Early Adopter to Innovator.** They are out front, but they are bringing structure with them.

### WHO THE CHAMPION IS

Champions turn AI possibility into organizational reality. They see what is coming, they build the business case, and they bring people with them. They combine curiosity with rigor and energy with discipline, a rare and powerful combination. When AI works at scale inside a company, there is almost always a Champion behind it.

### THE QUESTION THEY BRING

*“Who else needs to be in this room before we move?”*

### WHY THIS MATTERS FOR AI ADOPTION

Champions are essential because they make adoption feel safe, structured, and worth doing for the humans being asked to change. AI is not a tool rollout. It is a cultural shift. It requires someone willing to stand up in front of the room and say, this changes how we work, and here is how we do it well. Without a Champion, AI adoption fails more often from social and political resistance than from technical limitation. They are the one who turns possibility into permission for everyone around them.

### WHERE PRIYA LANDS ON THE THREE SCALES

#### CURIOSITY

Curious

Cautious



20 of 100 · Clearly curious

#### STRUCTURE

Structured

Instinctive



28 of 100 · Clearly structured

#### PROCESS CHANGE

Engages the room

Works it through first



16 of 100 · Clearly engages the room

## THEIR STRENGTHS AT WORK

- Champions translate AI hype into business language. They take vague vendor pitches and reframe them as workflow changes with measurable outcomes, which gives anxious teammates a calmer, clearer way to engage with what is changing in their work.
- Champions build coalitions across departments. Their AI initiatives cross sales, marketing, IT, legal, and operations, which means the people being asked to change have a trusted voice walking them through it instead of an executive directive landing in their inbox.
- Champions combine vision with measurement. They are the one in the room saying, I have been testing this for two weeks and here is what I am seeing. Their AI pilots come with owners, metrics, and timelines, which tells people exactly what is being asked of them and exactly when the experiment ends.
- Champions give people permission to engage. When the Champion endorses AI, hesitant colleagues feel safer trying it themselves and asking the questions they did not want to ask. They optimize for spread because they know that adoption is collective.
- Champions hold optimism and realism at the same time, which is rare in a hype cycle. That balance makes people trust them with their honest reactions, both the excited and the worried ones. They are the bridge between executive vision and operational reality, fluent in both languages and trusted by both audiences.

## WHAT TO BE MINDFUL OF

- Their conviction can move faster than their team's emotional readiness. The destination is clear to them, but AI triggers genuine fear about job displacement and identity for the people around them. Slow down enough to let them catch up.
- Visible enthusiasm is not the same as genuine buy in. People will nod along to a Champion and then quietly avoid changing their behavior. Watch for the gap between performance and adoption.
- Their structured optimism wants closure faster than AI provides it. Some of what AI does is still unsettled, ethically, legally, and practically. Holding the uncertainty visibly gives others permission to do the same.
- They can crowd out the Skeptics and Guardians whose objections they actually need. Champions are persuasive enough to silence productive friction, and the team's quietest voices are often the ones with the most important concerns.
- Their confidence with AI can quietly become a measuring stick that makes others feel inadequate. That is the opposite of what they intend, and the only way to catch it is to ask directly how the people around them are feeling, not just what they are doing.

# Want to see more?

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