

Trust Layer Diagnostic Tool

Alto Potencial Consulting | 2025 Edition

Purpose

Assess your organization's current state of **AI transparency, competence, ethics, accountability, and empathy** — the five pillars of trust at work.

Use this diagnostic quarterly or before implementing new automation or decision-support tools.

INSTRUCTIONS

Rate each statement on a **1–5 scale** (1 = Not true at all, 5 = Fully true).

Add comments and next steps for each dimension.

Dimension	Diagnostic Statement	Score (1–5)	Comments / Action
Transparency	Our employees understand where and how AI is used in decisions.		
	We communicate the purpose, data sources, and limitations of each AI tool.		
Competence	Managers receive AI literacy and bias training.		
	Teams know how to question or override automated outputs responsibly.		
Ethics & Fairness	We conduct regular audits for algorithmic bias and disparate impact.		
	Diverse voices are included in testing and evaluation phases.		
Accountability	There is always a named human owner for each AI-driven decision area.		
	Mistakes or overrides are logged, reviewed, and corrected.		
Empathy & Inclusion	AI tools reflect our company values and DEI commitments.		

	Feedback from users directly informs model updates.		
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INTERPRETATION

Average Score	Trust Maturity Level	Recommended Action
1.0–2.0	Fragile Trust – Low transparency & unclear ownership	Pause expansion; prioritize communication & accountability setup
2.1–3.5	Emerging Trust – Awareness growing, structure partial	Introduce audits, training & clear decision logs
3.6–4.2	Operational Trust – Good structure, minor perception gaps	Strengthen empathy loop; share trust metrics publicly
4.3–5.0	Trusted AI Culture – Systemic confidence & governance	Maintain audits; publish trust reports & cross-train leaders

About Alto HRConsulting

Alto Potencial helps organizations integrate psychology, leadership, and AI readiness into modern people strategies.

We design frameworks that enhance **human judgment, ethical leadership, and workforce confidence** in an AI-enabled world.

Remote HR Leadership | Culture by Design