AI-Human Partnership
Team Self-Assessment Checklist

A companion resource from Agile Meets AI by Sheila Eckert

Use this checklist to assess your team's AI-human collaboration health. Check items that describe your current state.

⚠ Warning Signs of AI Over-Reliance

- ☐ Teams wait for AI recommendations instead of making decisions
- ☐ Human interaction and collaboration have decreased noticeably
- ☐ Contextual judgment and team intuition are being ignored in favor of AI suggestions
- ☐ Generic AI solutions are applied without customization to the team context
- ☐ Psychological safety has diminished as human connection decreases
- ☐ Team members defer to AI outputs even when they conflict with direct observation
- ☐ Retrospectives or coaching conversations are being skipped because 'AI handles it.'
- ☐ Nobody questions AI-generated insights or recommendations

✓ Healthy AI-Human Partnership Practices

- ☐ AI is used to eliminate administrative burden (scheduling, reporting, tracking, analytics)
- ☐ AI insights inform but do not replace team decisions
- ☐ Team maintains focus on human relationships and team dynamics
- ☐ AI suggestions are customized based on team context before implementation
- ☐ Leaders and coaches model healthy AI usage for their teams
- ☐ Team members feel comfortable disagreeing with AI recommendations
- ☐ Human facilitators still lead difficult conversations and conflict resolution
- ☐ Trust-building activities remain human-centered

⌖ The Augmentation Sweet Spot

- ☐ AI handles: Administrative work, pattern recognition, research, template generation
- ☐ Humans handle: Coaching, facilitation, conflict resolution, relationship building

☐	AI frees humans to focus on high-value transformation work
☐	Time saved by AI is reinvested in creativity, connection, and complex problem-solving
☐	The team can articulate which tasks are best for AI vs. humans

How to Interpret Your Results

Warning signs checked: _____ / 8

Healthy practices checked: _____ / 8

Sweet spot items checked: _____ / 5

• 3+ warning signs = Urgent rebalancing needed
• Fewer than 5 healthy practices = Room for improvement
• All sweet spot items checked = Well-balanced partnership

💬 Team Discussion Question

"If we could automate all our reporting, what would be the most important work you would like to see the Scrum Masters and Agile Coaches focus on?"

Notes:

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The future belongs to those who amplify their human strengths with AI tools.