

ADEPTION – RESPONSIBLE USE OF AI

As at May 2023

1. Introduction

Adeption is a leadership development platform with the purpose of scaling quality, behavior-based, leadership development. Adeption applies innovative technology to engage Users in coaching experiences leveraging the principles of behavioral science. One such technology is Artificial Intelligence (AI) which Adeption applies in two ways:

1. Tool and insight prediction
2. Vertical mindset indication

Adeption has developed its own Proprietary AI (algorithms) to provide these features and range of leadership development solutions.

2. OpenAI vs Proprietary AI

OpenAI is an artificial intelligence research laboratory that is dedicated to researching and developing artificial general intelligence (AGI). Adeption doesn't use OpenAI or any derivative of it.

All Adeption's algorithms are Proprietary and most importantly trained via Adeption's own datasets. This means that the data used by Adeption's AI, is managed and stored by Adeption, and not shared with Third Party AI platforms.

Adeption will continue to research and experiment with different technologies to provide a better, more human developmental service, safely and ethically for our participants and partners. If this results in any use of OpenAI or similar technologies, then Adeption will complete full risk assessments and communicate clearly with all parties. Adeption are particularly sensitive about algorithms trained with openly sourced data and with data that is from a different context from the use of our platform.



3. Adeption's Algorithm

Tool and insight prediction

A key way that Adeption adds value to its Users is by suggesting content that might help the User with the challenges they face.

It does this by:

1. Asking a series of scripted open-ended coaching questions that helps the User get clear and conscious about the challenges they are facing and how they might solve them.
2. Based on the answers to these questions, the AI then recommends both tools (*micro-learning leadership content*) and insights (*responses from other Users that described how they dealt with the challenges they faced*) that are likely to help the User with the situation they are currently facing. The AI model only recommends those User insights where User has explicitly provided permission to view their insights. Further, insights from one client are not shared with another client unless specifically agreed with both clients.
3. These tools and insights are then used as input for the User to plan their own on-the-job experiment to help advance the challenges they are facing (and develop themselves in the process).
4. Finally, the User is asked to reflect on their experiment, sharing what worked, what didn't work and what they learnt in the process. If that User chooses, this reflection can be available as an insight that the AI recommends in Step 2.

Analysis and recommendations are provided at an individual level.

Vertical mindset indication

Adeption also uses AI to help score a form of Leadership development assessment, the Vertical Mindset Indicator (VMI).

The VMI is based on Adult Developmental Theory that states that adults don't stop growing and evolving how they 'see' the world after leaving adolescence. This 'growth' happens throughout life and progresses through relatively predictable 'stages' that can be measured.

One of the most commonly used methods for assessing these stages is the Washington University Sentence Completion Test (WUSCT). This test looks at the way a person uses language to predict what mindset stage that person might be operating from.



The WUSCT test comprises a set of sentence stems that a User completes. For example, “*When they avoided me ... (fill in the rest).*” Extensive manuals exist to help highly trained ‘scorers’ code the different ways people complete the stem into a model that helps indicate what your current stage of growth might be.

Adeption asks Users between six and twelve of these sentence stems and then uses AI to provide an initial indication of the stage of development that the User might be operating from — it is called your “center of gravity.” An expert human scorer on the Adeption team then validates and checks this AI indication before releasing a report summarizing the stage to the User. The human can and occasionally does adjust the AI scored report before it is released.

This VMI report is then used to support a User (Leader) to understand what their own developmental edge might be. It helps them understand where they currently stand and how might they respond to current challenges should they be operating from a different stage and enquire as to how they might develop to another stage and or increase their range.

4. Inputs into Adeption’s Algorithms

Tool and insight prediction

- Text Users enter in response to coaching-based questions.
- Ratings of how useful recommendations of tools and insights are to the Users.
- Text within the micro-learning tools and the insights that other Users have agreed to share.

Vertical mindset indication

- The sentence stem completion a User adds into Adeption. For example, their answer to the stem, “*When they avoided me...*”
- Existing manuals that are used to train human scorers in identifying the mindset stage a person is operating from (training only).
- Existing human-scored manual WUSCT data (training only).

5. Output from Adeption’s Algorithms

Tools and shared insights are recommended. These are different based on how a User responded to the coaching questions.

Tools





GO DO Inspiration

Here are some tools to help you get ready to take action!

3 MINS

[View all tools](#)

Pattern Ball

The Cynefin Model

Dealing With Difficult People in ...

1. VISION	Designing a shared purpose, a compelling future, and a direction of approach. Working on
2. PLANNING	Creating the step-by-step pathway. Allocating resources, co-ordination and guardrails to achieve the vision.
3. DETAIL	Taking action and doing the doing.
4. PROBLEM	When positive, this is about creatively solving problems. When negative, this is about supporting natural problem finders to help create solutions.
5. DRAMA	Tarotums. Free of logic and reason. Usually destructive.

Five Levels of Focus

Shared insights

Ashima Mishra

I can deal with difficult people using the ...

80%Fit

RK

Rahul K
Operations Executive, Adeption

I will ask feedback from Darshan, Amol and K...

70%Fit

Ashima Mishra

I will arrange and prioritize my work schedu...

70%Fit

Vertical mindset indication

The User receives a report back that is based on their assessed 'center of gravity'. They are also encouraged to explore reports from stages above and below their assessed 'center of gravity', and these reports are available to them. The image below shows the top part of this two page report.

Based on the sentence stems you completed the Vertical Mindset Indicator places your center of gravity (arithmetic mean from the star graph below) at

[PDF](#)

Redefining

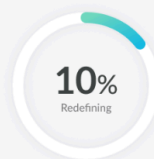


Mindset Summarized

Often innovative and exploring different approaches. Can be a rule breaker or non-conformer. Finds unique solutions to complex challenges. Increasingly aware of and curious about perspectives different than their own as well as one's inner life.

"Knowing yourself is the beginning of all wisdom"
— Aristotle

The spider graph is a visualization of your vertical range. Your responses are associated with a probability distribution that shows to what extent your answers tend to map across the stages of vertical development. Your report is based on the average of your distribution, or your center of gravity. For example, you might have a spike in one area but due to a wide distribution in other areas your report will be different from this spike. For this reason be sure to check the summary reports for other stages that show strongly in your spider graph when completing the digital debrief.



6. Training of Algorithms

Tool and insight prediction

Newly added tools and User insights are used to train the model regularly. This allows the model to maintain the accuracy and relevance of the recommendations. The tool also has a learning loop where User's reactions to recommended tools and insights continues to train the model to make even more accurate recommendations in the future.

Vertical mindset indication

The VMI model is trained from data provided by Susanne Cook-Grueter, a world authority on leadership maturity. Validity studies and further training has also been provided by other scorers who have been trained by Susanne Cook-Grueter.

All VMI results are manually assessed to verify the accuracy. In case of discrepancies, human scorers input is recorded and is used to improve the accuracy of the model.

