

AIVROs · AI CULTURE AND AI CYBER RISK

The Human Firewall.

Culture is your first line of defence.

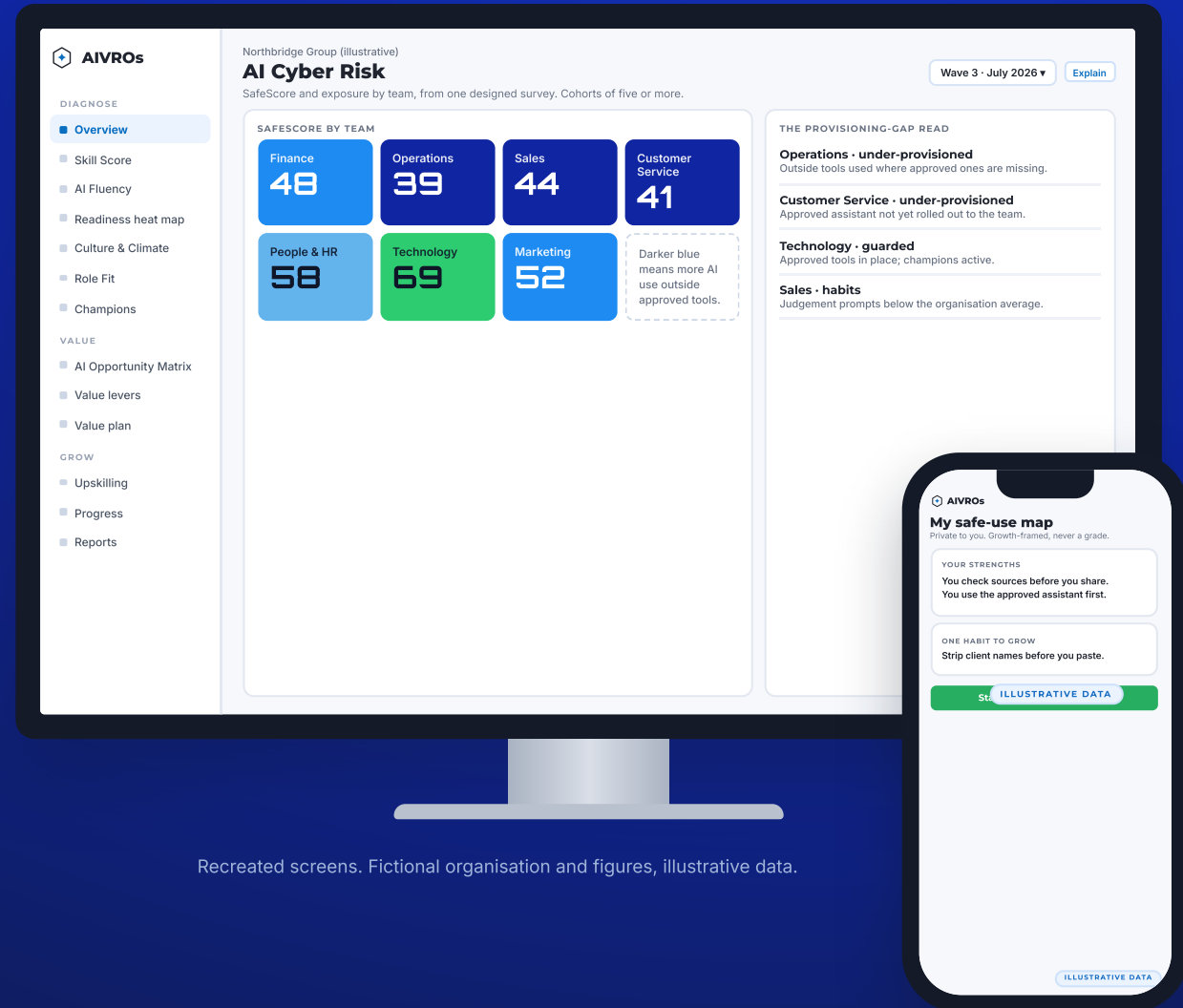
Shadow AI starts with good people in a hurry. AIVROs measures the culture, habits and champions that keep your data safe, team by team, from your own people.

DONE IN WEEKS (ONE TO FOUR), NOT MONTHS

ONE-YEAR SUBSCRIPTION · QUARTERLY RE-MEASUREMENT



POWERED BY


Skillement


Recreated screens. Fictional organisation and figures, illustrative data.

THE MOMENT

It starts with a paste.

08:40 A deadline. A client report too long to read.

08:41 A free AI tool, one tab away.

08:42 Paste. Summarise. Done.

08:43 Nobody meant harm. Nobody saw it happen.

This is not a story about bad people. It is a story about busy people, missing tools and unclear habits. That makes it a culture question before it is a technology question.

WHAT THE RESEARCH SAYS

49 to 93%

of employees use AI tools their employer never approved.

Range across major 2025-26 studies, as cited in The AIVROs Brief, August 2026.

Shadow AI is a majority behaviour. The workforce is the only sensor that sees it.

WHY CULTURE COMES FIRST

Not a firewall problem

Network tools see traffic. Only people see what they paste and why.

Not a blame problem

Most shadow AI fills a gap the approved tools left open.

A measurable problem

Culture, habits and champions can be measured, team by team.

THE CONCEPT

The Human Firewall has five layers. AIVROs measures each one.

- **Culture & Climate**
Does the organisation let them? About the workplace, never the person.
- **AI Safe Use**
The human layer of AI security: shadow AI, habits, judgement.
- **AI Fluency (AIQ)**
Can your people put AI to work, and understand its limits?
- **Champions**
Who can lead adoption, so the safe way becomes the easy way.
- **Leadership (LeadPrint)**
Do leaders model the habits they ask for? Shared only with consent.

Each layer is a named instrument. Nothing is opinion. Every number traces back to an instrument.

Five measured layers around the data your people handle every day.

HOW THE LAYERS FIT

Measured, not assumed

Instruments your people complete, scored server-side.

Team by team

Cohorts of five or more, never one headline number.

Linked to readiness

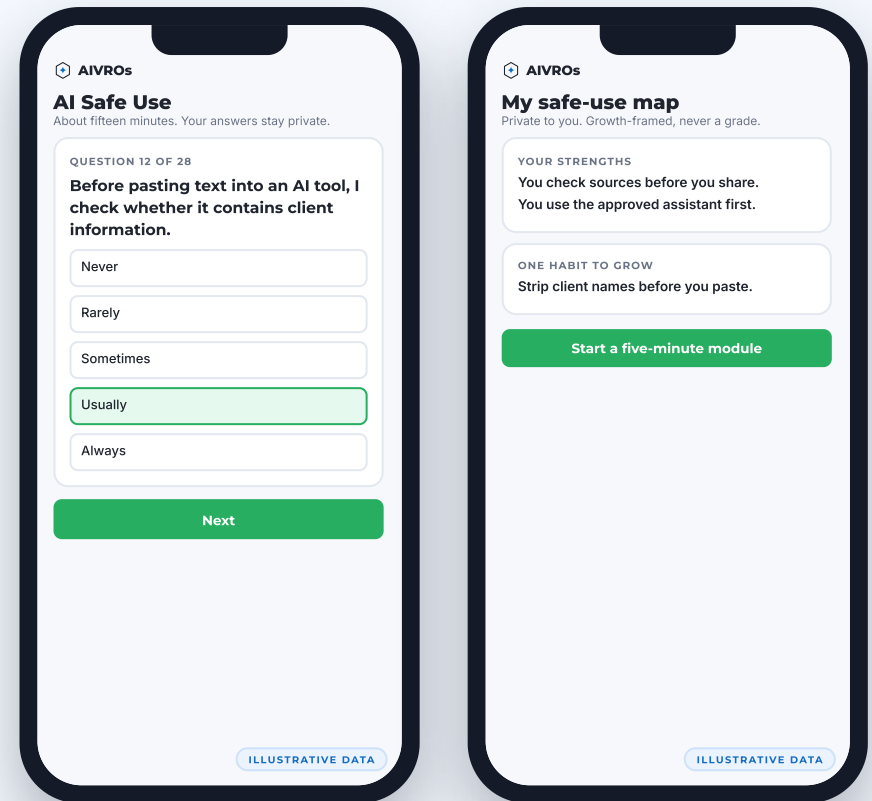
Safe use sits beside your Skill Score, out of 1,000.

AI SAFE USE

Fifteen honest minutes. No software installed.

One designed survey of 28 items, about fifteen minutes. No agents, no connectors, no telemetry. Your people tell you what no network tool can see: the habits, the shortcuts and the judgement calls.

- Questions about everyday moments, not trick tests.
- Each person gets a private, growth-framed map.
- The organisation sees cohorts of five or more, never an individual.
- Self-run results are structurally invisible to any employer.



Recreated mobile screens. Question wording shown for illustration.

WHY PEOPLE ANSWER HONESTLY

Honest answers

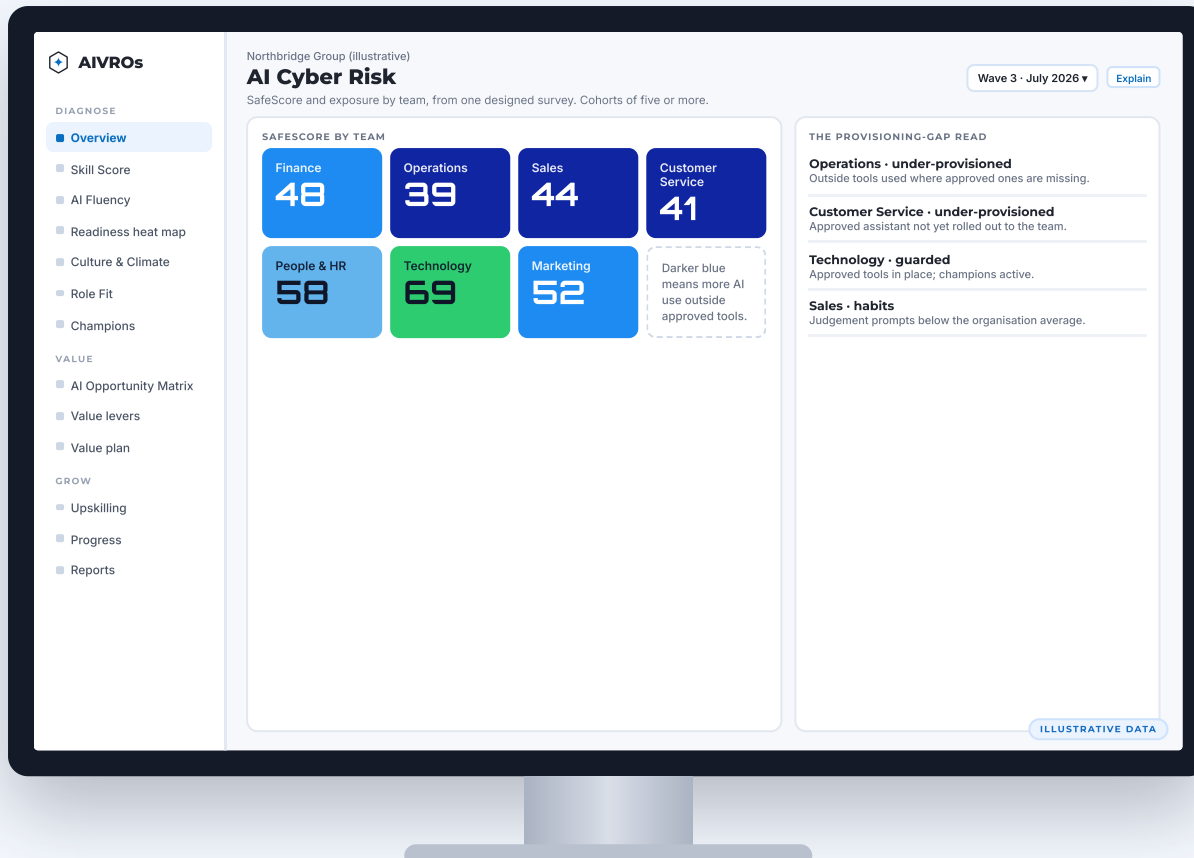
Private by design, so people answer how they really work.

Growth, not grades

Every person sees strengths and one habit to grow.

Zero integration

Nothing to install, so security teams can say yes quickly.



Recreated AI Cyber Risk view. SafeScores are fictional, illustrative data.

SAFESCORE

A score the board can read.

The organisation gets a SafeScore and a heat map by team. You see where shadow AI exposure is highest, and why.

The provisioning-gap read

When people use outside tools because the approved ones are missing, the report says "under-provisioned", not "reckless".

WHAT THE BOARD SEES

Exposure, team by team

Find the teams where AI use happens outside approved tools.

The reason, not just the risk

Missing tools, unclear rules or habits: each needs a different fix.

Board-ready

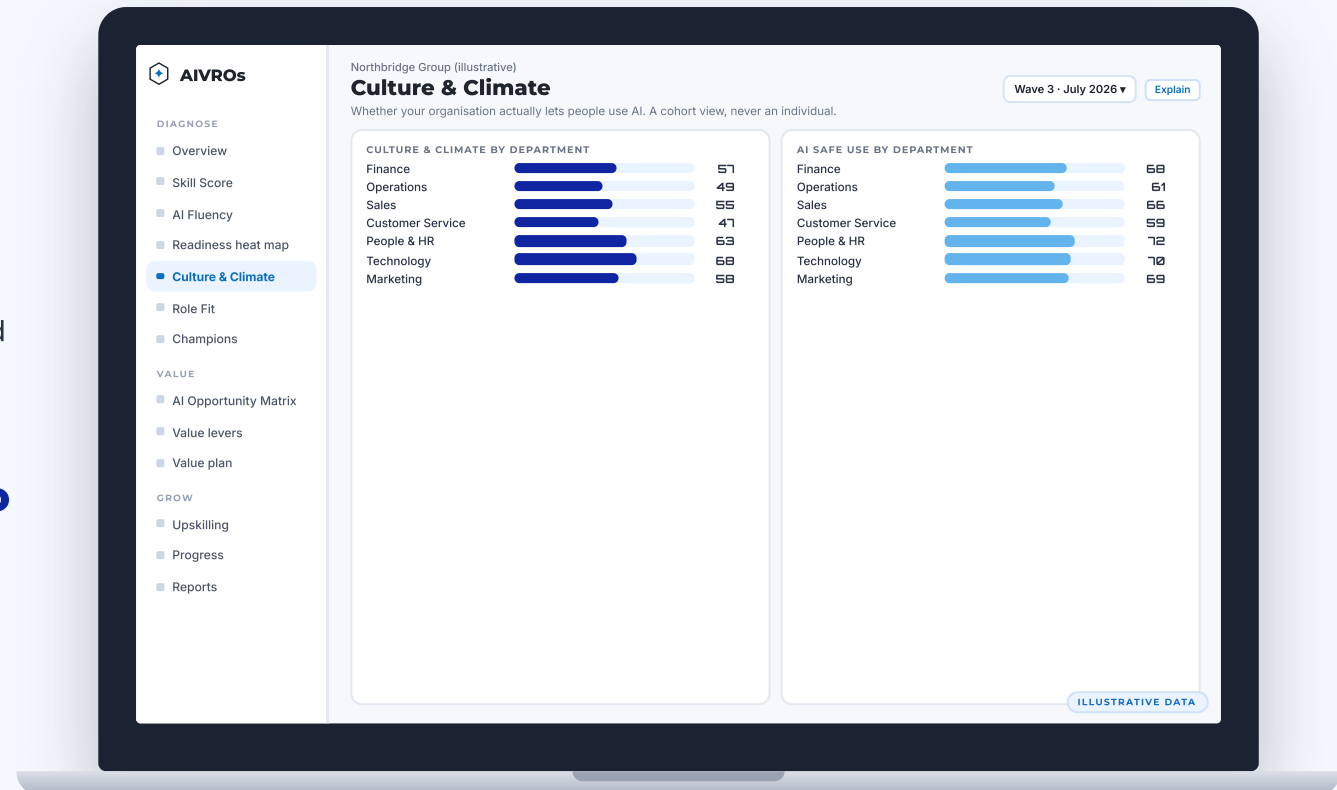
One view leadership can read and act on.

CULTURE & CLIMATE

Safe habits grow where people feel safe to ask.

Culture & Climate shows whether your organisation actually lets people use AI. Read beside AI Safe Use, it shows where rules are clear and where people are guessing.

Where to invest. Never who to blame.



Recreated Culture & Climate view. Fictional departments and figures, illustrative data.

HOW TO READ IT

About the workplace

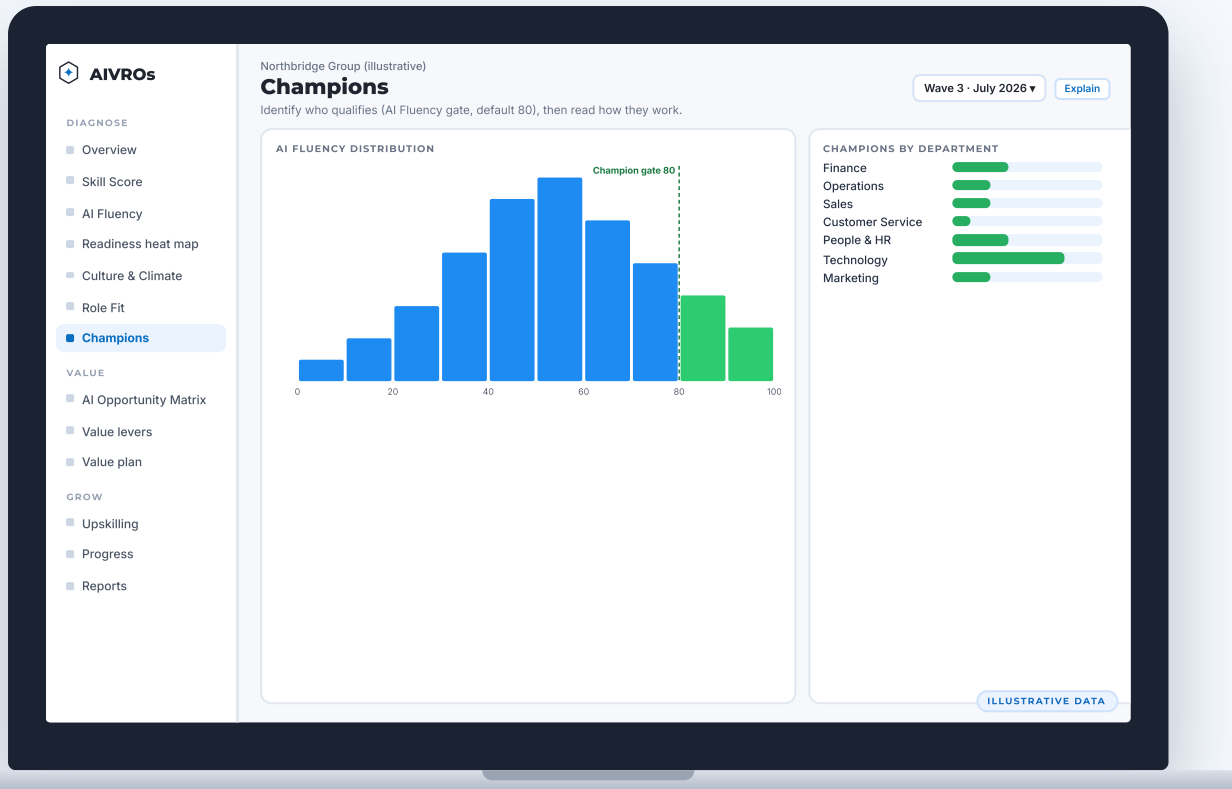
Culture & Climate is about the workplace, never the person.

Two lenses together

Culture beside safe use shows cause, not just symptom.

Works councils can say yes

Group results only, for cohorts of five or more.



Recreated Champions view. Champion gate shown at the platform default of 80. Fictional data, illustrative only.

CHAMPIONS

Make the safe way the easy way.

Champions are identified from measured AI Fluency (AIQ) results, not opinion. Champion Role Affinity shows how each one drives change, so every team has someone to ask.

Domain Translator

Turns policy into everyday team habits.

Adoption Coach

Shows colleagues the approved way first.

Assurance Lead

Spots risky shortcuts before they spread.

Example champion profiles, illustrative.

WHY CHAMPIONS MATTER

Measured, not nominated

Champion gate at the platform default of 80 on AI Fluency.

A champion in every team

Gaps in the bench show where to name one.

Peers, not police

Champions model habits; they do not report on colleagues.

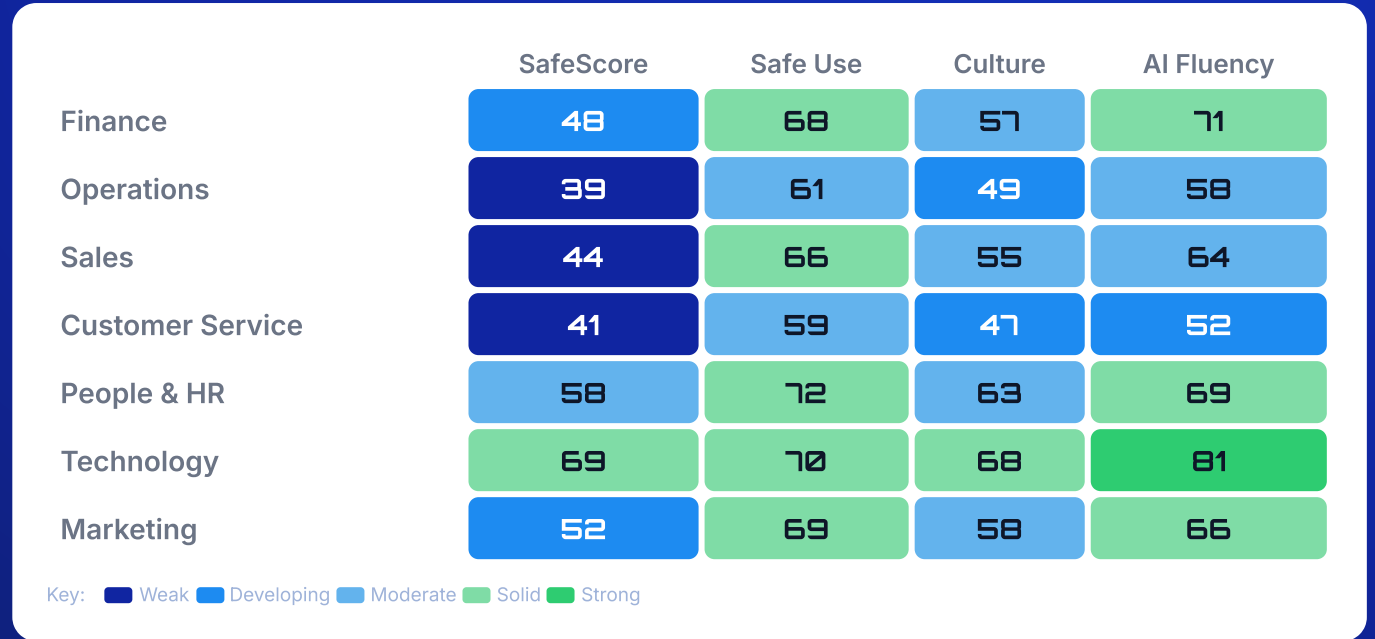
TEAM BY TEAM

Every team has a different weak spot.

One headline number hides the story. The heat map puts exposure, habits, culture and fluency side by side, so each team gets the fix it actually needs.

- Operations: provision the approved tool first.
- Sales: grow one habit, client data out.
- Customer Service: name a champion.

Example reads from the illustrative data shown.



Fictional organisation. Illustrative data. Cohorts of five or more.

FOUR LENSES, ONE VIEW

Exposure

SafeScore by team.

Habits

AI Safe Use, from the survey.

Conditions

Culture & Climate.

Capability

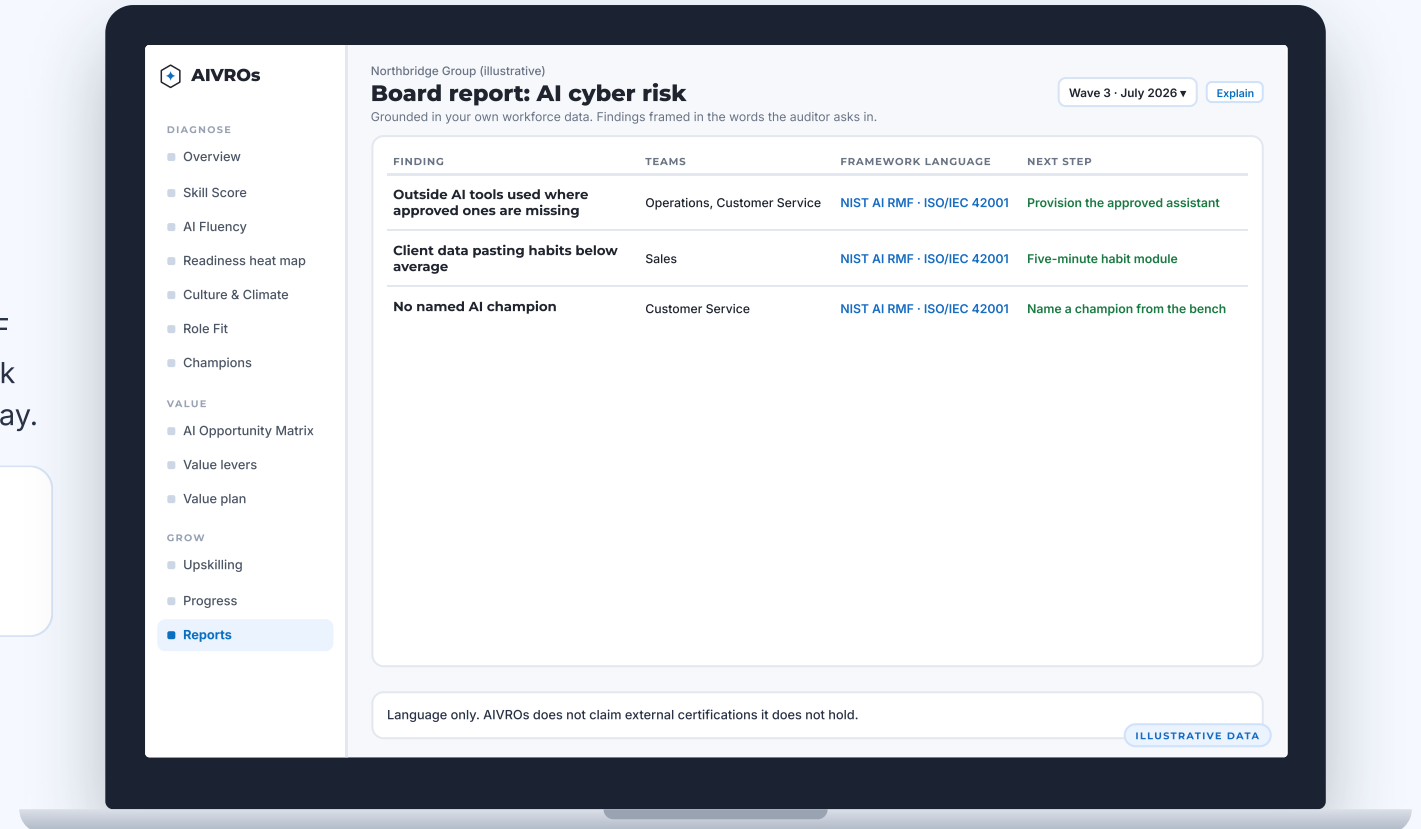
AI Fluency (AIQ).

GUARDRAILS

Findings in the words the auditor asks in.

Shadow AI exposure findings and guardrail recommendations are framed in NIST AI RMF and ISO/IEC 42001 language, so security, risk and audit teams can act on them straight away.

AIVROs does not claim external certifications it does not hold. The framework language describes findings; it is not a certification.



Recreated board report. Findings and teams are fictional, illustrative data.

ANSWERED UP FRONT

Security teams

The survey needs no agents, no connectors and no telemetry.

Risk teams

Exposure by team, with the reason behind it.

Audit teams

Every score traces to a named instrument.

PROOF OVER TIME

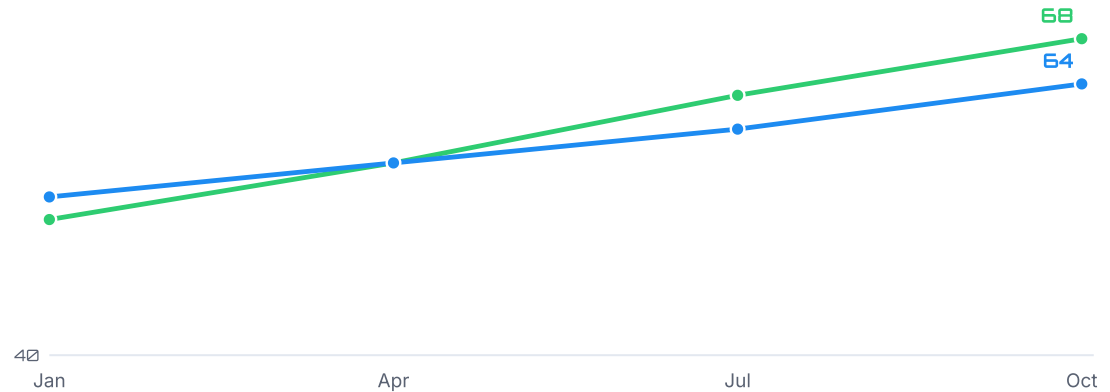
A firewall that gets stronger every quarter.

A one-year subscription with quarterly re-measurement. Each wave is compared like for like against your own baseline, so progress is proven, not assumed.



Fictional organisation-wide SafeScore by wave, illustrative only.

SAFESCORE AND CULTURE & CLIMATE BY WAVE (ILLUSTRATIVE)



Jan, baseline

The first wave sets your own starting point.

Apr to Jul

Tools provisioned, champions named, habits grow.

Oct

A year of proof for the board, like for like.

ONE YEAR, FOUR WAVES

Quarterly waves

The same instruments, every quarter.

Like for like

Always against your own baseline.

Beside readiness

Read with your Skill Score, out of 1,000.

HOW IT WORKS

Done in weeks (one to four), not months.

WEEK 1

Scope and invite

Teams, instruments and timing agreed.



WEEKS 1 TO 2

Measure

Your people complete the survey and instruments.



WEEKS 2 TO 3

Read

SafeScore, heat map, culture and champions as one picture.



WEEKS 3 TO 4

Act

Board report, guardrails and the first fixes.



We never touch your data.

Your systems and records stay where they are.

No client data leaves their building.

Insight comes from the instruments your people complete.

Cohorts of five or more

Below five people, numbers are masked in the query itself.

Personal space is private

Self-run results are structurally invisible to any employer.

One-year subscription

Quarterly re-measurement, so progress is proven, not assumed.

YOUR FIRST LINE OF DEFENCE

Your people want to do the right thing. Show them the way, and show the board it is working.

AIVROs measures AI culture and AI cyber risk from your own people: Culture & Climate, AI Safe Use, SafeScore, champions and AI Fluency (AIQ), team by team, every quarter.

Get in touch or book a demo.

See your human firewall measured, live.

info@skillement.ai

POWERED BY



App screens are recreated for illustration. All organisations and figures shown are fictional.