Reejig Academy

Work Architecture Assessment Canvas

Module 1 - Why Work Architecture Matters

Objectively evaluate your organization across 4 dimensions. This reveals the gaps the course will help you close.

Exercise 01 - Assessment

The goal: Not a high score. A clear-eyed picture of your starting point. Most senior HR leaders will sit at Structured / Partial / Aware / Ad hoc — and that's exactly the gap this course closes.

1 Job Architecture Maturity

None | Basic | Structured | Dynamic

Prompts

- ? Is your architecture actively maintained — or in a drawer?
- ? Are roles defined by tasks, or just titles and levels?
- ? When AI changes a task, does your architecture update?

Where You Are Today

Key Gap To Close

2 Work Visibility

Blind | Partial | Functional | Comprehensive

Prompts

- ? Can you see what tasks make up each role?
- ? Do you know how time is allocated across tasks?
- ? Can you follow workflows end-to-end?

Where You Are Today

Key Gap To Close

3 AI Strategy Alignment

Disconnected | Aware | Collaborating | Integrated

Prompts

- ? Who owns AI strategy — and are you shaping it?
- ? Are deployment decisions made without workforce input?
- ? Are you the architect — or change management support?

Where You Are Today

Key Gap To Close

4 Agent Readiness

No agents | Ad hoc | Some governance | Architected

Prompts

- ? Do you have agents — do you know what tasks they perform?
- ? Is there architecture governing agents alongside humans?
- ? Can you see human vs. agent work in one place?
- ? Is your governance centralized (IT-led) or federated (business unit-led)?

Where You Are Today

Key Gap To Close

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Exercise 02 - Plot Your Position

Using your four scores from exercise 1 — where does your organization sit on this grid? Mark an X in the quadrant that best reflects your current state across Work Visibility (x-axis) and AI Strategy Alignment (y-axis).

Integrated — High AI Strategy Alignment

Blind — Low Work Visibility

Comprehensive — High Work Visibility

Strategy without foundation

AI strategy integrated but work invisible. Designing on assumptions.

High Risk

Work Architect

Work visible, strategy integrated. You can see what to redesign and you're in the room.

Build Towards This

Flying blind

Work invisible, AI strategy disconnected. Decisions on titles and guesswork.

Starting Point

Visible but reactive

Good work visibility but not shaping AI strategy. Foundation is there — use it.

Leverage This

Disconnected — Low AI Strategy Alignment

Practitioner Note: *Job Architecture Maturity + Agent Readiness tell you how fast you can move once you're in the right quadrant. Low on both = longer runway to build. High on both = you're ready to deploy.*

Assessment Summary

Where are you strongest? Where is the biggest gap? What do you need to build first — and how do you position this as business infrastructure, not an HR project?

Where you are today

Biggest gap

What this means for your AI strategy

Who else needs to see this