CoCoReCo
Core Congruence Reset Co-create

Your team at a glance

Example organisation · Fictional team · T1

Fictional example — no real team data.

Overall score	Participation	Calculated score band
65.1/100	**10 / 12 · 83.3%**	**3 / 5**

Scores for structure are higher than those for connection. Explore how agreements and organisation can also support trust, openness and conversations about tension.

Most invited team members took part. Discuss whether everyone recognises this picture.

What is already working well?

Accountability and careful use · 89/100

Quality and human oversight · 84.5/100

What should you discuss first?

1. Experimentation and evaluation · 38.3/100

2. Purpose and human value · 40/100

3. Fairness and inclusion · 40/100

Are experiences shared?

No theme reaches the indicative spread threshold of 20 points used here. This does not mean everyone shares the same experience.

Selected working agreements

1. Purpose and human value

Choose one use case with an explicit human benefit and measure checking time too.

Owner: Team coordinator and those involved · Review: To agree together

2. Experimentation and evaluation

Test one use case with a baseline, review point and explicit stopping criterion.

Owner: Team coordinator and those involved · Review: To agree together

3. Fairness and inclusion

Discuss who could be disadvantaged by a use case and test how to reduce that risk.

Owner: Team coordinator and those involved · Review: To agree together

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Your team at a glance

How to read this report

Spread (SD, standard deviation) shows how much individual theme scores differ. Lower means more agreement; higher means more difference. Here, 20 points is a prompt for discussion.

Read this summary first, then review the theme scores and charts. Finally, agree on no more than three working agreements.

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Human-centred work with AI

Example organisation · Fictional team · T1

Model version: 1.0 · 60+ · 8D

Overall score: 65.1/100

Calculated score band: 3 · Not an established developmental phase

Responses: 10/12

Purpose and human value: 40.0/100 · SD 12.2

Involvement and learning: 63.3/100 · SD 12.2

Accountability and careful use: 89.0/100 · SD 9.0

Experimentation and evaluation: 38.3/100 · SD 12.2

Privacy and data protection: 67.5/100 · SD 12.2

Quality and human oversight: 84.5/100 · SD 8.6

Fairness and inclusion: 40.0/100 · SD 12.2

Work design and sustainable employability: 65.0/100 · SD 12.2

Development guidance

Human-centred work with AI: Make useful habits more consistent. Explore the lowest-scoring dimension and practise one shared behaviour.

Experimentation and evaluation

Test one use case with a baseline, review point and explicit stopping criterion.

Purpose and human value

Choose one use case with an explicit human benefit and measure checking time too.

A day of equine coaching

Practise decisions with incomplete information, checking assumptions and asking for help in a ground task. Translate this into an AI working charter and one bounded experiment; horses do not assess AI systems.

At most three agreements with an owner and deadline; follow up after four to six weeks. Survey and observation remain separate.

Scoring rules

NIST AI RMF contributes govern–map–measure–manage and human accountability; COM-B informs learning and use conditions. This is not a legal audit or certification.

NIST (2023) · AI Risk Management Framework 1.0

https://doi.org/10.6028/NIST.AI.100-1

Michie, van Stralen & West (2011) · COM-B

https://doi.org/10.1186/1748-5908-6-42

Axis A = purpose (weight 1) and accountability (2); B = involvement and evaluation (1:1). Total = 60% A + 40% B. Accountability below 60 caps level at 2. These are development thresholds, not AI certification.

Answer 1–5; reversed: 6 − answer. Per person and dimension: (weighted mean of valid answers − 1) × 25. Equal person weights. Cannot assess is not zero.

Accountability and careful use < 60 => Level <= 2

Formula: Weighted arithmetic mean of both axes

Minimum scored questions per dimension: 10

Minimum participants: 5

Purpose and human value · weight: 1

Involvement and learning · weight: 1

Accountability and careful use · weight: 2

Experimentation and evaluation · weight: 1

Privacy and data protection · weight: 1

Quality and human oversight · weight: 1

Fairness and inclusion · weight: 1

Work design and sustainable employability · weight: 1

Clarifying purpose and agreements: 0 – 40

Establishing careful foundations: 40 – 55

Experimenting with support: 55 – 70

Applying with human focus: 70 – 85

Evaluating continually: 85 – 100

Questions

We choose AI applications based on a concrete work problem.

35.0/100 · SD 12.2 · n=10

AID1 · weight: 1

We know what benefit employees or customers should experience.

35.0/100 · SD 12.2 · n=10

AID2 · weight: 1

We discuss which tasks still require human attention.

35.0/100 · SD 12.2 · n=10

AID3 · weight: 1

We also assess the extra checking and correction time AI requires.

60.0/100 · SD 12.2 · n=10

AID4 · weight: 1

We have concrete working agreements to check AI use for human value.

35.0/100 · SD 12.2 · n=10

AID_E1 · weight: 1

We know who takes the initiative to check AI use for human value.

35.0/100 · SD 12.2 · n=10

AID_E2 · weight: 1

We allocate time in our planning to check AI use for human value.

60.0/100 · SD 12.2 · n=10

AID_E3 · weight: 1

We can discuss a recent work example where we managed to check AI use for human value.

35.0/100 · SD 12.2 · n=10

AID_E4 · weight: 1

We ask those involved what helps them to check AI use for human value.

35.0/100 · SD 12.2 · n=10

AID_E5 · weight: 1

New team members also know how we try to check AI use for human value.

35.0/100 · SD 12.2 · n=10

AID_E6 · weight: 1

When it is difficult to check AI use for human value, we discuss the obstacle with those involved.

35.0/100 · SD 12.2 · n=10

AID_E7 · weight: 1

We check whether our chosen approach really helps us to check AI use for human value.

35.0/100 · SD 12.2 · n=10

AID_E8 · weight: 1

We question routines that hinder our ability to check AI use for human value.

60.0/100 · SD 12.2 · n=10

AID_E9 · weight: 1

We use feedback from those involved when we try to check AI use for human value.

35.0/100 · SD 12.2 · n=10

AID_E10 · weight: 1

We agree a follow-up point to review how we manage to check AI use for human value.

35.0/100 · SD 12.2 · n=10

AID_E11 · weight: 1

Employees can raise questions and concerns about AI.

60.0/100 · SD 12.2 · n=10

AIB1 · weight: 1

We have time to learn to use AI tools.

60.0/100 · SD 12.2 · n=10

AIB2 · weight: 1

Employee experience influences implementation.

85.0/100 · SD 12.2 · n=10

AIB3 · weight: 1

We discuss which skills and roles are changing.

35.0/100 · SD 12.2 · n=10

AIB4 · weight: 1

We have concrete working agreements to involve employees in learning to work with AI.

85.0/100 · SD 12.2 · n=10

AIB_E1 · weight: 1

We know who takes the initiative to involve employees in learning to work with AI.

35.0/100 · SD 12.2 · n=10

AIB_E2 · weight: 1

We allocate time in our planning to involve employees in learning to work with AI.

60.0/100 · SD 12.2 · n=10

AIB_E3 · weight: 1

We can discuss a recent work example where we managed to involve employees in learning to work with AI.

85.0/100 · SD 12.2 · n=10

AIB_E4 · weight: 1

We ask those involved what helps them to involve employees in learning to work with AI.

60.0/100 · SD 12.2 · n=10

AIB_E5 · weight: 1

New team members also know how we try to involve employees in learning to work with AI.

60.0/100 · SD 12.2 · n=10

AIB_E6 · weight: 1

When it is difficult to involve employees in learning to work with AI, we discuss the obstacle with those involved.

85.0/100 · SD 12.2 · n=10

AIB_E7 · weight: 1

We check whether our chosen approach really helps us to involve employees in learning to work with AI.

60.0/100 · SD 12.2 · n=10

AIB_E8 · weight: 1

We question routines that hinder our ability to involve employees in learning to work with AI.

35.0/100 · SD 12.2 · n=10

AIB_E9 · weight: 1

We use feedback from those involved when we try to involve employees in learning to work with AI.

85.0/100 · SD 12.2 · n=10

AIB_E10 · weight: 1

We agree a follow-up point to review how we manage to involve employees in learning to work with AI.

60.0/100 · SD 12.2 · n=10

AIB_E11 · weight: 1

We know which data may and may not be entered into AI tools.

85.0/100 · SD 12.2 · n=10

AIV1 · weight: 1

A human is accountable for decisions supported by AI.

100.0/100 · SD 0.0 · n=10

AIV2 · weight: 1

We check relevant AI outputs before using them.

85.0/100 · SD 12.2 · n=10

AIV3 · weight: 1

We follow AI advice without anyone reviewing it.

85.0/100 · SD 12.2 · n=10

AIV4 · weight: 1 · 6 − answer

We have concrete working agreements to maintain human accountability in AI use.

85.0/100 · SD 12.2 · n=10

AIV_E1 · weight: 1

We know who takes the initiative to maintain human accountability in AI use.

100.0/100 · SD 0.0 · n=10

AIV_E2 · weight: 1

We allocate time in our planning to maintain human accountability in AI use.

85.0/100 · SD 12.2 · n=10

AIV_E3 · weight: 1

We can discuss a recent work example where we managed to maintain human accountability in AI use.

85.0/100 · SD 12.2 · n=10

AIV_E4 · weight: 1

We ask those involved what helps them to maintain human accountability in AI use.

85.0/100 · SD 12.2 · n=10

AIV_E5 · weight: 1

New team members also know how we try to maintain human accountability in AI use.

85.0/100 · SD 12.2 · n=10

AIV_E6 · weight: 1

When it is difficult to maintain human accountability in AI use, we discuss the obstacle with those involved.

85.0/100 · SD 12.2 · n=10

AIV_E7 · weight: 1

We check whether our chosen approach really helps us to maintain human accountability in AI use.

100.0/100 · SD 0.0 · n=10

AIV_E8 · weight: 1

We question routines that hinder our ability to maintain human accountability in AI use.

85.0/100 · SD 12.2 · n=10

AIV_E9 · weight: 1

We use feedback from those involved when we try to maintain human accountability in AI use.

85.0/100 · SD 12.2 · n=10

AIV_E10 · weight: 1

We agree a follow-up point to review how we manage to maintain human accountability in AI use.

100.0/100 · SD 0.0 · n=10

AIV_E11 · weight: 1

We first test new AI applications on a small scale.

60.0/100 · SD 12.2 · n=10

AIE1 · weight: 1

We compare time savings with quality and effects on people.

35.0/100 · SD 12.2 · n=10

AIE2 · weight: 1

We can easily report errors or unwanted effects.

10.0/100 · SD 12.2 · n=10

AIE3 · weight: 1

We stop or change an application if it does not help enough.

60.0/100 · SD 12.2 · n=10

AIE4 · weight: 1

We have concrete working agreements to evaluate AI experiments carefully.

10.0/100 · SD 12.2 · n=10

AIE_E1 · weight: 1

We know who takes the initiative to evaluate AI experiments carefully.

35.0/100 · SD 12.2 · n=10

AIE_E2 · weight: 1

We allocate time in our planning to evaluate AI experiments carefully.

60.0/100 · SD 12.2 · n=10

AIE_E3 · weight: 1

We can discuss a recent work example where we managed to evaluate AI experiments carefully.

35.0/100 · SD 12.2 · n=10

AIE_E4 · weight: 1

We ask those involved what helps them to evaluate AI experiments carefully.

35.0/100 · SD 12.2 · n=10

AIE_E5 · weight: 1

New team members also know how we try to evaluate AI experiments carefully.

60.0/100 · SD 12.2 · n=10

AIE_E6 · weight: 1

When it is difficult to evaluate AI experiments carefully, we discuss the obstacle with those involved.

35.0/100 · SD 12.2 · n=10

AIE_E7 · weight: 1

We check whether our chosen approach really helps us to evaluate AI experiments carefully.

10.0/100 · SD 12.2 · n=10

AIE_E8 · weight: 1

We question routines that hinder our ability to evaluate AI experiments carefully.

60.0/100 · SD 12.2 · n=10

AIE_E9 · weight: 1

We use feedback from those involved when we try to evaluate AI experiments carefully.

35.0/100 · SD 12.2 · n=10

AIE_E10 · weight: 1

We agree a follow-up point to review how we manage to evaluate AI experiments carefully.

35.0/100 · SD 12.2 · n=10

AIE_E11 · weight: 1

We have a clear agreement to protect personal and confidential information when using AI.

85.0/100 · SD 12.2 · n=10

AIP_D8_1 · weight: 1

We know who is responsible for taking action to protect personal and confidential information when using AI.

60.0/100 · SD 12.2 · n=10

AIP_D8_2 · weight: 1

We can give a recent example where we managed to protect personal and confidential information when using AI.

60.0/100 · SD 12.2 · n=10

AIP_D8_3 · weight: 1

We have enough time and resources to protect personal and confidential information when using AI.

60.0/100 · SD 12.2 · n=10

AIP_D8_4 · weight: 1

Even under time pressure, we manage to protect personal and confidential information when using AI.

60.0/100 · SD 12.2 · n=10

AIP_D8_5 · weight: 1

We ask the colleagues involved what is needed to protect personal and confidential information when using AI.

60.0/100 · SD 12.2 · n=10

AIP_D8_6 · weight: 1

New colleagues receive an explanation of how we try to protect personal and confidential information when using AI.

85.0/100 · SD 12.2 · n=10

AIP_D8_7 · weight: 1

When we do not manage to protect personal and confidential information when using AI, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

AIP_D8_8 · weight: 1

We use feedback to improve how we protect personal and confidential information when using AI.

60.0/100 · SD 12.2 · n=10

AIP_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to protect personal and confidential information when using AI.

85.0/100 · SD 12.2 · n=10

AIP_D8_10 · weight: 1

We have a clear agreement to have a competent person check AI outputs for accuracy.

60.0/100 · SD 12.2 · n=10

AIK_D8_1 · weight: 1

We know who is responsible for taking action to have a competent person check AI outputs for accuracy.

85.0/100 · SD 12.2 · n=10

AIK_D8_2 · weight: 1

We can give a recent example where we managed to have a competent person check AI outputs for accuracy.

100.0/100 · SD 0.0 · n=10

AIK_D8_3 · weight: 1

We have enough time and resources to have a competent person check AI outputs for accuracy.

85.0/100 · SD 12.2 · n=10

AIK_D8_4 · weight: 1

Even under time pressure, we manage to have a competent person check AI outputs for accuracy.

85.0/100 · SD 12.2 · n=10

AIK_D8_5 · weight: 1

We ask the colleagues involved what is needed to have a competent person check AI outputs for accuracy.

100.0/100 · SD 0.0 · n=10

AIK_D8_6 · weight: 1

New colleagues receive an explanation of how we try to have a competent person check AI outputs for accuracy.

85.0/100 · SD 12.2 · n=10

AIK_D8_7 · weight: 1

When we do not manage to have a competent person check AI outputs for accuracy, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

AIK_D8_8 · weight: 1

We use feedback to improve how we have a competent person check AI outputs for accuracy.

100.0/100 · SD 0.0 · n=10

AIK_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to have a competent person check AI outputs for accuracy.

85.0/100 · SD 12.2 · n=10

AIK_D8_10 · weight: 1

We have a clear agreement to examine unequal effects of AI use on people.

35.0/100 · SD 12.2 · n=10

AIF_D8_1 · weight: 1

We know who is responsible for taking action to examine unequal effects of AI use on people.

60.0/100 · SD 12.2 · n=10

AIF_D8_2 · weight: 1

We can give a recent example where we managed to examine unequal effects of AI use on people.

35.0/100 · SD 12.2 · n=10

AIF_D8_3 · weight: 1

We have enough time and resources to examine unequal effects of AI use on people.

35.0/100 · SD 12.2 · n=10

AIF_D8_4 · weight: 1

Even under time pressure, we manage to examine unequal effects of AI use on people.

35.0/100 · SD 12.2 · n=10

AIF_D8_5 · weight: 1

We ask the colleagues involved what is needed to examine unequal effects of AI use on people.

35.0/100 · SD 12.2 · n=10

AIF_D8_6 · weight: 1

New colleagues receive an explanation of how we try to examine unequal effects of AI use on people.

35.0/100 · SD 12.2 · n=10

AIF_D8_7 · weight: 1

When we do not manage to examine unequal effects of AI use on people, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

AIF_D8_8 · weight: 1

We use feedback to improve how we examine unequal effects of AI use on people.

35.0/100 · SD 12.2 · n=10

AIF_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to examine unequal effects of AI use on people.

35.0/100 · SD 12.2 · n=10

AIF_D8_10 · weight: 1

We have a clear agreement to connect AI use with workable jobs and employee development.

85.0/100 · SD 12.2 · n=10

AIW_D8_1 · weight: 1

We know who is responsible for taking action to connect AI use with workable jobs and employee development.

35.0/100 · SD 12.2 · n=10

AIW_D8_2 · weight: 1

We can give a recent example where we managed to connect AI use with workable jobs and employee development.

60.0/100 · SD 12.2 · n=10

AIW_D8_3 · weight: 1

We have enough time and resources to connect AI use with workable jobs and employee development.

85.0/100 · SD 12.2 · n=10

AIW_D8_4 · weight: 1

Even under time pressure, we manage to connect AI use with workable jobs and employee development.

60.0/100 · SD 12.2 · n=10

AIW_D8_5 · weight: 1

We ask the colleagues involved what is needed to connect AI use with workable jobs and employee development.

60.0/100 · SD 12.2 · n=10

AIW_D8_6 · weight: 1

New colleagues receive an explanation of how we try to connect AI use with workable jobs and employee development.

85.0/100 · SD 12.2 · n=10

AIW_D8_7 · weight: 1

When we do not manage to connect AI use with workable jobs and employee development, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

AIW_D8_8 · weight: 1

We use feedback to improve how we connect AI use with workable jobs and employee development.

35.0/100 · SD 12.2 · n=10

AIW_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to connect AI use with workable jobs and employee development.

85.0/100 · SD 12.2 · n=10

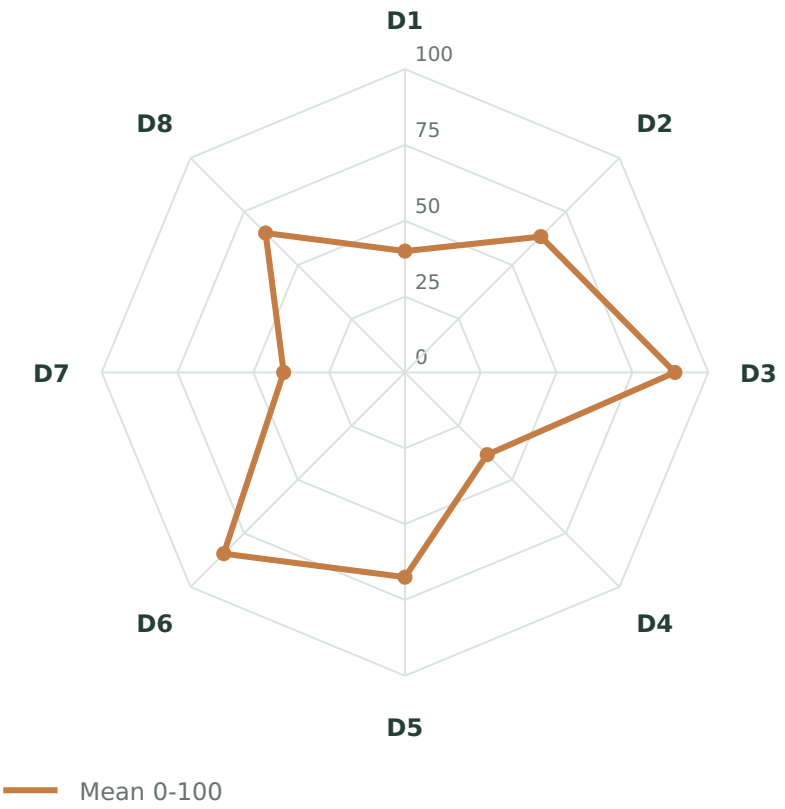
AIW_D8_10 · weight: 1

Overall profile

n=10 | Scale 0-100 | Model builtin-mensgericht-ai-1-q60-d8

Invited: 12 | 83%

Read mean and spread together, alongside concrete work examples.



Fixed axis order. Compare domain scores, not radar area. D codes refer to the table below.

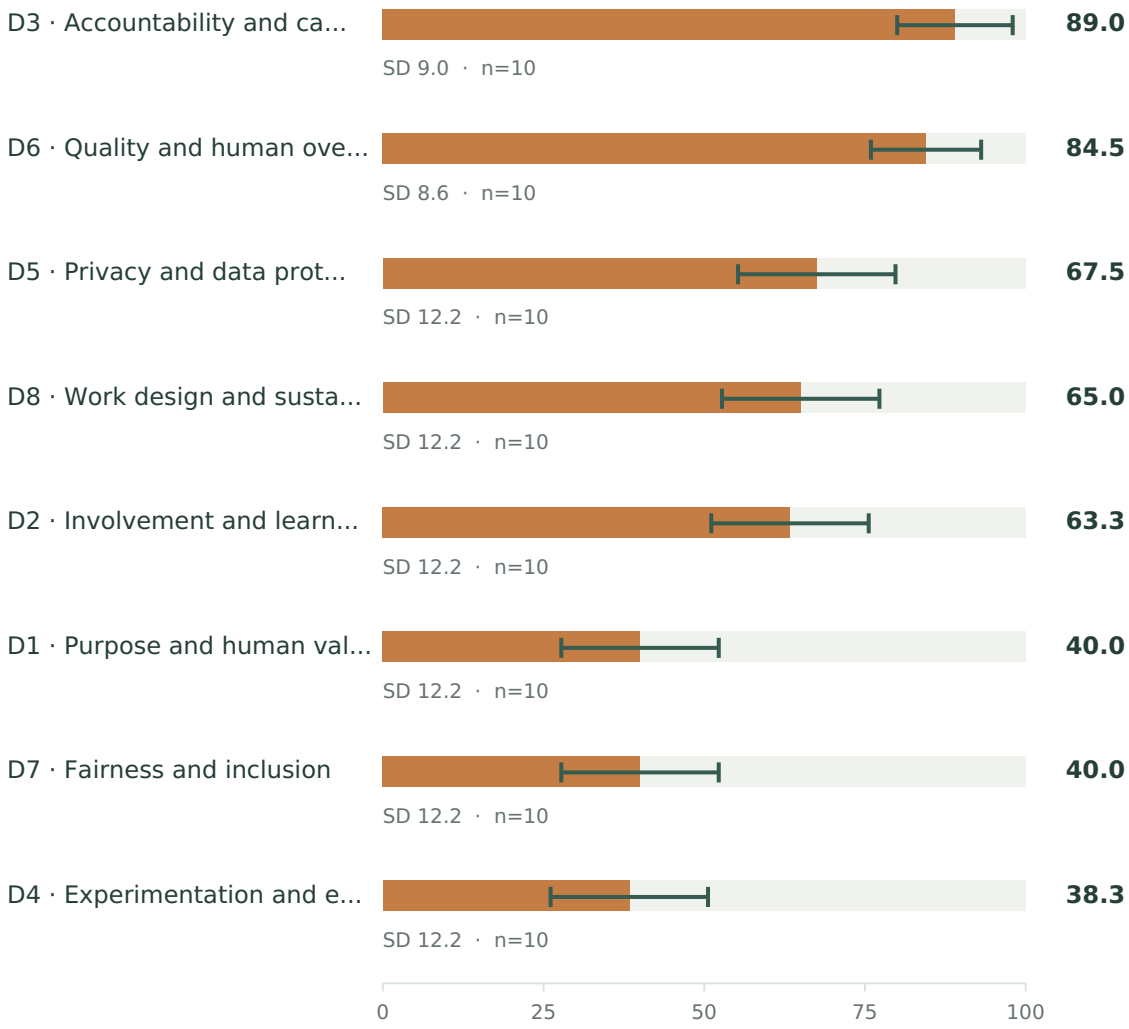
Mean and spread by dimension

Code / dimension	Mean	SD	n
D1 | Purpose and human value	40.0	12.2	10
D2 | Involvement and learning	63.3	12.2	10
D3 | Accountability and careful use	89.0	9.0	10
D4 | Experimentation and evaluation	38.3	12.2	10
D5 | Privacy and data protection	67.5	12.2	10
D6 | Quality and human oversight	84.5	8.6	10
D7 | Fairness and inclusion	40.0	12.2	10
D8 | Work design and sustainable employability	65.0	12.2	10

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COCORECO | FICTIONAL EXAMPLE

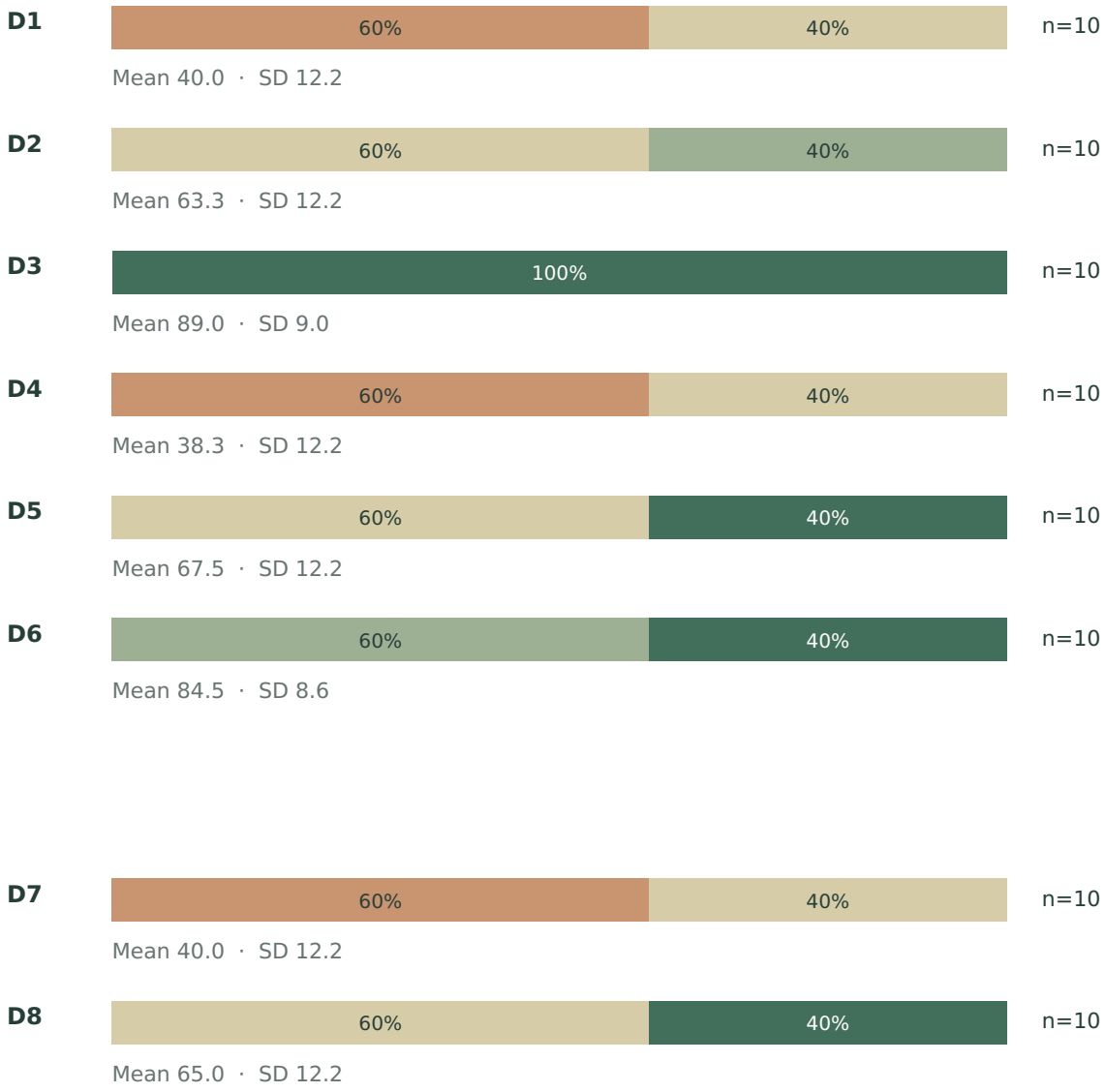
Strengths and development areas



Descending means. Whiskers = mean +/- 1 SD, clipped to the scale; not a confidence interval or significance test. Relatively strong does not mean sufficient; low does not automatically mean a deficit.

Population SD of individual dimension means. Large spread can indicate different experiences. No individual results or identifying filters are provided.

Response distribution and spread



Five equal scale intervals. Each respondent dimension mean counts once; the upper endpoint belongs to the final interval.

Extended report - continued

Dimension	0-20	20-40	40-60	60-80	80-100
D1	0	6	4	0	0
D2	0	0	6	4	0
D3	0	0	0	0	10
D4	0	6	4	0	0
D5	0	0	6	0	4
D6	0	0	0	6	4
D7	0	6	4	0	0
D8	0	0	6	0	4

Different perspectives

Unavailable: this survey does not collect roles or infer them from answers.

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Progress

No suitable released baseline. A comparable follow-up enables this chart.

Discussing developmental phase carefully

A calculated score band does not establish a developmental phase. Check behavior, consistency under pressure and examples per theme. These are discussion anchors for exploring concrete experiences.

1. Agreements require explanation and external follow-up.

2. Agreements work on simple tasks; under pressure someone else takes over.

3. Regular agreements are visible; deviations are noticed and discussed.

4. The team repairs agreements and adjusts behavior, including under pressure.

5. The team repeatedly learns, checks effects and transfers useful practices.

Coaching observations remain separate from survey scores. Record evidence and counterexamples before naming a phase.

+32 (0)475 38 42 93 henk@cocoreco.be www.cocoreco.be

Priority matrix

Expected impact x feasibility, both 1-5. Judgments come from development dialogue, not scores or algorithmic predictions. Choose two or three themes.

Fictionally rated priorities for illustration.



Top right: high impact and feasibility. Orange: selected. Unrated: not plotted.

Extended report - continued

Theme	Expected impact	Feasibility	Selected
D1 | Purpose and human value	4	3	Yes
D2 | Involvement and learning	4	3	-
D3 | Accountability and careful use	4	3	-
D4 | Experimentation and evaluation	4	3	Yes
D5 | Privacy and data protection	4	3	-
D6 | Quality and human oversight	4	3	-
D7 | Fairness and inclusion	4	3	Yes
D8 | Work design and sustainable employability	4	3	-

From priority to action

1. Purpose and human value

Specific behavior: Choose one use case with an explicit human benefit and measure checking time too.

Owner: Team coordinator and those involved

Review date: To agree together

Observable effect: After two weeks, review three concrete work examples.

2. Experimentation and evaluation

Specific behavior: Test one use case with a baseline, review point and explicit stopping criterion.

Owner: Team coordinator and those involved

Review date: To agree together

Observable effect: After two weeks, review three concrete work examples.

3. Fairness and inclusion

Specific behavior: Discuss who could be disadvantaged by a use case and test how to reduce that risk.

Owner: Team coordinator and those involved

Review date: To agree together

Observable effect: After two weeks, review three concrete work examples.

After two weeks, review visible changes and preserve what works. Repeat only with the same question and scoring model.

+32 (0)475 38 42 93 henk@cocoreco.be www.cocoreco.be

Discuss your next step

Questions about this report or support for your team’s development?

Henk Van 't Net

CoCoReCo

+32 (0)475 38 42 93

henk@cocoreco.be

www.cocoreco.be

26 Grand Route · 6990 Hotton · Belgium