



Champion Selection Scorecard



Who to appoint is a profile, not a volunteer call. Mark each candidate on the five signals that predict a successful champion. Choose by signal, not by job title or enthusiasm.

CANDIDATE	Uses AI on real work	Peers already go to them	Teaches generously	Has function standing	Can be given time	CALL
_____	☐	☐	☐	☐	☐	_____
_____	☐	☐	☐	☐	☐	_____
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Tick = yes. CALL = appoint / develop / not yet.

THE PROFILE, AND THE ANTI-PROFILE

Appoint: uses AI on real work (not certificates), trusted by peers, a generous teacher, sound judgement on when not to trust the model, deep knowledge of the function, and can be given protected time and recognition.

Do not appoint by default: the loudest evangelist with no peer trust, the most senior person (status is not practice), the IT specialist (tool knowledge is not work judgement), or the person with spare capacity.

Common trap: if you are choosing by job title or enthusiasm, you are choosing the wrong signal. The best champions usually nominate themselves once the role is real.