

AI Literacy Check:

Test Your Knowledge in Benefits AI

There's no perfect score. This quick quiz is designed to help you reflect on where you are today—and where you might want to grow next.

1. When a benefits vendor talks about “AI,” how comfortable do you feel asking follow-up questions?

- ☐ Very comfortable—I know what to ask and what to listen for
- ☐ Mostly comfortable, but I’m still learning the nuances
- ☐ Somewhat comfortable—I rely on vendor explanations
- ☐ Not very comfortable yet, but I’m curious to learn more

2. How confident are you in spotting the difference between true AI and basic automation?

- ☐ Very confident—I can clearly tell the difference
- ☐ Fairly confident, though some claims still blur together
- ☐ Growing confidence—it’s getting easier with experience
- ☐ Early in my learning—AI terminology can be confusing

3. Which of these questions do you already ask (or want to start asking) about AI in your benefits solution?

- ☐ What employee moments does this support, and how?
- ☐ How does this adapt to individual needs over time?
- ☐ What makes this more than rules or scripted responses?
- ☐ I’m building my list of go-to questions now

4. When you hear “AI-driven outcomes,” what matters most to you?

- ☐ Clear, anticipatory guidance for employees in real-life moments
- ☐ More confidence and fewer benefits-related questions
- ☐ A smoother, more intuitive experience overall
- ☐ I’m still shaping what “good” looks like

5. How do you typically evaluate whether AI is delivering value?

- ☐ By its impact on employee understanding and decision-making
- ☐ By a mix of employee feedback and operational efficiency
- ☐ By vendor insights and reporting
- ☐ I’m learning how to connect AI to real outcomes

Here’s what your responses indicate:

- ☒ **Mostly top responses:**
You’re approaching AI with confidence and intention. You know that asking the right questions matters.
- ☒ **A mix of responses:**
You’re in a strong learning zone—building fluency while staying open and thoughtful.
- ☒ **Mostly learning-focused responses:**
You’re exactly where many HR leaders are today. AI in benefits is evolving fast, and curiosity is the most important skill.



THE GOOD NEWS:

AI literacy isn’t about technical expertise—it’s about understanding how technology supports people, moments, and decisions. The more clearly you understand AI, the more confidently you can choose technology that truly anticipates and supports your employees.