IAM 360° Assessment Set: Readiness Assessment, KAB Worksheet and Maturity Assessment

Bounding Agency: Identity, Authority, and Trust in the Age of AI Agents

The AI-IAM Practitioner Series · Book 1 · Rahul Bhardwaj · Arvik Press

Tool, version and date	IAM 360° Assessment Set: Readiness Assessment, KAB Worksheet and Maturity Assessment v1.0, September 2026
Purpose	Records evidence across the eight IAM 360° spokes (Readiness Assessment), classifies each finding as KEEP, ADAPT or BUILD, or records it as OPEN, Unknown or N/A (KAB Worksheet), and adds a descriptive current and target stage (Maturity Assessment).
Source in the book	Chapter 14 (Tables 14.1–14.4, Figures 14.1 and 14.2); the KEEP → ADAPT → BUILD method from Chapter 3.
When to use it	After the inventory, to see where you stand against the Chapter 13 operating model. The three tools share one evidence base, so nobody enters the same evidence three times.
What it produces	The findings log, the heatmap and the consolidated KEEP → ADAPT → BUILD map. None of them calculates an aggregate score.
Scope	Fill in: which agents, use cases, environments and business units this record covers.
Completed by / reviewed by	Fill in: who completed it, who reviewed it, and when.
How to use this workbook	Cells shaded pale yellow are for you to fill in; drop-down lists appear where the book defines the options. Example rows are shaded blue-grey and written in italics: replace or delete them. Reference sheets reproduce the book's tables.
Evidence conventions	For every evaluative entry record the evidence source and date. Evidence strength, strongest first: tested control or log; configuration; documented policy; interview. Use N/A only with a reason. Record Unknown as a finding, never as zero.
Working labels	The maturity stages are working definitions, subject to practitioner validation; their wording will change with use.
Core or situational	The Readiness Assessment and KAB Worksheet are core tools. The Maturity Assessment is situational: use it when leadership needs a descriptive view of progress (Chapter 17).
No averaging	Never average cells: a single delegation-revocation gap can matter more than several mature areas combined. Mark critical gaps instead.
Status	**A working diagnostic. Not a certification, audit opinion or compliance attestation.**
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Examples	Findings log row 2 is the worked row from Table 14.1 (it is counted on the Heatmap until you delete it). CrystalSoft Energy and its people, agents and systems are fictional, created to illustrate the book. Values marked with an asterisk (*) are illustrative.

Subject (agent or use case)	Capability or control	IAM 360° spoke	Chapter 13 capability	Current state (observable)	Evidence source	Evidence date	Evidence strength	Confidence / coverage (share of scope)	N/A or Unknown reason	Current stage	Target stage	Target context (why)	KEEP / ADAPT / BUILD	Response detail	Dependency	Critical gap?	Note
Billing Resolution Agent and Payments Agent	*Finance approval of credits above $500*	*IAM Governance & Reporting*	*Governance & Accountability*	*Policy exists; approvals happen by email*	*Policy document (2025); sample of email approvals*	*Sept 2026*	*Documented policy**	*Low: approvals not captured in the workflow*	—	*Defined*	*Integrated*	*Financial action, external platform*	*ADAPT*	*Capture approvals in the workflow*	*Payments Agent workflow change (Finance)*	*No*	*No above-threshold credit has yet been tested end to end*

IAM 360° heatmap — one row per spoke, never averaged

Choose each rating from the evidence in the Findings log (rate what the evidence shows, not what the policy promises). Counts on the right are calculated from the log.

IAM 360° spoke	Current stage	Target stage (this scope)	Evidence strength	KEEP / ADAPT / BUILD response	Critical gap?	Findings logged	KEEP	ADAPT	BUILD or OPEN	Unknown
IAM Core Processes						0	0	0	0	0
IAM Drivers & Mandates						0	0	0	0	0
IAM Enablers & Influencers						0	0	0	0	0
Future-Ready IAM Trends						0	0	0	0	0
Compliance & Regulatory Alignment						0	0	0	0	0
IAM Governance & Reporting						1	0	1	0	0
Cross-Functional Integration						0	0	0	0	0
IAM Risk & Threat Management						0	0	0	0	0
Visibility & Analytics (cross-cut)						0	0	0	0	0

Future-Ready IAM Trends: assess the IAM-for-agents half only. Critical gaps are outlined in red. No cell is averaged.

Consolidated KEEP → ADAPT → BUILD map

IAM 360° spoke	KEEP	ADAPT	BUILD / OPEN / UNKNOWN
IAM Core Processes			
IAM Drivers & Mandates			
IAM Enablers & Influencers			
Future-Ready IAM Trends			
Compliance & Regulatory Alignment			
IAM Governance & Reporting			
Cross-Functional Integration			
IAM Risk & Threat Management			
Visibility & Analytics (cross-cut)			

Every BUILD entry must trace to the book's BUILD list or to specific chapter evidence. Unknown is not automatically BUILD.

Table 14.2 — Spokes, Target Criteria and Evidence Inputs

IAM 360° spoke	What to inspect	Target criteria from (Ch13)	Evidence inputs
IAM Core Processes	Identity, authentication, authorization, delegation, privilege, lifecycle	Identity Foundation; Trust & Access; Authority & Delegation	AI Agent Inventory (Ch4); Authority & Delegation Assessment (Ch7); Readiness Checklist (Ch8)
IAM Drivers & Mandates	Use cases, value, risk appetite, obligations	Context for the target state	Use-case approvals; risk appetite statement
IAM Enablers & Influencers	Platforms, protocols, gateways, runtime architecture	Trust & Access; Authority & Delegation; Runtime Assurance	Architecture records; protocol map (Ch9)
Future-Ready IAM Trends	Readiness for emerging standards and patterns (IAM for agents)	Maturity legend (Ch9); watch items, not targets	Standards watch list
Compliance & Regulatory Alignment	Applicable obligations, mapping, evidence, legal department sign-off	Governance & Accountability	Regulatory map (Ch11)
IAM Governance & Reporting	Ownership, authority approval, exceptions, metrics	Governance & Accountability	Governance Checklist (Ch11); book metrics
Cross-Functional Integration	Decision rights, handoffs, authoritative fields	Enterprise Integration	Responsibility Matrix (Ch12)
IAM Risk & Threat Management	Credential, privilege, injection, delegation, intervention, blast radius	Runtime Assurance; Governance & Accountability	Blast-radius lens and threat map (Ch10)
Visibility & Analytics (cross-cut)	Evidence and coverage across all spokes	All six capabilities	Inventory coverage; logs; reconciliation reports

Table 14.3 — KAB Worksheet: Classification Rules

Classification	Use when	Not when	CrystalSoft example
KEEP	The control is demonstrably adequate for the target context, with evidence	Adequacy is assumed rather than evidenced	Workload identity per agent (Ch4, Ch5)
ADAPT	A useful foundation exists but scope, cadence, context, integration or governance must change	Nothing usable exists	Approval capture; sponsor-change trigger; CRM write scope
BUILD	A required capability is genuinely absent and traces to the book's BUILD list or to chapter evidence	The capability exists but is poorly implemented (that is ADAPT)	Cascade revocation across the billing platform (Ch7)
Unknown	Evidence is missing	It is used as a synonym for BUILD	Embedded ticketing agent's permissions
N/A	The capability does not apply to this subject, with a reason	It hides a gap	Delegation controls for the knowledge-base assistant

BUILD list (Chapter 14): multi-hop delegation governance, cascade revocation, end-to-end authority provenance, cross-domain registry, discovery and verification, and agents acting for multiple users. Segregation of duties for self-planning agents is on it as OPEN.

The Agentic IAM Maturity Model (working stages, Figure 14.2)

Stage	What you can observe
Initial	Agents handled as generic service accounts or user sessions, with no agent-specific records or policies.
Defined	Agent-specific records, owners and policies exist, but enforcement or evidence is partial.
Integrated	Controls enforced and evidenced across in-scope platforms, with agent context preserved.
Adaptive	Event- and risk-driven review and intervention operate, and exceptions feed governance.
Unknown (not a stage)	Evidence is absent. Record it as a finding, never as zero.
N/A (not a stage)	The capability does not apply to this subject, with a reason.

Stage and evidence strength are recorded separately. Evidence strength, strongest first: tested control or log; configuration; documented policy; interview.

Higher is not automatically better: the target depends on scope and risk. A low stage can be entirely acceptable for a low-risk use case.

When evidence conflicts, rate what the evidence shows, not what the policy promises; if coverage is partial, record the lower stage and note the coverage.

The stages follow the precedent of CISA's Zero Trust Maturity Model (Traditional, Initial, Advanced, Optimal); the labels are the book's own. Working labels, subject to practitioner validation.