

# TRUST ASSESSMENTS

## Developing Trust - Inventory

From [https://www.huffpost.com/entry/can-you-pass-the-leadersh\\_b\\_1005216](https://www.huffpost.com/entry/can-you-pass-the-leadersh_b_1005216)

### Leading Yourself

- Does your team know your primary passion behind the work you do?
- Does your team know your ultimate personal professional goal?
- Have you ever shared your personal ethical code with your team?
- Does your team know your sources of inner strength and motivation?
- Do your team members understand your perspective on personal accountability?

### Leading the Thinking

- Is your team clear on what your most critical performance metrics are?
- Does your team know your view of the team's vision and mission?
- Is your team aware of how you like to generate new ideas?
- Does your team know your views on how you make decisions?

### Leading Your People

- Is your preferred leadership style clearly understood by your team?
- Do your team members feel like you genuinely treat them like individuals?
- Does your team feel like you're well-connected with the reality of their jobs?
- Does your team feel like you're fully committed to their growth and development?

### Leading a Balanced Life

- Does your team know your boundaries between work and life?
- Would your team say you do a good job of keeping things in perspective?
- Does your team know what you're passionate about outside of work?

# Trust in the Workplace

The Reina Trust quiz

by [Dennis Reina](#) and [Michelle Reina](#)

<https://www.alchemyformanagers.co.uk/topics/xYd7qb8anWrkHAKe.html>

How well does your team practise behaviours that build trust? Take a few moments to evaluate.

## How to score

- (1) Almost never (AN)
- (2) Occasionally (O)
- (3) Some of the time (ST)
- (4) Frequently (F)
- (5) Almost always (AA)

	1 AN	2 O	3 ST	4 F	5 AA
1. Do we keep agreements or renegotiate if we can not?					
2. Do we have clear and explicit expectations regarding measurable results and objectives?					
3. Do we act with mutually serving intentions without hidden agendas?					
4. Do we share job-related information that is pertinent to getting the job done?					
5. Do we speak our minds and tell the truth, even when others disagree?					
6. Do we openly admit and take responsibility for the mistakes we have made?					
7. Do we avoid gossiping or participating in unfair criticism about other people?					

8. Do we have confidence in our abilities to keep up with the changing demands of our jobs?					
9. Do we acknowledge the skills and abilities of others?					
10. Do we help each other learn new skills?					

Excerpted from the Reina Team Trust Scale® ©1995-2011

Add up all your scores for the above questions to come up with your score of the team.

### Scoring

The highest possible score is 50, and the lowest would be 10. The higher the score, the greater you perceive your team practises trust-building behaviours, and the likelihood the team has effective working relationships.

Your team practices trust-building behaviours...

- 10 to 15      Almost never. There is serious room for improvement!
- 16 to 25      Occasionally, which damages trust within the team
- 26 to 35      Some of the time, which does not build sustainable trust
- 36 to 45      Frequently, and are most likely have effective working relationships
- 45 to 50      Almost always, and are probably viewed as a highly effective team. Keep up the good work!

## Trust Currency

<https://www.psychologytoday.com/us/blog/trust-the-new-workplace-currency/201609/what-does-trust-look-work>

A Trust Currency Quiz for Leaders:

1. Ideas are shared freely in this department; contribution, collaboration, innovation, and cooperation thrive.
2. Victim thinking, finger-pointing, and negative storytelling are infrequent.
3. People own their mistakes or errors and quickly correct them without prompting.
4. Best performers stay while others self-select; the performance bar is high and personal accountability is a norm.
5. There are few surprises. People keep each other and me up to date and informed. Regular feedback and dialogue is commonplace.
6. Healthy conflict, grounded with best-of-self behaviors like integrity, ethics, and big-team thinking prevails.
7. People like each other and show care and concern for one another, even volunteering to pitch in when others need assistance, without needing to be asked.
8. Deadlines are regularly met; people can count on each other to keep their commitments or be informed something needs to shift.
9. People volunteer to take on new assignments or be involved in projects, regularly putting in extra effort to achieve personal and organizational goals.
10. People do great work around here because they enjoy what they do, have pride in their work, and are self-engaged.