



WORKSHEET: Team Trust Assessment

Purpose

The following assessment tool helps leaders create a picture of how much their team members trust others (safety score) and how confident they feel with their current work situation (certainty score).

When to Use

Use this tool to see the levels of trust within your team.

Who Uses

Co-leads

How to Use

Trust is an essential foundation of any high-performing team. We tend to trust others based on the consistency and predictability of their actions, the quality of their work, and their commitment to shared goals. Trust levels can also be affected by situational factors in the workplace. Ask members of your team to complete the following assessment.

Circle the number that represents the degree to which you believe the statement accurately describes you or your current situation (from 1 = very inaccurate to 4 = completely accurate).



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I would describe myself as a person who...	1	2	3	4
Willingly takes risks				
Expresses optimism, often describing the benefits the future will bring				
Has formal or informal power; has influence over others				
Always expresses faith that things will work out				
Willingly shares personal thoughts and feelings				
Rarely expresses concern over "what the boss will think"				
Safety Score (use average of all scores)				
Regarding our current situation...	1	2	3	4
The stakes are low — the worst that could happen isn't that bad				
The situation is familiar				
The people involved share similar views and opinions about things				
The people involved have aligned interests and goals				
The people involved tend to look out for one another				
Leadership's actions and decisions are fairly predictable				
People are well informed about what's going on				
Certainty Score (use average of all scores)				

Source: Interaction Associates www.interactionassociates.com