

ASSESSING YOUR TRUSTWORTHINESS

Use the following questions to gauge which factors in the Trust Equation are likely to impact your ability to win your team's trust.



Always Often Sometimes Rarely

Credibility

relates to your words and is revealed in your credentials and honesty.

	Always	Often	Sometimes	Rarely
Do you bring a high level of knowledge and expertise in relevant areas?				
Are your credentials and experience viewed positively by others?				
Are you willing to say if you don't know something?				
Are you willing to admit to mistakes?				
Do you avoid exaggerating or fabricating the truth?				

Reliability

relates to your actions and is revealed through keeping your commitments.

	Always	Often	Sometimes	Rarely
Do you deliver on commitments?				
Do you deliver on time?				
Is your behavior consistent?				

Intimacy

relates to your emotions; people feel safe talking to you about difficult agendas.

	Always	Often	Sometimes	Rarely
Do you listen and try to understand?				
Are others likely to talk openly with you about difficult topics?				
Are you willing to share your concerns about issues?				
Are you able to expand the bounds of acceptable topics (around an issue) while maintaining mutual respect?				
Are you willing to give sufficient time to each conversation?				

Self-Orientation

relates to your caring and is revealed in your focus (on yourself or others). Excessive Self-Orientation

	Always	Often	Sometimes	Rarely
Are you focused on your own agenda?				
Do you feel the need to appear clever, bright, witty, etc.?				
Do you feel the need to fill empty spaces in conversations?				
Do you finish others' sentences for them?				
Do you have a tendency to answer too quickly?				

Low Self-Orientation

	Always	Often	Sometimes	Rarely
Are you curious about the interests and views of others?				
Do you ask open-ended questions and listen without distractions?				
Do you focus on defining the problem, not guessing the solution?				
Do you acknowledge others' feelings?				
Do you share credit with others for success, and take your share of responsibility for mistakes?				