



## Build Brave Teams through Trust –

Use this assessment to start a conversation about trust on your team.

**Instructions:** Consider a team that you are leading or are a member of, and for each statement below, circle the number that best reflects the team’s trust behaviors. Use the following scale: 1 = doesn’t describe this team at all, 2 = describes it to a small extent, 3 = describes it to a moderate extent, and 4 = describes this team very well. Add up the numbers assigned to each statement to find your total score; complete the follow-up questions.

Statement	Rating
1. We are reliable and consistently do what we say we will do.	1 2 3 4
2. We tell the truth – we do not shade it, lie, or cheat.	1 2 3 4
3. Our actions are consistent with our words – we behave in accordance with our shared team purpose, even when it is difficult.	1 2 3 4
4. We willingly trust each other.	1 2 3 4
5. We are accountable for our actions, acknowledge mistakes, and do not blame each other or others when things go wrong.	1 2 3 4
6. We are willing to be open—to share our feelings, ideas, and information.	1 2 3 4
7. We give credit where credit is due – we do not take credit for other people’s ideas.	1 2 3 4
8. We keep confidential information private and do not gossip or spread rumors.	1 2 3 4
9. Each team member is competent and has the knowledge and skills to carry out their responsibilities.	1 2 3 4
10. Each team member is willing to ask for help and admit when they do not have the answers.	1 2 3 4

TOTAL \_\_\_\_\_

See how your team’s trustworthiness measures up and answer the follow-up questions below.



- 10 – 15: Your team’s trustworthiness needs considerable improvement and is likely significantly hindering the team’s effectiveness.
- 16 – 20: Your team’s trustworthiness is weak. Improving it will yield greater results.
- 21 – 25: Your team’s trustworthiness is pretty good, but do you want to settle for that? Nudge the trust needle and strengthen your impact.
- 26 – 30: Your team is on its way to becoming fully trusting, and there are skills you can further strengthen together.
- 31 – 35: Your team trustworthiness is very good, and you are at the threshold of becoming a highly effective team.
- 36 – 40: Your team is rocking it! Highly trustworthy! Your team could fulfill its team objective in a way that is fulfilling for the members and truly impactful for the organization.

1. Which statements described your team the best (ratings of 3 and 4)? These are team strengths. How are these strengths helping the team to be successful?
  
2. Based on the results of this assessment, what is specific trust-related behaviors does your team need to address?
  
3. Based on the results of this assessment, what is a specific trust-related behavior that you personally need to address?

Share this questionnaire with your team and begin a dialogue about how the group can work together to further strengthen team trust.

**Contact me** and let’s discuss how team alignment training and coaching can equip you and your team to reach your full potential.