

TRUST AT WORK

Leader Self-Assessment

TIME FOR SOME HONEST LEADERSHIP REFLECTION!

This assessment is just between you and your future self—no judgment, no sharing required. Rate yourself on the 10 trust variables from 1-10 honestly about where you stand today. Remember those leadership moments you're privately proud of? Count them! That team conversation you've been avoiding for weeks? Yep, that counts too.

This isn't about beating yourself up or high-fiving your awesomeness—it's about establishing your personal trust baseline. Think of it as your leadership GPS: "You are here" with a clear view of both your trust superpowers and your growth opportunities.

Ready to unlock your trust potential? Let's see where you really stand!

1. HOW OPEN AND TRANSPARENT ARE YOU WITH YOUR TEAM?

| | | | | | | | | | |
|---------------------------------|---|---|---|---|---------------------------|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| CLOSED BOOK WITH A LOCK AND KEY | | | | | AN OPEN BOOK ALL THE TIME | | | | |

2. HOW WOULD YOU RATE YOUR PROMISE-KEEPING?

| | | | | | | | | | |
|--------------------------------------|---|---|---|---|-------------------------------|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| I'M LETTING PEOPLE DOWN ALL THE TIME | | | | | I NEVER FAIL TO KEEP PROMISES | | | | |

3. HOW WOULD YOU RATE YOUR RELIABILITY?

| | | | | | | | | | |
|-------------------------|---|---|---|---|---------------------------------------|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| BETTER ASK SOMEONE ELSE | | | | | YOU CAN ALWAYS COUNT ON ME (FOR SURE) | | | | |

4. HOW WOULD YOU RATE YOUR LISTENING?

| | | | | | | | | | |
|-------|---|---|---|---|-----------------------------------|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| WHAT? | | | | | I HEAR YOU AND SEEK TO UNDERSTAND | | | | |

5. HOW WOULD YOU RATE YOUR EMPATHY AND COMPASSION?

| | | | | | | | | | |
|-------------------------|---|---|---|---|---------------|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| MEH - I DON'T HAVE TIME | | | | | I AM WITH YOU | | | | |

6. HOW WOULD YOU RATE YOUR OUTWARD RESPECT FOR YOUR TEAM?

| | | | | | | | | | |
|------------------|---|---|---|---|-----------------|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| I DON'T SAY MUCH | | | | | RESPECT ABOUNDS | | | | |

7. HOW WOULD YOU RATE YOUR FORGIVENESS?

| | | | | | | | | | |
|--------------------------|---|---|---|---|-----------------------------------|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| I HOLD LIFE-LONG GRUDGES | | | | | I FORGIVE EVERYTHING AND EVERYONE | | | | |

8. HOW WOULD YOU RATE YOUR CONSISTENCY?

| | | | | | | | | | |
|----------------------------------|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| MY REACTION IS ALWAYS A SURPRISE | | | | | I MAY AS WELL BE A PREDICTABILITY ROBOT | | | | |

9. HOW WOULD YOU RATE YOUR POSITIVITY?

| | | | | | | | | | |
|---------------------|---|---|---|---|----------------------|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| EVERYTHING IS S%&#! | | | | | ANYTHING IS POSSIBLE | | | | |

10. HOW WOULD YOU RATE HOW YOU SHOW UP AT WORK?

| | | | | | | | | | |
|-----------------------------|---|---|---|---|------------------------------|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| I COULD WIN AN ACTING AWARD | | | | | WHAT YOU SEE IS WHAT YOU GET | | | | |

Scoring Your Trust at Work Self-Assessment

YOUR TOTAL SCORE: _____ **(ADD UP THE 10 SCORES)**

WHAT YOUR SCORE MEANS:

75-100: Trust Champion - You've built strong trust foundations! Your team likely feels psychologically safe and empowered. Continue modeling these behaviors while focusing on your lowest scores for even greater impact.

40-74: Trust Builder - You demonstrate several effective trust practices, but inconsistencies may exist. Identify your 2-3 lowest scores and create a specific plan to strengthen these areas over the next 60 days.

10-39: Trust Developer - You have significant opportunities to enhance trust with your team. Don't worry! Start with your single lowest score, set one specific goal for improvement, and you'll see positive changes quickly.

Next Step: Choose **ONE** trust area to improve first, schedule time for deliberate practice, and reassess in 90 days to measure your progress.