Christian -- What is Your Trust Quotient?

To help you think about your effectiveness in trust building, the following characteristics and actions are listed for your consideration. You can assess your own behaviors by measuring the frequency of these behaviors with others in your personal and professional environments. This evaluation is meant only as an indicator for development of trust in your relationships. Recognizing that one can have blind spots and that it is common to think more positively of oneself than others, you may want to ask for feedback from those you care about in your life and work.

For each characteristic or action grade yourself based on frequency:

Sometimes 1 Often 2 Usually 3 Always 4

___Communicate transparently and collaboratively to ensure the success of others.

___ Self-aware of how one impacts others' feelings and work

___Aware of others, showing empathy, vulnerability, and authenticity

___ Seek to be mutually beneficial

___ Dependable, follow through on commitments

___Demonstrate integrity – speak honestly and do what they say they will do

___Seek to be fair

___Admit mistakes

___Acknowledge weaknesses

___Ask for help and input

___ Acknowledge and embrace other's skills and competencies

___Willingly apologize when wrong or behave inappropriately

___Genuine and authentic with others

___Can share your personal life with others who are close to you

___Share power

___Put the needs of others first

___Help others perform as highly as possible

___Transparent – willing to share openly

___Care about the needs of others

___Develop others

___Use abilities collectively for the entire team/organization

___View every role as vital for accomplishing something bigger than each person

___ Seek to produce fruit of the Spirit in relationships (Galatians 5:22-23: "…love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control."

___In difficult relationships, seek to apply relational wisdom of God's Word, the Bible

___In broken relationships, seek wise counsel/coaching to resolve and reconcile

___When having disagreements, seek to resolve fairly and quickly

____ **Sub Total Score**

For the following characteristics or actions, consider how others would rate frequency for you and indicate a negative score (note that negative behaviors significantly undermine trust):

Never 0 Sometimes -3 Often -4 Usually -5 Always -6

___Engage in compromising character traits such as lying and undermining others for self-gain

___Withhold or misrepresent information important to another

___Lack transparency in communications so others are unsure of the meaning

___Collaborate with an emphasis on getting one's own way

___Show favoritism or not hold people accountable fairly

___Lack empathy or use empathy to manipulate or control others

___Appear superior and without fault

___Act in a way that benefits oneself over others

___Unreliable, seeking advantage

___When others counter your goals, you deny and cast blame on others

___Manipulate perceptions to achieve your objectives

___Control Information including deception or distortion

___Discredit dissenters or those who hold a different opinion

___Discourage access to or communication with others

___ Manipulate information to confuse or deny

___Control information at the leadership level; leaders decide who needs to know what and when.

___Withhold forgiveness and shun or avoid those who disagree

___Differentiate insiders vs outsiders creating a us/them mentality

___Engage in denial, rationalization, justification rather than considering merits of other opinions

___Retreat as a leader creating a sense of isolation from others on the team/organization

___Devalue others, manipulating emotions and sense of worth

___Reject rational analysis, critical thinking, and constructive criticism

___Suppress, dodge, or ignore criticism

___Make others feel that problems are always their fault, never yours

___Instill fear in others of contributing to conflict or divisiveness when thinking independently or challenging others

___Unwilling to listen to wise counsel, or refuse coaching when needed to improve/develop

___Speak negatively about others to elevate oneself or denigrate others

Sub Total score _____ and subtract from Section one scores for your **Total** _____

Total Score for Indicator of Trust Quotient

0 – 40 Development important for Trustworthiness and to not be a trust buster
41—60 You are on your way to being a trust builder
61 – 80 You are a veteran trust builder – press on for greater impact
81 – 100 You are an amazing Trust builder – help others become trust builders

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