

# A Trust Reflection

*Practical exercise for building trust for yourself, your team, and your organization.*



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for your team.

## 1 BUILD YOURSELF

Trust isn't built all at once. It grows through hundreds of everyday interactions. Before reflecting on your team, begin by considering your own leadership. Rate yourself honestly on the statements below. The goal isn't perfection. It's awareness.



**RATE YOURSELF** on the following statements:

|                                                                               | Never                 | Rarely                | Sometimes             | Frequently            | Always                |
|-------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| People bring me difficult news early rather than waiting until problems grow. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I listen to fully understand before offering advice or solutions.             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People feel comfortable disagreeing with me.                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I consistently follow through on commitments.                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I remain steady and constructive during difficult situations.                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People leave conversations with me feeling heard and respected.               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I address conflict directly rather than allowing it to linger.                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I encourage people to share ideas before they have them fully figured out.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I consistently put the needs of my team ahead of my own personal interests.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I behave consistently enough that people know what to expect from me.         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



## REFLECTION

Reflect on the ratings above. What is one behavior you could change that would make the statements true more often?

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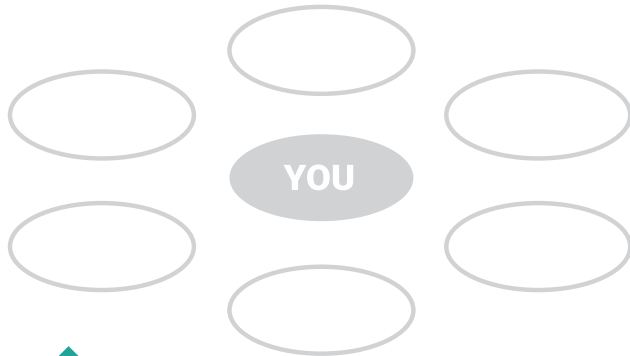
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## 2 BUILD YOUR TEAM

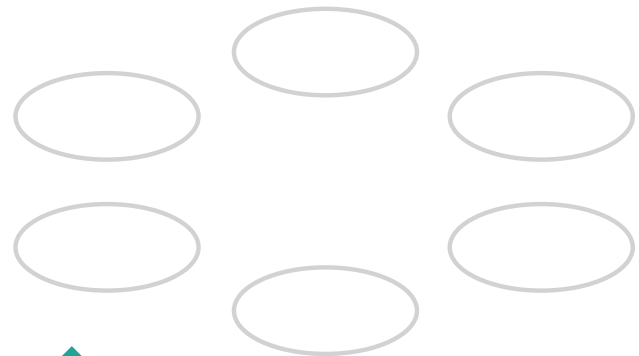
Leaders tend to pay attention to whether people trust them. Great leaders also pay attention to whether their people trust one another. The strongest organizations don't simply have trusted leaders; they have teams whose members communicate openly, solve problems together, and rely on one another even when the leader isn't present.



**RELATIONSHIP MAPS:** Write the names of your direct reports in the circles on both diagrams.



- ☐ Draw a **SOLID** line to people who consistently trust and collaborate with you.
- ☐ Draw a **DASHED** line where trust exists but could become stronger.
- ☐ Leave spaces blank where trust is limited, underdeveloped, or largely untested.



- ☐ Draw the same types of lines to show the trust **between your team members**, rather than between you and them.

———— Consistent Trust  
----- Inconsistent Trust



### REFLECTION QUESTIONS

1. Which map has fewer solid lines? What does that reveal about your team's current trust network?

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2. Where are you serving as the primary bridge between people? How could you help those relationships become more direct?

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3. If you were away for two weeks, where would collaboration continue naturally? Where might it slow or break down?

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4. Which two of your team members would benefit most from intentionally strengthening their relationship? List one action you will take in the next month to help make that happen.

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