

Team Trust Assessment

Trust is the foundation of cultivating a gritty team—a team that perseveres with passion and purpose to achieve the common goal. The foundation of a gritty team is trust. Use this assessment as a starting point for determining whether your team has the requisite trust, or if work is needed.

Directions: Read the statements below and circle/highlight the statements that are the most true for your team.

A	B
You never hear any of your team members speaking up and saying things like “I don’t know,” or “I don’t understand.”	You often hear your team members speaking up and saying things like “I don’t know,” or “I don’t understand.”
You talk to your team at work about work, but don’t know much about what is going on in their personal lives.	You know, because people share, what is going on in their personal lives.
Your employees don’t make decisions because they fear reprisal or retribution if things don’t go well...resulting in bottlenecks with regard to efficiency and production.	Employees understand which decisions they can make without seeking management approval.
Your direct reports only accentuate the positive, and shelter you from bad news. By the time you find out, small issues have turned into big problems.	Bad news travels fast, because your people feel safe to share issues, problems, and challenges.
You are either not trained, skilled, or comfortable having difficult (or fierce) conversations. Group think frequently occurs with all its inherent problems.	You are trained, skilled, and comfortable having difficult (or fierce) conversations. Disagreement is seen as an ingredient for diversity of thought and better decision-making.
Your team members are closed, defensive, and not “coachable” when you have to deliver constructive criticism.	Your team members are open and “coachable” to constructive criticism. In fact, rather than defend their actions, they seek to understand how their behavior affects others.
Some team members speak up too much in meetings, while others remain silent. The input does not leverage the collective strengths, insights, and perspectives of the team.	Your team members equally share in the conversation, without fear of judgement. There is agreement that diversity of thought is a strength.
Team members feel their creativity is stifled, and don’t offer suggestions for improvements in productivity, efficiency, or new products/services.	Team members are free to innovate without fear of losing their job if their ideas produce setbacks.
Trust is not assumed on day one, it’s only earned by being in the right clique, and increasing responsibilities are awarded based on favoritism.	Trust is assumed on day one, and increasing responsibilities are earned based on performance—the combination of producing results and building healthy working relationships.