

Trust review questionnaire

Attributes of Distrust	Mark an X under 1-5 for each statement					Attributes of Trust
As a team, generally we...						
Are on guard to hide and cover up weaknesses and mistakes	1	2	3	4	5	Let down guard and unafraid to admit weaknesses and mistakes
Don't ask for and refuse help	1	2	3	4	5	Request help and assistance
Don't provide constructive feedback	1	2	3	4	5	Take risks in offering helpful feedback
Don't contribute to issues outside their area of responsibility	1	2	3	4	5	Seek input and questions from others about their area of responsibility
Suspicious and threatened by others' motives toward themselves	1	2	3	4	5	See each other in positive and affirmative ways
Fail to tap into other people's talents and strengths	1	2	3	4	5	Appreciate help from others and tapping into others' strengths
Wastes time and energy on political game playing	1	2	3	4	5	Focus on issues not politics. No game playing
Hold grudges and are defensive	1	2	3	4	5	Quickly offer and accept apologies
Don't see the value of spending time together as a team	1	2	3	4	5	Look forward to opportunities to work as a team
Uninterested in each other's personal lives	1	2	3	4	5	Take an interest in each other's personal lives
Total up scores in each column:						
Total Score, then X by 2:						Out of a 100

Source – Created by Andrew Jenkins. Influenced from Patrick Lencioni, *The Five Dysfunctions of a Team* and Stephen M R Covey, *Speed of Trust*. Please purchase Andrew Jenkins' book: *Developing High Performing Teams*, SRA 2017 for more information.

Instructions

This short Trust review questionnaire is pre-work for you upcoming team workshop. Please spend ten minutes or so completing this on your own.

Please do not share this with their colleagues ahead of the team workshop.

Please bring your completed assessment review with you to the team day.

The results will be collated and shared with the whole team when appropriate.