



Leadership Trust Inventory

For each item listed below, please indicate how well it describes the way you build trust in your role as a leader. Circle the number on the rating scale that best represents your style. Five indicates *most* like you while one is *least* like you.

In my role as a leader, I:

1. Consistently act in an ethical manner	5	4	3	2	1
2. Follow through on my commitments	5	4	3	2	1
3. Treat all employees fairly and consistently	5	4	3	2	1
4. Am willing to admit it when I'm wrong	5	4	3	2	1
5. Demonstrate respect in my dealings with others	5	4	3	2	1
6. Encourage open and honest communication	5	4	3	2	1
7. Confront when necessary and appropriate	5	4	3	2	1
8. Encourage feedback on how I'm doing	5	4	3	2	1
9. Allow my beliefs and values to guide my daily actions	5	4	3	2	1
10. Work hard to be a good listener	5	4	3	2	1
11. Never contribute to the "rumor mill"	5	4	3	2	1
12. Am sensitive to other people's needs and concerns	5	4	3	2	1
13. Openly value and encourage different perspectives	5	4	3	2	1
14. Keep my feelings and emotions in check	5	4	3	2	1
15. Am a positive role model for my team	5	4	3	2	1

TOTAL SCORE _____

If you scored 50 or more, you have likely earned the trust of your team. If you scored between 35 and 49, you are well on your way to reaping the benefits of a high level of trust among your team but need to improve your understanding of the process. If you scored less than 35, this is an important development opportunity for you. Solicit guidance from a trusted colleague or mentor and look for ways to build trust among your team and with other key stakeholders.

This non-validated assessment should be used as an "introductory gauge" that is intended to provide a basic understanding of potential development opportunities. For a deeper understanding of your leadership trust development needs it is recommended that you utilize validated tools and criteria linked to your organization's specific needs and culture.