

Trust check

How do you know if you should build more trust?

Find out with a trust check. This activity will work individually and as a group activity. A trust check can help individuals and groups consider their trust level outside of a stressful event, when there is less fear and anxiety and more time to clearly process what is happening. More importantly, this activity can help encourage a higher trust level.

Individual – Have a conversation around these guiding questions in a one-on-one conversation. Create a space where each person feels free to express their opinions without fear.

Group – Provide each group with the list of questions and invite them to discuss. This should also be a safe space, where each person can share their opinions openly. It may be helpful to have a group facilitator to make sure all group members have an opportunity to participate.

Talk about trust

The simple act of discussing trust can build trust while lessening fear and anxiety. These trust audit questions can help you get started. Individual answers should be kept private. Use the questions for an open, judgment-free discussion that speaks to the general idea around each question.

For example: The question is, “What got in the way of doing my job today? Was trust involved?” The discussion question could be: “How can trust impact a person’s ability to do their job?”

Here are examples of questions that could be included in a trust audit.

1. What got in the way of doing my job today? Was trust involved?
2. How much time did I spend today making excuses for and covering for myself?
3. What did I do today that signaled my lack of trust to another person, team, or department?
4. What specific thing did another person do today that signaled he/she did not trust me or my group? Do I feel comfortable talking directly to this person?
5. What got me upset, annoyed, or irritated today? Did the issue involve trust?
6. Am I in charge of my attitude or do peers influence me too much?
7. How do I know that my peers will speak and tell me when I’m not working safely? How do my peers know I will speak up when I see them not working safely?

“When you don’t have trust, you can’t respond as quickly as you need to with the fast pace of change that we’re seeing in today’s market.”

– **Amanda Setili,**
Fearless Growth

If you discover you need to build more trust, find out more at saif.com/learntolead

