

HANDOUT B
ASSESSING YOUR TRUSTWORTHINESS

Use this diagnostic tool to assess your own trustworthiness. Circle the number that best fits you today from your personal assessment. The ratings go from 1=Never to 5=Always. Then think about what you can do to improve on any given rating.

	Never ----- Always				
Consistency	1	2	3	4	5
I say what I mean and mean what I say.					
When given a task or responsibility, I will follow through 100% of the time.					
I don't make promises I can't keep, and I keep the promises I make.					
I am loyal to those not present (I don't talk about people behind their backs).					
I walk my talk; what I do matches what I say.					
Commitment	1	2	3	4	5
I seek first to understand someone before I try to make my point understood.					
I am empathetic to the situations of others.					
I respect and visibly value what others have to contribute.					
I share my honest thoughts and feelings without disrespecting the thoughts and feelings of others.					
I give needs of the team (project, organization) precedence over my own personal needs.					
Capability	1	2	3	4	5
Before accepting a responsibility, I make sure everyone has the same expectations about what will happen and when it will happen.					
I tell the truth about what I can and can't do.					
I make my motives, assumptions and needs clear (e.g., no hidden agendas).					
I am a skilled and sincere listener.					
I give helpful and tactful feedback.					
Willingness to risk	1	2	3	4	5
I freely admit when I am wrong and apologize sincerely for my mistakes.					
I am not afraid to speak the "hard truths".					
I seek honest feedback from others.					
I assume others are trustworthy until proven otherwise.					
I frequently empower others to make decisions on my behalf.					
I treat others as partners in the team, sharing both the risks and rewards of performance.					
I let others know when they have not fulfilled an agreement as I perceived it.					

1. What do your responses say about your overall trustworthiness?

2. What insights can you gain by understanding the types of questions asked on the assessment?