

## How well do you trust your colleagues?

You can take this 15 question assessment (5 minutes) to find out where you rank in your trust level. Rank yourself on this scale, 4 = Always, 3 = frequently, 2 = Sometimes, 1 = Seldom or Never

### Trust questionnaire:

- My colleagues do the best they can to help me and the team to achieve our objectives.*
- I can be truly myself within our team and within the company I work in.*
- I don't question my colleague's commitment to work cooperatively*
- I highly enjoy my work and I am encouraged and motivated to work with my team.*
- I involve my colleagues in decisions whenever they are affected or whenever there is a possibility to gain from their experience.*
- I appreciate my colleagues whenever they support me or whenever they help to improve the team results*
- I appreciate myself for my courage and boldness to speak up uncomfortable topics.*
- I am completely open with myself and my colleagues without any filters.*
- Whenever I do a mistake I speak open about those and I learn from them.*
- I am aware of my own and of my team member's strengths.*
- I am comfortable being vulnerable with my team members about my mistakes and fears.*
- I am not afraid to disagree and challenge existing behaviors and opinions with the aim to find the best and effective way forward.*
- It is easy for me to accept and acknowledge the feedback from my colleagues especially when they mirror my areas for improvement.*
- I don't consider using controlling mechanisms, reports or tools to check what and how my colleagues working.*
- I feel acknowledged and appreciated.*

### Trust questionnaire results:

Sum score (50 – 60) – **Outstanding!** *Your score indicates that you have a strong trust level and no doubt strong management skills. Continue with this trust level and focus on other areas like listening skills or appreciating your team to improve with your team motivation skills to become part of a 'Magic' Team.*

Sum score (40 – 49) – **Your trust level is high and supports your team.** *Your score is Typical of many managers and executives. Your natural tendency is to 'trust' your colleagues rather than 'control' which is commendable. However you can enhance your trust level by paying attention to your trust level on your daily routine thoughts. The coaching questions on page 106 support you when replacing 'respect' with the 'trust'. Trust is an ongoing challenge that requires continuous improvement.*

Sum score (30 – 39) - **Your trust level is satisfactory for your team and you have opportunities for improvement.** *Your score indicates that you could improve your trust level through regular practice. Look for opportunities to encourage personal development. You could also benefit from following the exercises and way forward from the book and from contacting a coach who can support you to improve your trust level.*

Sum score (15 -29) – **Your level of trust for yourself and for others needs improvement.** *Your score indicates you need improvement in your level of trust. Look for opportunities to encourage personal development. You could also benefit from contacting an executive coach who can support you to improve your trust level. Please keep in mind that trust is the basis for any team work and trusting yourself is a requirement for being able to trust others.*