



This assessment is designed for use with the guidelines outlined in ["Facilitating Trust,"](#) by Jay Gordon Cone.

Trust Assessment

Part 1: Circle the number that represents the degree to which you believe the statement accurately describes the person or team you're rating (from 1 = very inaccurate to 5 = a completely accurate description)

Regarding the person or team I lead...

willingly takes risks.....	1	2	3	4	5
expresses optimism, often describes the benefits the future will bring	1	2	3	4	5
has formal or informal power / has influence over others.....	1	2	3	4	5
always expresses faith that things will work out.....	1	2	3	4	5
willingly shares personal thoughts and feelings.....	1	2	3	4	5
rarely expresses concern over "what the boss will think".....	1	2	3	4	5

Safety Score (average of the ratings above).....	1	2	3	4	5
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Part 2: Circle the number that represents the degree to which you believe the statement accurately describes the current situation you're considering (from 1 = very inaccurate to 5 = a completely accurate description)

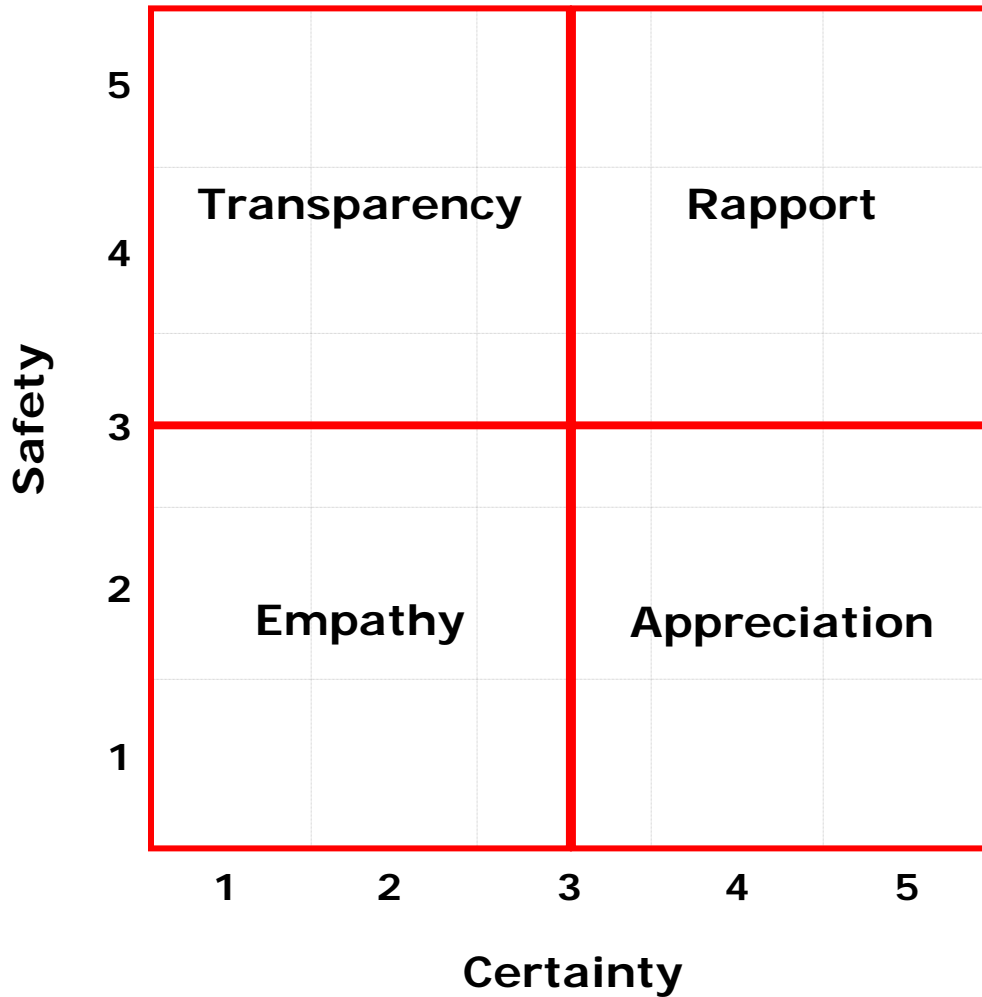
Regarding our current situation...

the stakes are low – the worst that could happen isn't that bad.....	1	2	3	4	5
the situation is familiar.....	1	2	3	4	5
the people involved share similar views and opinions about things.....	1	2	3	4	5
the people involved have aligned interests and goals.....	1	2	3	4	5
the people involved tend to look out for one another.....	1	2	3	4	5
leadership's actions and decisions are fairly predictable.....	1	2	3	4	5
people are well informed about what's going on.....	1	2	3	4	5

Certainty Score (average of the ratings above).....	1	2	3	4	5
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Part 3: Plot the "Safety Score" and the "Certainty Score" on the graph below.

What the person or group being asked to trust wants from their leaders...



The survey and graph are based on the research of Robert F. Hurley as described in his article *The Decision to Trust*; Harvard Business Review, September 2006.