

BUILD TRUST

Trust is defined as firm reliance on the integrity, ability, or character of a person or thing; confident belief.* Building trust is a critical Leadership skill. Some of the behaviours and qualities involved in establishing a climate of trust are below:**

**How do you rate yourself on a scale of (1) Not Well Developed to (5) Well Developed?
How do you think the team will rate you?**

Behaviour	1	2	3	4	5
Sharing Telling, and listening to others tell, about personal events such as family matters and feelings.	1	2	3	4	5
Being Vulnerable Being perceived by others as having the capacity to make mistakes, and take ownership of those mistakes and the subsequent learning.	1	2	3	4	5
Showing Loyalty Demonstrating commitment to the goals of the organization, work unit, team.	1	2	3	4	5
Accepting Others Welcoming the unique behaviours of individual team members.	1	2	3	4	5
Involving Others Using others for input to decision making.	1	2	3	4	5
Valuing Others Showing a willingness to exchange ideas and ideals with others.	1	2	3	4	5
Being Aware Demonstrating sensitivity to the needs of others.	1	2	3	4	5
Communicating Giving clear communication, both oral and written.	1	2	3	4	5
Demonstrating Openness Showing a willingness to explore new experiences.	1	2	3	4	5
Showing Honesty Providing true communication; avoiding deceit.	1	2	3	4	5

* Interpersonal Skills for Leaders, Fritz, Brown, Lunde, Banset, 2004

** Handbook of Structured Experiences for Human Relations Training, Pfeiffer and Jones, 2003

