

Evaluating Trust

Take a moment to consider how you may be perceived by your colleagues.

On the left side of the diagram, consider the key questions to ask yourself.

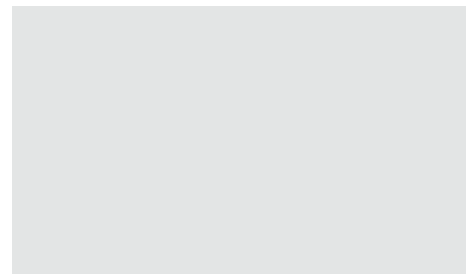
On the right side, consider what evidence your colleagues might be using to assess whether or not to trust you. How much of a connection do you have? What have you done to increase or decrease their confidence in your competence? How often do you deliver and when have you failed to meet their expectations? How would they judge your integrity? Consider each component of trust and what they have seen (or not seen) that is impacting their perceptions.

Consider the following:

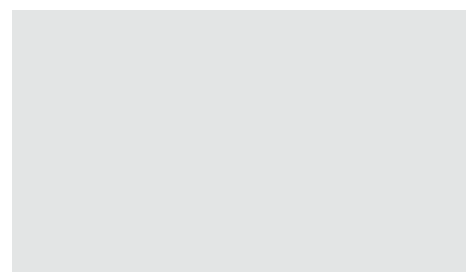
Do I have their back?
Can they trust me to stick up for them?
Am I telling them the full story - even if it's difficult information for them to hear?
Do I walk the talk?



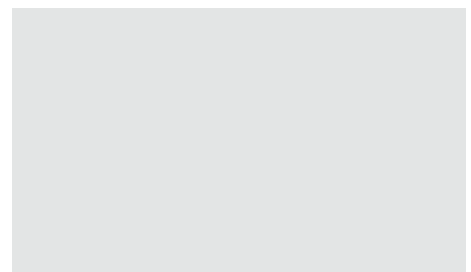
What my colleagues see of me:



Do I have a track record of delivering what I commit to?
Can they count on me?
Do we have the same priorities?
Is this as important to me as it is to them?



Am I capable?
Do I have what it takes to be successful?
Have I done this before?
Do I have the knowledge, expertise and skills to do this well?



Do they know me?
Can they understand me?
Is my behaviour predictable to them?
Can they guess how I'll react in a given situation?

