



My Key Trust Relationships Activity

Trust is the foundation of creating healthy and solid relationships! Doing this activity will help you assess key relationships to continue to grow towards a trusting and productive work culture.

Directions:

1. Write 1-4 key team members across the top of the chart (page 2). If you need to list more than four, simply print out another sheet.
2. Reflect on each team member and assess at what level you trust them in each of the 4 trust areas. You can use a scale of 1-4 (1= low trust, 2=sometimes trusts, 3= usually trusts, 4=always trusts). Write the scale number in each corresponding box. Feel free to add any notes or keywords. (i.e. I may give a team member a 3 for *reliability* and write the word, "late" if they are often late for meetings, but overall I can rely on them to follow through.)
3. Now that you have filled out the chart, take a moment to reflect on what insights you have gained about the level of trust in these relationships.
 - *How can I improve my trust relationship with each team member?*
 - *Who can I ask for feedback about how to improve my relationship with this team member?*
 - *If there is "low trust" in many areas with a team member, should I reevaluate my working relationship with them?*
 - *If I am in a leadership or team lead role, how can I use this exercise with my team?*

THE 4 ELEMENTS OF TRUST*	Team Member: _____	Team Member: _____	Team Member: _____	Team Member: _____
CARE: <i>You have the other person's interests in mind as well as your own when you make decisions and take action.</i>				
SINCERITY: <i>You are honest, that you say what you mean and mean what you say; you can be believed and taken seriously.</i>				
RELIABILITY: <i>You meet the commitments you make, you keep your promises.</i>				
COMPETENCE: <i>You have the ability to do what you are doing or propose to do.</i>				

*The Four Elements of Trust are based upon Charles Feltman's book, *The Thin Book of Trust, An Essential Primer for Building Trust at Work*, copyright 2021.

