

Team Trust Activity

Have all team members rate your team on the four behaviors, using a 5-point scale. This can be done anonymously or through a group discussion during a team meeting.

1 LOW  **5 HIGH**

1. Team members acknowledge their weaknesses to one another.

Almost Never	Rarely	Sometimes	Usually	Almost Always
1	2	3	4	5

2. Team members willingly apologize to one another.

Almost Never	Rarely	Sometimes	Usually	Almost Always
1	2	3	4	5

3. Team members are unguarded and genuine with one another.

Almost Never	Rarely	Sometimes	Usually	Almost Always
1	2	3	4	5

4. Team members ask one another for input regarding their areas of responsibility.

Almost Never	Rarely	Sometimes	Usually	Almost Always
1	2	3	4	5

Calculate the team's average score and determine the distribution of scores across the 5-point scale. You will see patterns emerge, and you will likely find that there are some behaviors that score lower than others.

All of the behaviors are important to becoming the best possible team, but start by focusing on the ones that score the lowest.

Team Discussion

- ✦ What are some of our current obstacles?
- ✦ What's getting in our way of improving the level of trust on our team?
- ✦ What are the benefits of doing so?

When team members are genuinely transparent and honest with one another, they are able to build vulnerability-based trust. As a reminder, in the context of a cohesive team, trust means:

- ✦ a willingness to be completely vulnerability with one another
- ✦ confidence among team members that their peers' intentions are good and that there is no reason to be protective or careful around the team.

Where do you fall as an **individual** on the team? Give some thought to the following questions. Do you have room to improve as a vulnerable and trustworthy team member?

- ✦ How often do you admit mistakes? When? What does it look/sound like?
- ✦ How often do you admit weaknesses? What does it look/sound like?
- ✦ Do you accept questions about your area of responsibility? How do you respond?
- ✦ Do you give others the benefit of the doubt? How does that manifest?
- ✦ Do you offer and accept apologies without hesitation? Give an example.

Team Discussion - DiSC Styles

Here is a “cheat sheet” to help you understand how each style tends to approach trust. Of course, there will be exceptions and nuances, so check in with your own people for their additions to this list.

Style	Trust Behaviors
D ominance	The D Style prioritizes results. Intention means nothing if you can't deliver. They respect competency, self-sufficiency, and confidence, but ultimately, you need to do what you said you would. Avoid behaviors that might seem manipulative or flaky.
i nfluence	The I style wants to feel heard. If they know that you've genuinely listened to their story, they're likely to trust you. Make a special effort to include them and keep them in the loop. Avoid behavior that could seem judgmental or dismissive.
S teadiness	The S style wants harmony. They are reluctant to trust people who don't show empathy and compassion. Be sincere and patient, and they will know you have their best interests at heart. Avoid behavior that might seem aggressive or critical.
C onscientiousness	The C style values good decision making. They trust people who respect logic and can explain their actions clearly and methodically. Prove you can be relied on to follow through. Avoid emotional appeals and behaviors that might seem erratic.