



SOPHIA ASSOCIATES

Awakening Leadership Within

Team Trust Mini-Assessment

Instructions: Each member takes this assessment and an impartial party tabulates the result. Additionally, the team leader takes this assessment; assessing him/herself on these behaviors then compares it to the composite team results. Ideally, you should have as close to 13 Yes answers as possible. Take note of all No answers and discuss the results with your team, decide how you will change your interactions and create agreements around this.

Our team members:	Yes	No
1. Model and encourage respect for one another		
2. Asks for each other's best thinking		
3. Listens to one another with curiosity and interest		
4. Understands our group values and actively demonstrates these		
5. Are honest especially with difficult messages and circumstances		
6. Are courageously authentic bringing up difficult conversations		
7. Do the right thing despite personal risk		
8. Walk their talk		
9. Share information and knowledge that supports team goals		
10. Help mentor and develop each other and others in the organization		
11. Focus on a common purpose and shared values		
12. Address any real or perceived breach of trust then move on		
13. Seek to learn not to blame by asking what happened not who did it and learning from all their mistakes		

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