



## Tool 20-1. Trust Index

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Based on Chapter 20, “Leading in Turbulent Times” in *The ASTD Leadership Handbook*, edited by Elaine Biech, © 2010 ASTD

**Purpose:** Use this tool to assess yourself on leadership traits.

A saying in Hindi, *Satyameva Jayate*, means truth alone triumphs. Be transparent; speak the truth all the time. If you have built a trusting relationship with people before the turbulent times then they will want to give you the benefit of the doubt.

Rate yourself on the following trust factors, using a scale of 1 to 5 (1 = not at all, 2 = below average, 3 = average, 4 = above average, and 5 = role model). You can also use the Trust Index to have others assess you.

Trust Factors	1	2	3	4	5
1. Acknowledges individual and team contributions.					
2. Builds strong relationships with team members.					
3. Regularly communicates with team members.					
4. Shares information, whether positive or negative, with team members.					
5. Conducts skip level meetings to enhance approachability.					
6. Emphasizes collaborative decision making.					
7. Chooses not to collude in the blame game.					
8. Ends rumors before they start.					
9. Is able to detect and “call out” deception.*					
10. Acts as brand ambassador for the organization					

\*In *Survival of the Savvy: High-Integrity Political Tactics for Career and Company Success*, published by Free Press, Marty Seldman and Rick Brandon provide excellent information on how to detect deception.

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**Total the choices and review the recommendations below:**

45-50	Role Model: Explore opportunities to teach others
40-44	Above Average: Explore opportunities to leverage strengths
35-49	Average: Explore opportunities for development
<35	Issues