TRUST factors

DIRECTIONS: The characteristics below help to increase trust among team members. Build a picture of the trust level in your team by placing marks on the chart (p. 8) at the appropriate level for each trust factor. Consider your team members as a whole when indicating the level of trust.

- **Care:** We care about each other professionally and personally, and we are willing to go the extra mile for one another. We show sensitivity to one another’s needs, desires, and interests.

- **Collaboration:** We limit our competitive tendencies to lower the barriers between us. We share power and control during the course of our work rather than hoarding it.

- **Competence:** We believe in each other’s ability and willingness to fulfill our responsibilities effectively. We believe that everyone on our team has skills and is capable of contributing.

- **Confidence:** We have confidence in one another, and we lean on one another. We believe we will all fulfill our obligations and do the right thing for the right reasons.

- **Consistency:** We behave in consistent and predictable ways. Our words match our subsequent actions, and we honor our team commitments. We do what we say we will do.

- **Integrity:** We trust each other to put the interests of students first and to make changes to meet their needs. We are clear about the intentions and motives for others’ actions.

- **Openness:** We communicate accurately, openly, and transparently. We lay our cards on the table respectfully, and others accept who we are and what we think.

- **Conviviality:** Our team meeting atmosphere is relaxed and enjoyable. People can be direct in their communications.

- **Respect:** We acknowledge one another’s ideas and interact in courteous ways. We genuinely listen to one another and treat each other with dignity.

- **Self-acceptance:** We are comfortable with ourselves. We accept ourselves and our potential.

- **Support:** We verbally and publicly support each other.

- **Familiarity:** We get to know each other. We know each other’s interests, contributions, abilities. We are aware and accepting of team members’ assets and shortcomings.
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