

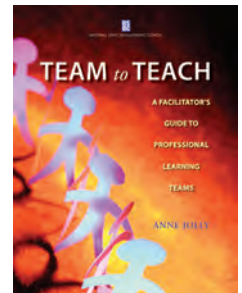
# TRUST factors

**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.

## From the book

This is just one of dozens of tools from *Team to teach: A facilitator's guide to professional learning teams* by Anne Jolly. Published by NSDC, this step-by-step book includes the guidelines and tools learning team leaders need to build a successful professional learning team.



Order through the NSDC bookstore at [www.nsdctestore.org](http://www.nsdctestore.org) or call 800-727-7288. Item #B394, member price: \$40.00, nonmember price: \$50.00.

	<b>10</b>												
	<b>9</b>												
	<b>8</b>												
	<b>7</b>												
	<b>6</b>												
	<b>5</b>												
	<b>4</b>												
	<b>3</b>												
	<b>2</b>												
	<b>1</b>												
		<b>Care</b>	<b>Collaboration</b>	<b>Competence</b>	<b>Confidence</b>	<b>Consistency</b>	<b>Integrity</b>	<b>Openness</b>	<b>Conviviality</b>	<b>Respect</b>	<b>Self-acceptance</b>	<b>Support</b>	<b>Familiarity</b>