

SELF ASSESSMENT

How strong are your Trust Pillars?

Instructions: Use the scale below to rate how each statement applies to you. Be sure to answer the question in terms of “How often do I...” Give honest answers without over-thinking.

Rating Scale: 1 = Never 2 = Rarely 3 = Sometimes 4 = Frequently 5 = Always

How often do I...

- ___ 1. Meet expectations when completing job responsibilities?
- ___ 2. Show sincere appreciation to others for their contributions?
- ___ 3. Demonstrate a willingness to do whatever needs to be done?
- ___ 4. Act in a manner consistent with the organization’s vision, mission, and values?
- ___ 5. Strive to help others to be successful?
- ___ 6. Willingly admit mistakes?
- ___ 7. Talk about the company’s vision, mission, and values?
- ___ 8. Seek input from those affected by the decisions?
- ___ 9. Work to ensure the success of the team/organization instead of my personal agenda?
- ___ 10. Demonstrate continuous learning to improve my ability to perform?
- ___ 11. Exhibit honesty?
- ___ 12. Accept others as equal team members to the success of the organization?
- ___ 13. Keep the same level of quality in every project?
- ___ 14. Work to resolve different opinions/conflict as soon as possible?
- ___ 15. Exhibit dependability by doing what was agreed to be done?
- ___ 16. Genuinely listen?
- ___ 17. Volunteer to assist whenever possible?
- ___ 18. Act with integrity?
- ___ 19. Ensure that performance expectations are clearly understood?
- ___ 20. Deliver expected results?
- ___ 21. Strive to reach win-win agreements when working with different opinions?
- ___ 22. Act and deliver on the most important tasks and goals?
- ___ 23. Demonstrate a sincere care for people?
- ___ 24. Deliver above and beyond what is expected?

Scoring

Pillar 1: Clarity	Pillar 2: Compassion	Pillar 3: Character	Pillar 4: Competency
Question 7. ____	Question 2. ____	Question 6. ____	Question 1. ____
Question 14. ____	Question 16. ____	Question 11. ____	Question 10. ____
Question 19. ____	Question 23. ____	Question 18. ____	Question 15. ____
Total: ____	Total: ____	Total: ____	Total: ____

Pillar 5: Commitment	Pillar 6: Connection	Pillar 7: Contribution	Pillar 8: Consistency
Question 3. ____	Question 8. ____	Question 5. ____	Question 4. ____
Question 9. ____	Question 12. ____	Question 20. ____	Question 13. ____
Question 17. ____	Question 21. ____	Question 24. ____	Question 22. ____
Total: ____	Total: ____	Total: ____	Total: ____

- ▮ A score of **13-15** indicates that the pillar is a strength for you.
- ▮ A score of **9-12** indicates that the pillar could be strengthened to improve outcomes.
- ▮ A score of **8 or lower** indicates that the pillar is negatively affecting your trust level and must be improved to make progress.

For a more comprehensive assessment, request *The Trust Edge 360° Assessment*.
Go to www.davidhorsager.com or call 1-800-608-8969 to learn more.



The Eight Pillars of Trust

From *THE TRUST EDGE* by David Horsager

- 1. Clarity:** People trust the clear and mistrust the ambiguous.
- 2. Compassion:** People put faith in those who care beyond themselves.
- 3. Character:** People notice those who do what is right over what is easy.
- 4. Competency:** People have confidence in those who stay fresh and capable.
- 5. Commitment:** People believe in those who stand through adversity.
- 6. Connection:** People want to follow, buy from and be around friends.
- 7. Contribution:** People immediately respond to results.
- 8. Consistency:** People love to see the little things done consistently.

