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?				

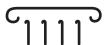
Scoring

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:

- $\overline{\mbox{11}}{\mbox{ A score of }13\text{-}15}$ indicates that the pillar is a strength for you.
- \Box 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 360º 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.

