



Work
better,
together.



Flash Insights – Team Trust Gap Analysis

How we bring ourselves to relationships with others influences trust within our team and how we collaborate with others influences trust in our organization. Trust is complex, abstract, and emotionally provocative-which makes building team trust a challenge.

We are the leaders of our own actions, beliefs and outlook. Often people wait for others to take the first step to build trust. The truth is, none of us has to wait for another person to take that first step.

Trust begins with each and every one of us. We are each responsible for building trust in our relationships.

Trust Begins with YOU. Trust Begins with ME. Trust Begins with US.

High trust teams are teams that are better able to

- Grow and enhance their ability to embrace change
- Foster teamwork and partnering
- Take responsibility and be accountable
- Contribute to deepening of leadership effectiveness

When it comes to **trust building any team can do it. But they have to know where to start.** They have to first identify what they are/aren't doing that could be building/breaking trust within the team. And once they know that, **commit to a trust-building journey.** *Just like Rome, trust isn't built in a moment, an event or a day.*

Answer the questions below to capture flash insights into potential gaps within the team's trust

For each question below choose the most correct answer utilizing the scoring scale of 1-5
 1. Almost never 2. Occasionally 3. Half the time 4. Frequently 5. Almost always

My team members would say that members of our team are...

| |
|---|
| 1. Capable of performing their job responsibilities |
| 2. Committed to doing a good job |
| 3. Those you can count on to follow through |
| 4. Not likely to deceive one another for personal gain |
| 5. Not likely to intentionally sabotage others to get even |
| 6. Likely to speak directly to someone who broke their trust |
| 7. Likely to speak directly to someone they have an issue with |
| 8. Not gossipers |
| 9. Timely and helpful when giving constructive feedback to others |
| 10. Receive feedback without getting defensive |



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Flash Insights-What Your Responses Mean

This flash gap analysis is an extremely simplified tool that is designed to provide initial insight into areas of Trust of Character®, Trust of Communications®, and Trust of Capability® that may be holding back your team/s or organization. This is not statistically validated as a diagnostic tool and in no way replaces the need or benefit to engage the actual validated assessment. This simple tool does however tangibly reflect questions from the validated diagnostic and results will direct your attention to potential fixable gaps in trust within the team.

Reina Trust Building® is the only scientifically validated tool which measures 48 trust behaviors within leader relationships, teams, and organizations. The underlying framework of the Three Dimensions of Trust® enable leaders, teams and organizations to create high performing cultures of trust where employees are better able to communicate, to work through conflict, and leverage each other's skills and abilities to produce dramatic business results.

Trust building efforts are harmed when we treat it as an event. It's not. Trust building is a journey. A journey that will only be successful through the use of an underlying scientifically valid framework.

Evaluating Your Responses

Low scores of a 1-3 (1. Almost never 2. Occasionally 3. Half the time)

Questions 1-5 reflect the top trust building strengths of teams who have completed the multi-rater Reina Team Trust Scale®. Low scores (1-3) suggest that your team may struggle more than other teams to build trust through these behaviors.

Questions 6-10 reflect the top trust building struggles of teams who have completed the multi-rater Reina Team Trust Scale®. Low scores (1-3) suggest that your team may struggle, like most teams, to build trust through these behaviors. Higher scores of "frequently" or "almost always" suggest that your team is stronger in building trust through these behaviors than other teams.

Contact info@vividperformancegroup.com Check out our successes in [Stories from the Sandbox™](#)
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