

Trust Assessment Discussion Guide

This discussion guide should be paired with the Trust Assessment found within the UCSF Learning & Organization Development Department's [Trust Toolkit](#). After taking the assessment, use the questions below to discuss your insights with your colleagues.

Trust Assessment Statements	
In my team most people speak out for what they believe in.	There are some hidden agendas in this team.
In my team most people stand behind their convictions.	In my team we work in a climate of cooperation.
The typical person in this team is sincerely concerned about the problems of others.	In my team we discuss and deal with issues or problems openly.
On my team people can rely on each other.	While making a decision we take each other's opinion into consideration.
We have complete confidence in each other's ability to perform tasks.	In my team people minimize what they tell about themselves.
In my team people will keep their word.	Most people in this team are open to advice and help from others.

Discussion Questions

- How do you define trust?
- How did the Trust Assessment enhance your definition of trust?
- What new insights do you have?
- Did anything surprise you? Why or why not?
- Which statement piqued your curiosity?
- Which statement should we focus on improving?
- On a scale of 1-5 (5 = high level), what is the level of trust within our team?
- What are some barriers to developing trusting relationships at work?
- What can we do as a team to strengthen, build, or restore trust?
- What can you do as an individual to strengthen, build, or restore trust?
- What will you do differently after this discussion?