Trust Toolkit Action Planning Guide

Instructions: Review the list of trust-producing behaviors (✔) and trust-damaging behaviors (✗). Consider which behaviors are present within your team (or the relationship you would like to develop) and list them below. Feel free to add behaviors that are present but not listed here.

Propensity to Trust (I am willing to trust others / I can rely on others)	✔ Most people in this team do not hesitate to help a person in need. ✔ In this team most people speak out for what they believe in. ✔ In this team most people stand behind their convictions. ✔ The typical person in this team is sincerely concerned about the problems of others. ✔ Most people will act as ''Good Samaritans'' if given the opportunity. ✔ People usually tell the truth, even when they know they will be better off by lying.
Perceived Trustworthiness (I expect others to be and behave according to their claims / I trust their competence and motives)	✔ In this team people can rely on each other. ✔ We have complete confidence in each other's ability to perform tasks. ✔ In this team people will keep their word. ✔ In this team people look for each other's interests honestly. ✗ There are some hidden agendas in this team. ✗ Some people in this team often try to get out of previous commitments.
Cooperative Behaviors (We communicate and accept each other in the spirit of cooperation)	✔ In this team we work in a climate of cooperation. ✔ In this team we discuss and deal with issues or problems openly. ✔ While making a decision we take each other's opinion into consideration. ✔ Most people in this team are open to advice and help from others. ✗ Some people hold back relevant information in this team. ✗ In this team people minimize what they tell about themselves.

Monitoring Behaviors (Team members feel a need to exert control on other members' work)	× In this team people watch each other very closely. × In this team people check whether others keep their promises. × In this team most people tend to keep each other's work under surveillance.

Trust-producing behaviors that are present: Trust-damaging behaviors that are present:

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Based on what you learned in the Trust Toolkit, what behaviors should you start, stop, or continue?	List the specific action steps you will take.	By when?	How will you know when you're successful? (Think about the desired impact on the individual or team)

For additional support: Organization Development Consulting

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