

Vulnerability-Based Trust Assessment

Instructions:

Read each statement carefully, consider your team members, and rate how true it is for your team.

	1 Never	2 Rarely	3 Sometimes	4 Always
1) Team members admit their mistakes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Team members acknowledge their weaknesses to one another.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Team members ask for help without hesitation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) Team members ask one another for input regarding their areas of responsibility.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5) Team members acknowledge and tap into one another's skills and expertise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6) Team members willingly apologize to one another.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7) Team members are unguarded and genuine with one another.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8) Team members can comfortably discuss their personal lives with one another.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Total Score: _____

What stands out most to you from this exercise?

What situations, relationships, or topics tend to make you guarded or self-protective?

If you were not being guarded or self-protective, how might you show up differently?

Who on your team best models vulnerability-based trust and what specifically do they do?

What will you include in your next meeting or conversation to intentionally strengthen trust?