Team Trust Survey

*How well does your team demonstrate behaviors that build trust?*

**Directions:** Each team member anonymously takes the Team Trust Survey. Mark each item as 1 – 5 depending on the frequency of the behavior and record the total score.

1. *Almost never*
2. *Occasionally*
3. *Some of the time*
4. *Frequently*
5. *Almost always*

|  |  |
| --- | --- |
| 1. We keep agreements or negotiate if we can’t. |  |
| 1. We have clear and explicit expectations regarding measurable goals for learning. |  |
| 1. We act with mutually serving intentions without hidden agendas. |  |
| 1. We frequently share classroom strategies that are pertinent to increasing learning. |  |
| 1. We speak our minds and tell the truth even when others disagree. |  |
| 1. We openly admit and take responsibility for the mistakes we have made. |  |
| 1. We avoid gossiping or participating in unfair criticism regarding others. |  |
| 1. We have confidence in our abilities to keep up with the changing demands of our profession. |  |
| 1. We acknowledge the skills and abilities of others. |  |
| 1. We help each other learn new skills. |  |

Total ­­­­­­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_

***Scoring:***

The team collects the surveys, totals the individual scores and divides by the number of team members to determine the team average.

Your ‘TRUST’ temperature - How often does your team practice trust-building behaviors:

|  |  |
| --- | --- |
| 10-15 | Almost never. Create and act on goals to improve immediately. There is serious need to improve trust building behaviors so your team can function effectively. |
| 16-25 | Occasionally. Infrequent trust building behaviors damages trust within the team. Create goals to improve and act on them. |
| 26-35 | Some of the time. Lack of consistent trusting behaviors fails to build sustainable trust. Set improvement goals and implement change. |
| 36-45 | Frequently. Your team is most likely to have effective working relationships. Discuss what is working and replicate. |
| 45-50 | Almost always! You are most likely viewed as a highly effective team. Celebrate and teach others your trust building strategies. |

***Important:***

Teams should analyze the survey data and look for patterns that indicate areas of strength and areas where trust is lacking. Teams can then collaboratively discuss strategies that can be implemented to strengthen relational trust. Trusting teams translate into effective teams that build collective efficacy.

Adapted from:

Bloomberg, P., & Pitchford, B. (2017). Leading impact teams: Building a culture of efficacy. *Team trust survey* (pp 179-180). Corwin.