

The 12 Dimensions of Trust

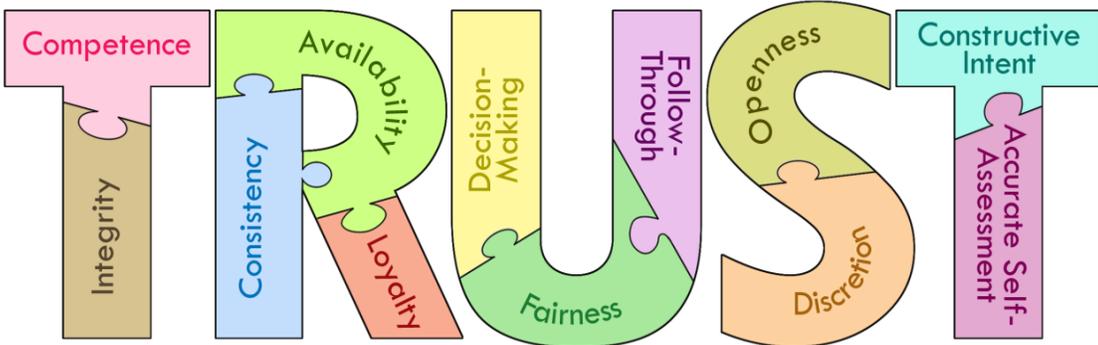
Integrity: Consistently makes ethical choices regardless of convenience, profit, fun or other personal benefit.
Competence: Skills & knowledge are commensurate with expected results. Strives to learn & increase competence.
Consistency: Reliable, steady, predictable. Everyone knows what to expect from this person. Someone you can count on.

Loyalty: Makes and keeps long-term commitments to individuals, teams and organizations. Supports others at all times.

Availability: Makes time for needed conversations and listens without distractions. Is fully present.

Discretion: Respects confidentiality. Gets permission, uses care before sharing information with others.
Constructive Intent: Shares sensitive messages without causing defensiveness. Communication motives are not self-serving.
Accurate Self-Assessment: Understands and acknowledges his or her own limitations, seeks and accepts help when needed.
Openness: Communicates with complete disclosure, doesn't hold back information. Shares opinion even when it's not popular.
Follow-Through: Delivers what has been promised. Honors agreements and accepts responsibility if commitments are not kept.

Decision-Making: Knows and shares decision-making criteria, involves others in decision-making process, explains rationale.
Fairness: Uses objective criteria to evaluate situation. Does not exhibit favoritism, holds all to equal standard.



Artwork by Renee Calvert of People First Productivity Solutions

Complete this self-assessment with candor. This is for your eyes only.
Think about the people you work with on this leadership team and people you've worked with in the past in peer or direct reporting relationships.
Rate yourself in each dimension the way those people would likely rate you.

Dimension and Description	Breach of trust has occurred	Some cause for lack of trust	Some cause for doubt in trustworthiness	Completely trustworthy, no doubts.
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