Remarkable Trust Assessment

Use the scale below to indicate how each statement applies to your team. It is important to evaluate the statements honestly and without over-thinking your answers.

3 = Usually  2 = Sometimes  1 = Rarely

___ 1. Team members are passionate and unguarded in their discussion of issues.
___ 2. Team members call out one another’s deficiencies or unproductive behaviors.
___ 3. Team members know what their peers are working on and how they contribute to the collective good of the team.
___ 4. Team members quickly and genuinely apologize to one another when they say or do something inappropriate or possibly damaging to the team.
___ 5. Team members willingly make sacrifices (such as beget, turf, head count) in their departments or areas of expertise for the good of the team.
___ 6. Team members openly admit their weaknesses and mistakes.
___ 7. Team meetings are compelling and not boring.
___ 8. Team members leave meetings confident that their peers are completely committed to the decisions that were agreed on, even if there was initial disagreement.
___ 9. Morale is significantly affected by the failure to achieve team goals.
___ 10. During team meetings, the most important and difficult issues are put on the table to be resolved.
___ 11. Team members are deeply concerned about the prospect of letting down their peers.
___ 12. Team members know about one another’s personal lives and are comfortable discussing them.
___ 13. Team members end discussion with clear and specific resolutions and calls to action.
___ 14. Team members challenge one another about their plans and approaches.
___ 15. Team members are slow to seek credit for their own contributions, but quick to point out those of others.

Adapted from Patrick Lencioni – Five Dysfunctions of a Team
Assessment Score Guide

**Remarkable Trust**
- Statement 4 ______
- Statement 6 ______
- Statement 12 ______

Total _____

**Robust Debate**
- Statement 1 ______
- Statement 7 ______
- Statement 10 ______

Total _____

**Incredible Commitment**
- Statement 3 ______
- Statement 8 ______
- Statement 13 ______

Total _____

**Unusual Accountability**
- Statement 2 ______
- Statement 11 ______
- Statement 14 ______

Total _____

**Phenomenal Results**
- Statement 5 ______
- Statement 9 ______
- Statement 15 ______

Total _____