

# 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** \_\_\_\_\_

