

Assessment and Appraisal - The Collaborative Way Developing Trust

Some of the behaviors and qualities involved in establishing a climate of trust appear to be:

1. Sharing (the sharing of personal events e.g. family matters, feelings)
2. Vulnerability (the extent to which the colleague is perceived as having the capacity to be vulnerable, i.e., to err is human)
3. Loyalty (commitment to consistent goals of the organization and of the relationship)
4. Accepting Others (accepting the unique qualities and behaviors of others)
5. Involving Others (asking others for input or decision making)
6. Valuing (willingness to exchange ideas and ideals with others)
7. Awareness (sensitivity to the needs of others.)
8. Communicating (gives clear communications, both oral and written)
9. Openness (willingness to explore new experiences)
10. Honesty (avoidance of deceit)

Take a few minutes to think about these terms. You will probably become aware that some of the items on the list mean more to you than others. You may want to add other qualities to the list.

In order to become more aware of the relative importance of these items to you, rank what you consider to be the top 3 in order of importance and discuss with a partner.

Behavior or Quality

Why you Ranked it this Way

Pause for Reflection

Fill in the "Developing Trust" workshop and discuss with a partner the important qualities of trustworthiness. Then, determine a quality you want to improve in yourself.