THOUGHTSTARTER / LEADERSHIP & GOVERNANCE

Trust as Infrastructure: Team Trust Check

Use five questions to discuss the daily practices that strengthen or weaken trust.

Discuss what people experience in everyday work. Ask for examples, listen for differences, and agree on practices you can change. This is a conversation guide, not a scored assessment.

1 Shared purpose

Does everyone understand why we are here and what we are working toward?

2 Transparency

Are we honest about plans, changes, and mistakes?

3 Reliability

Do we follow through on what we say we will do?

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From a conversation to a working agreement

4 Safe communication

Can people speak up and expect a fair hearing without punishment?

5 Mutual support

Do we share credit, offer help, and support one another?

Agree on a practice

What will we do differently, how will people raise concerns, and when will we check back?

Make participation safe

Do not require people to disclose personal experiences in a group. Offer another way to share concerns and explain how the information will be used.

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