



Trust-Based Leadership Practices Survey

Are you a trust-worthy leader? How easily do you trust others? The TBLP is an assessment that captures the four leadership practices of a trust-based leader, and is from the book, *Horse Sense for Leaders: Developing Trust-Based Relationships*. Review the items below and place an “X” in the area that best represents your true tendencies within that area:

	Never	Seldom	Sometimes	Often	Always
Question	1	2	3	4	5
1. To what extent do you engage others through personal sincerity?					
2. To what extent do you reinforce others’ sense of self-worth?					
3. To what extent do you set clear and fair expectations before a work request?					
4. To what extent do you clarify consequences in a fair and timely way?					
5. To what extent do you try to avoid intimidation in your relationship with others?					
6. To what extent do you attempt to build and repair trust through open dialogue and communication?					
7. To what extent do you express performance goals in compelling and engaging ways?					
8. To what extent do you offer meaningful challenges to encourage personal motivation?					

How to score your survey:

Review the location of the X’s you placed on the above survey. Place the numeric score of each X next to the question line on the score sheet below. Then, add the question scores and place a total in the total box.

Interpreting your scores

Your **score** is the sum of your responses within each practice area. Notice where your total scores fall. What scores indicate areas of strength? What scores indicate a need to challenge yourself and work toward improvement?

Scoring

Question 1 _____ + Question 2 _____ =
 Question 3 _____ + Question 4 _____ =
 Question 5 _____ + Question 6 _____ =
 Question 7 _____ + Question 8 _____ =

Total

	be authentic.
	set clear expectations & consequences.
	promote mutual trust.
	expect the best.



Tips for Building Trust as a Leader

Your TBLP results gives you a quick insight into you as a leader by measuring you on each of the four Trust-Based Leadership Practices. How well do others trust you and how well do you trust others?

While the four steps of the model are often related, your scores may be higher in some areas than others. This assessment shows which areas you are strongest in, and which areas you might want to improve in order to be a more trust-based leader.

Trust-Based Practice:

Tips for a Developing Yourself in This Area:

1. Be authentic.

- Be yourself; know, acknowledge, and value your uniqueness and many facets.
- Offer sincerity over pretention.
- Acknowledge other's value and worth by not attacking who they are.

2. Set clear expectations and consequences.

- Be prepared to give clear expectations upfront.
- If possible, state your wants and needs and ask for input from others.
- Clarify any consequences that may happen upfront.

3. Promote mutual trust.

- Offer honesty and be careful about being too blunt.
- Modify your interactions to move from judging to seeking understanding.
- Repair trust by risking vulnerability and sincerely reaching out.

4. Expect the best.

- Clearly articulate goals in interesting and compelling ways.
- Create enriched opportunities at work to fully engage others.
- Know that failure is the cousin of success; re-label "failure" as "learning."

Other Ideas for Developing Trust

- ✓ Research supports that getting to know each other at work on a deeper level helps people collaborate better.
- ✓ Think about rearranging the office or offering more opportunities for informal contact.
- ✓ Provide training in managing conflict.
- ✓ Create group norms or shared expectations that support honesty, caring and a mutual commitment to results.

Buy the book, **Horse Sense for Leaders; Building Trust-Based Relationships** [here](#).

CLI provides coaching, training, and strategic planning services to help your business grow. Contact us at corplearning@corplearning.com or at 800.203.6734.

