

## Trust and Psychological Safety Self-Assessment

Take a few minutes to reflect on trust and safety, considering specifically the ways you intentionally provide psychological safety and build and maintain trust.

1. I consistently communicate openly and transparently with my team and staff.

Always	Generally	Seldom	Never
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2. I share important information that impacts my team and staff in a timely manner.

Always	Generally	Seldom	Never
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3. I actively listen to and seek input from my team and staff before making decisions.

Always	Generally	Seldom	Never
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4. I intentionally align my actions with the words and values I promote.

Always	Generally	Seldom	Never
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5. I follow through on commitments, even when they are challenging.

Always	Generally	Seldom	Never
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6. I admit when I'm wrong or made a mistake and own my handling of the situation.

Always	Generally	Seldom	Never
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7. I hold myself accountable to the same standards I expect of others.

Always	Generally	Seldom	Never
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8. I react to mistakes my team and staff make by focusing on learning—not by blaming.

Always	Generally	Seldom	Never
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9. I take action to maintain an inclusive environment where everyone feels they belong.

Always	Generally	Seldom	Never
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10. I make an effort to understand the individual needs and strengths of each team member.

Always	Generally	Seldom	Never
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11. I intentionally create a safe and trusting environment in my meetings and interactions.

Always	Generally	Seldom	Never
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12. I regularly seek feedback from my team members about their sense of trust and safety.

Always	Generally	Seldom	Never
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