

## 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 |
|--------|-----------|--------|-------|

2. I share important information that impacts my team and staff in a timely manner.

|        |           |        |       |
|--------|-----------|--------|-------|
| Always | Generally | Seldom | Never |
|--------|-----------|--------|-------|

3. I actively listen to and seek input from my team and staff before making decisions.

|        |           |        |       |
|--------|-----------|--------|-------|
| Always | Generally | Seldom | Never |
|--------|-----------|--------|-------|

4. I intentionally align my actions with the words and values I promote.

|        |           |        |       |
|--------|-----------|--------|-------|
| Always | Generally | Seldom | Never |
|--------|-----------|--------|-------|

5. I follow through on commitments, even when they are challenging.

|        |           |        |       |
|--------|-----------|--------|-------|
| Always | Generally | Seldom | Never |
|--------|-----------|--------|-------|

6. I admit when I'm wrong or made a mistake and own my handling of the situation.

|        |           |        |       |
|--------|-----------|--------|-------|
| Always | Generally | Seldom | Never |
|--------|-----------|--------|-------|

7. I hold myself accountable to the same standards I expect of others.

|        |           |        |       |
|--------|-----------|--------|-------|
| Always | Generally | Seldom | Never |
|--------|-----------|--------|-------|

8. I react to mistakes my team and staff make by focusing on learning—not by blaming.

|        |           |        |       |
|--------|-----------|--------|-------|
| Always | Generally | Seldom | Never |
|--------|-----------|--------|-------|

9. I take action to maintain an inclusive environment where everyone feels they belong.

|        |           |        |       |
|--------|-----------|--------|-------|
| Always | Generally | Seldom | Never |
|--------|-----------|--------|-------|

10. I make an effort to understand the individual needs and strengths of each team member.

|        |           |        |       |
|--------|-----------|--------|-------|
| Always | Generally | Seldom | Never |
|--------|-----------|--------|-------|

11. I intentionally create a safe and trusting environment in my meetings and interactions.

|        |           |        |       |
|--------|-----------|--------|-------|
| Always | Generally | Seldom | Never |
|--------|-----------|--------|-------|

12. I regularly seek feedback from my team members about their sense of trust and safety.

|        |           |        |       |
|--------|-----------|--------|-------|
| Always | Generally | Seldom | Never |
|--------|-----------|--------|-------|