

# Trust Diagnostic Assessments

Assessment Name	Purpose	When/Why to Use	Time to Complete
<u>Conversation Quality Audit</u>	Examines quality of conversations as trust-building or trust-eroding interactions.	When relationships feel transactional. Leadership coaching. Team development.	20 min
<u>Deep Dive Trust Assessment</u>	Comprehensive trust analysis including relational trust, institutional trust, and trust recovery patterns.	Annual deep assessment. Major trust issues. After leadership transitions.	30-40 min
<u>Five-Dimension Trust Assessment</u>	Comprehensive measurement across five facets: Benevolence, Reliability, Competence, Honesty, and Openness (Tschannen-Moran framework).	Baseline trust assessment. After trust breaches. When collaboration struggles despite good intentions.	20-25 min
<u>Permission to Fail Inventory</u>	Assesses whether people genuinely feel they have permission to fail, take risks, and learn from mistakes.	When innovation is stuck. When people play it safe. When 'permission to fail' is stated but not felt.	15 min
<u>Promise Tracking Sheet</u>	Simple tool tracking commitments made and kept. Makes invisible trust deposits and withdrawals visible.	Team accountability. When reliability is an issue. When 'I'll get back to you' never happens.	5 min daily
<u>Trust Dimension Tracker</u>	Tracks each of the five trust dimensions over time. Shows patterns in which dimensions are strong or weak.	Monthly tracking. Identifies specific areas for trust building rather than generic 'build more trust.'	15 min monthly
<u>Trust Pulse Check</u>	Quick temperature check on trust levels using warmth and competence dimensions for rapid assessment.	Weekly check-ins. Before difficult conversations. Quick read on team trust.	5 min
<u>Trust Repair Readiness Assessment</u>	Determines whether conditions exist for trust repair after a breach. Assesses both parties' readiness for repair.	After trust violations. Before attempting repair conversations. When deciding whether repair is possible.	20 min
<u>Trust Transaction Log</u>	Ongoing record of trust deposits and withdrawals. Builds awareness of how trust is built and lost in small moments.	Leadership development tool. When trust seems low but no one can point to why.	2-3 min per entry
<u>Warmth vs. Competence Quick Check</u>	Rapid assessment of the two primary trust dimensions. Shows whether you're seen as caring AND capable.	Leadership self-assessment. Before important stakeholder meetings. New leader onboarding.	5 min
<u>Weekly Trust Pulse</u>	Structured weekly assessment of trust transactions. Tracks both trust-building and trust-eroding moments.	Part of regular team rhythm. Builds trust awareness over time.	10 min weekly