



Building and Assessing Trust

Building and Assessing Trust explores the situational nature of trust and its four key components: Integrity, Competence, Reliability, and Affinity. This Xperience helps participants understand how these elements interact, influencing trust in themselves and others.





Worksheet 1

Trust is Situational – There is no blanket trust

Objective: Take a moment to reflect on your own relationship with trust. This exercise is about increasing awareness of where trust is strong, where it may be misplaced, and where there's room for growth. Answer the following questions honestly to gain insight into your personal trust patterns.

When do I trust myself most?

Where do I tend to over-trust?



When do I trust myself most?

When do I trust others most?

Action Plan: This week, I will practice vulnerability by ...



Worksheet 2

Self-Trust Check In

Step 1: Self-Trust Scale

Rate yourself (1-5) on each pillar:

Integrity: How often you follow through on what you say you'll do?

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Reliability: Do I meet deadlines and commitments consistently?

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Affinity: Do I meet deadlines and commitments consistently?

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Competence: Do I feel confident in my abilities?

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Which pillar feels strongest for you right now?

Which pillar feels the weakest? Why?

Step 2: Trust in Motion – Action Plan

1. Pick one area from the self-check where you scored lowest.

2. Write a concrete step you'll take this week to improve.

Example: "I'll give timely updates, even if there's no progress, so teammates aren't left wondering."



Reflect in a month:
How did Trust Grow?
What ways can you implement weekly?



Worksheet 3

When Words and Action Align – *Integrity*

Step 1: Self-Reflection Prompt

1. Think of a time when your actions didn't fully match your intentions.

2. What was the impact on trust?

3. What would you do differently next time?

Step 2: Consistency Check

List **three promises you've made recently** (work or personal). Did your actions line up with each promise you made?



Promises



Actions You Took



Did they align? Why or why not?



Worksheet 4

Delivering Consistently – *Reliability*

Step 1: Pattern Spotting

1. Think of someone you work with. What is one thing you can reliably expect them to do every time (positive or negative)?

2. How does that affect how much you trust them?

Step 2: Self-Check

Write down **three commitments you currently have**. How confident are you that you'll follow through? What might get in the way?



Commitments



Confidence in Follow-Through



Anticipated Obstacles



Worksheet 5

Shared Understanding and – Affinity

Step 1: Connection Check

1. Think of someone you trust deeply. What values, experiences or goals do you share?

2. How do those commonalities impact your trust in that relationship?

Step 2: Perspective Shift

Pick **two colleague or friends where trust feels weaker**. How might you build affinity with them? (Ex: showing care, aligning goals, demonstrating understanding?)



Colleague or Friend



How might you build affinity with them?



Worksheet 6

Adequately Skilled – Competence

Step 1: Skills Map

1. What is one area where you feel highly competent?

2. What is one area where you know you lack the skills?

3. How can you use your strengths to support others and where might you ask for help?

Step 2: Competence Audit

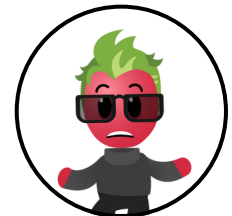
Think of **three people you often rely on**. What specific competencies make you trust them? Where might you overestimate or underestimate their skills?



People You Rely On



Why do you trust them?



Over or Underestimate Skills?



Worksheet 7

Vulnerability Check-In

Step 1: Vulnerability Check-In

I'm comfortable asking for help when I need it.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I admit when I don't have the answer or lack a skill.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I can share mistakes openly without trying to cover them up.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I disclose my limits so others know where to support me.

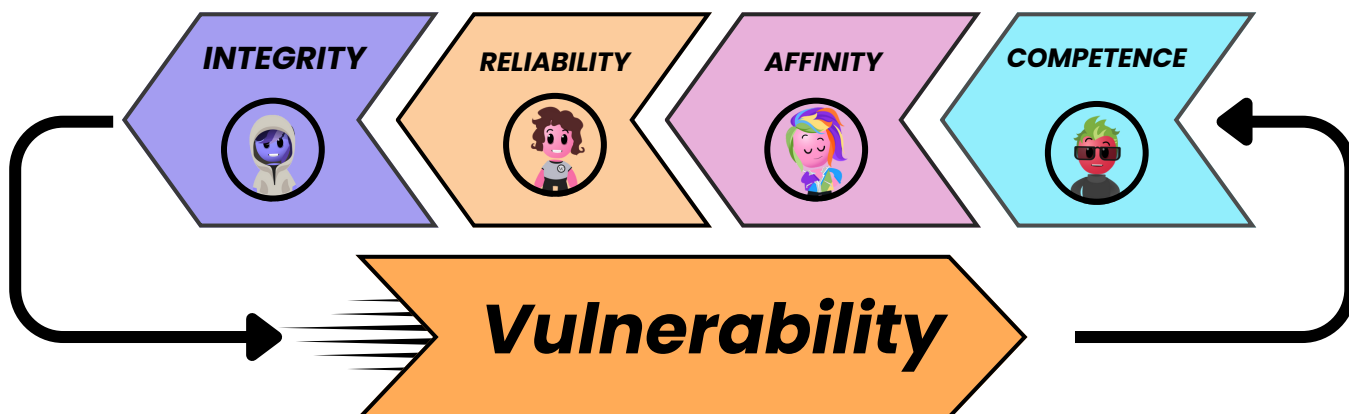
☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Where did you score the lowest?

How might holding back your vulnerability affect trust in your relationships?

Step 2: Vulnerability Loop

Trust can't exist without vulnerability. When you're willing to admit limits, ask for help, or share mistakes, you open the door for others to step in — and that shared risk is what turns connection into real trust.



Action Plan: This week, I will practice vulnerability by ...

Building and Assessing Trust

Key Takeaways

Trust is built on four key elements.



Integrity: alignment between words and actions.



Reliability: consistency in following through.



Competence: ability to perform



Affinity: shared values and understanding.

1. Trust is situational, not universal.

We trust people in some areas but not others, depending on their competencies, actions, and intentions.

2. Trust is not a moral judgment.

It's not about whether someone is good or bad—it's about whether they are trustworthy in a specific context.

3. Vulnerability is a prerequisite for trust

Vulnerability doesn't mean oversharing — it means being willing to say, "I can't do this alone," or "I need your help." Admitting mistakes, limits, or fears creates space for others to step in, strengthening trust on both sides. To build trust, we must be willing to rely on others and admit when we need help.

4. Trust can break down for different reasons

If trust is lost, it's often due to issues in integrity, competence, reliability, or affinity. Identifying the root cause helps rebuild it.

5. It's okay to not trust someone in all areas

Even people we love or work closely with may not be trustworthy in every situation, and that's normal.