



2025 ASCEND Leadership Monthly Webinar Series

Session Learning Tools & Practice Materials

Team Trust Culture Check

Use this worksheet to reflect on how trust shows up in your team—and where you might help strengthen it.

Part 1. Trust Indicators

Read each statement and reflect on how often it feels true in your team.

Trust Indicator	Always	Sometimes	Never
Do we follow through on what we say?			
How well do our actions match our words?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Deadlines and commitments are consistently met	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People give updates—even when there’s no progress to report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decisions and changes are explained, not just announced	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Follow-up happens without needing to be asked twice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Can we speak honestly with each other?			
How safe is it to be candid or vulnerable on this team?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Difficult topics are addressed directly—not avoided or side-stepped	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People feel safe saying “I don’t know” or asking for help	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feedback is acknowledged and followed up on (not just received)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Everyone has space to speak, regardless of role or title	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is accountability shared and modeled?			
How do we respond when things go wrong—or right?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team members share credit and take responsibility when things go wrong	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mistakes are owned, not covered up or deflected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trust isn’t assumed—it’s earned through consistent behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Expectations are clarified early, not just after problems arise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Trust Indicator	Always	Sometimes	Never
What happens when trust is broken?			
How do we repair relationships and rebuild trust?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When trust is broken, there's accountability—not silence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Apologies are specific and connected to impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People have a chance to express how they were affected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There's space for rebuilding—not just moving on	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 2. Reflection Questions

Use these questions to reflect more deeply.

1. Which area of trust—follow-through, communication, accountability, or repair—feels strongest in your team right now? What's contributing to that strength?

2. Which area feels most fragile or inconsistent? What behaviors or patterns might be contributing to that?

3. What's one small action you could take this week to strengthen trust on your team?

4. When was the last time trust was broken on your team? What helped—or could have helped—repair it?