



Ormond & Associates PROGRAMS & SERVICES

- **EXECUTIVE COACHING**

Build confidence, decision-making, and leadership influence.

- **TEAM EFFECTIVENESS COACHING**

Strengthen collaboration, trust, and collective performance.

- **LEADERSHIP WORKSHOPS & KEYNOTES**

Practical, customized learning for every leadership level.

- **TALENT STRATEGY CONSULTING**

Align people and performance to strategic goals.

TEAM TRUST DIAGNOSTIC

Trust is not a soft skill — it's the currency of speed. High-trust teams make decisions up to 2x faster than low-trust peers (McKinsey, 2020). Use the questions below to better understand the level of trust within your leadership

1. **Competence.** Do team members believe their peers have the skills and judgment to deliver on key goals? When confidence in capability drops, trust disappears.
2. **Benevolence.** Do team members put the good of the team and organization above their own interests? Trust erodes when decisions serve personal agendas over collective outcomes.
3. **Integrity.** Do team members follow through on what they say they will do? When actions and commitments don't align, credibility and trust collapse.
4. **Decisions.** Are team decisions frequently revisited or reversed after being communicated? This signals that commitments aren't final, damaging confidence both inside and outside the team.
5. **Pre-Meetings.** Do sub-groups meet in advance to align positions? When influence happens outside the room, transparency and trust are impacted.
6. **Silence.** Is there quiet agreement in meetings but resistance afterward? Silence in the room and noise after is the clearest sign that psychological safety and trust are low.

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Leadership & Team Development Experts | Executive Coaching