



TRUST

RESPONDENTS (8):

JOHN Q. PUBLIC; CINDY BILLINGS; BETSY BROWN; JACK DEMBY; DAN DAVIS; CHRIS COOPER; RONALD CHALMERS; JOHN DEMAGGIO

Believe that being direct and forthright, particularly with key individuals, encourages the trust relationship (8)

- JOHN Q. PUBLIC
- JACK DEMBY
- RONALD CHALMERS
- CINDY BILLINGS
- DAN DAVIS
- JOHN DEMAGGIO
- BETSY BROWN
- CHRIS COOPER

Believe in trust as an ideal which should underlie any and all relationships (7)

- CINDY BILLINGS
- DAN DAVIS
- JOHN DEMAGGIO
- BETSY BROWN
- CHRIS COOPER
- JACK DEMBY
- RONALD CHALMERS

Consider that trust develops principally when people work actively alongside one another (7)

- JOHN Q. PUBLIC
- DAN DAVIS
- JOHN DEMAGGIO
- CINDY BILLINGS
- CHRIS COOPER
- JACK DEMBY
- RONALD CHALMERS

Can become too domineering and over-assertive (6)

- JOHN Q. PUBLIC
- CHRIS COOPER
- BETSY BROWN
- RONALD CHALMERS
- JACK DEMBY
- JOHN DEMAGGIO

Take a structured approach to developing trust relationships, proceeding from one stage to the next as trust builds (6)

- JOHN Q. PUBLIC
- CHRIS COOPER
- BETSY BROWN
- RONALD CHALMERS
- JACK DEMBY
- JOHN DEMAGGIO

Like to use your social skills to develop trust with the group or team first, focusing afterwards on individuals (6)

- CINDY BILLINGS
- DAN DAVIS
- BETSY BROWN
- CHRIS COOPER
- JACK DEMBY
- JOHN DEMAGGIO

May become self-protective; tell yourself that if you do not look out for yourself, nobody else will (4)

- JOHN Q. PUBLIC
- RONALD CHALMERS
- BETSY BROWN
- CHRIS COOPER

GROUP INSIGHTS



TRUST

May become curt and over-direct, even with key players (4)

- JOHN Q. PUBLIC
- JOHN DEMAGGIO

- CINDY BILLINGS

- JACK DEMBY
-

May fail to follow any sort of plan (4)

- CINDY BILLINGS
- RONALD CHALMERS

- DAN DAVIS

- CHRIS COOPER
-

You can feel less secure unless it's clear to you exactly who is in charge (4)

- JOHN Q. PUBLIC
- RONALD CHALMERS

- BETSY BROWN

- CHRIS COOPER
-

Be direct with you -- don't beat around the bush (4)

- JOHN Q. PUBLIC
- JOHN DEMAGGIO

- CINDY BILLINGS

- JACK DEMBY
-

Don't over-burden you with details or procedures; otherwise, you can feel they don't trust you to handle the situation in question (4)

- CINDY BILLINGS
- RONALD CHALMERS

- DAN DAVIS

- CHRIS COOPER
-

You are much more interested in others providing a level playing field and clear rules for competitive engagement than in any talk on their part about "trust"; paradoxically, this is how they will encourage you to trust them (3)

- BETSY BROWN

- CHRIS COOPER

- RONALD CHALMERS
-

Tell the group what you think they want to hear (3)

- BETSY BROWN

- JACK DEMBY

- JOHN DEMAGGIO
-

Making you feel a real part of the group or team is an important step in gaining your trust (3)

- BETSY BROWN

- JACK DEMBY

- JOHN DEMAGGIO
-

GROUP INSIGHTS



TRUST

When trust issues arise, it can affect your decision-making; determining what should or should not be done may start to become a much more fearful matter because you are no longer sure upon whom you can depend (3)

- BETSY BROWN
- DAN DAVIS
- CHRIS COOPER

Use facts and logic rather than emotions to get others on board (3)

- JACK DEMBY
- DAN DAVIS
- JOHN DEMAGGIO

Can start to see trust issues in over-simplistic terms; may fail to see the extent to which it is a complex, multi-layered matter (3)

- CINDY BILLINGS
- JACK DEMBY
- JOHN DEMAGGIO

Present issues in black and white where possible; ambiguity can cause your level of trust to drop (3)

- CINDY BILLINGS
- JACK DEMBY
- JOHN DEMAGGIO

Generally quick to determine the extent to which you can trust others, and the extent to which others trust you (3)

- CINDY BILLINGS
- JACK DEMBY
- JOHN DEMAGGIO

Build trust by using a low-key, consensus-based approach to developing relationships (3)

- CINDY BILLINGS
- DAN DAVIS
- RONALD CHALMERS

May withdraw mentally or even physically from group participation; can begin to wonder if anyone trusts you (3)

- JOHN Q. PUBLIC
- DAN DAVIS
- RONALD CHALMERS

Engage you alone or with one or two other people where possible; don't expect to gain your trust in a more general group- or team-based session (3)

- JOHN Q. PUBLIC
 - DAN DAVIS
 - RONALD CHALMERS
-



TRUST

Find it easy to use your naturally authoritative style to encourage trust from other people (3)

- JOHN Q. PUBLIC
- BETSY BROWN
- CHRIS COOPER

Can lose yourself in unnecessary activities, using "busy work" to compensate for your diminishing level of trust (2)

- JACK DEMBY
- JOHN DEMAGGIO

Can over-magnify personal and group problems; inclined to exaggerate matters of trust; can see lack of trust as a matter of betrayal (2)

- DAN DAVIS
- RONALD CHALMERS

May start to believe you are no longer respected (2)

- DAN DAVIS
- CHRIS COOPER

Others should not expect commitment overnight. Allow you time to size up the situation; you are not inclined to trust people easily (2)

- DAN DAVIS
- CHRIS COOPER

Giving you the opportunity to talk about the way you feel is important if your trust is to be gained (2)

- DAN DAVIS
- RONALD CHALMERS

Others should help you understand that you are respected, regardless of any differences they may have with you (2)

- DAN DAVIS
- CHRIS COOPER

Resort to enforcement of, or emphasis on, rules and procedures simply for your own sake (2)

- JACK DEMBY
- JOHN DEMAGGIO



TRUST

Can become demoralized; can equate your loss of trust with betrayal of group values (2)

• JACK DEMBY

• JOHN DEMAGGIO

Tend to respond well when required to work hard alongside other team members; trust then develops naturally for you (2)

• JACK DEMBY

• JOHN DEMAGGIO

Emphasizing abstract values which are shared by the team is a key builder of trust with you (2)

• JACK DEMBY

• JOHN DEMAGGIO

Giving you a certain amount of structured detail as well as the broad picture can make you feel that others trust you with significant information (2)

• JACK DEMBY

• JOHN DEMAGGIO

Encouraging you to participate freely in low-key discussions can be an important tool in gaining your confidence (1)

• CINDY BILLINGS

Consider trust to be something that develops from the natural respect that keen competitors have for one another (1)

• JOHN Q. PUBLIC

Remain quiet in discussion or debate, while secretly opposing what is being proposed (1)

• CINDY BILLINGS

GROUP INSIGHTS



TRUST

Generally attempt to develop the trust relationship with key individuals first, focusing afterwards on the group (1)

- RONALD CHALMERS

See issues of trust as being fairly complex; understand that establishing trust can take time and may need to be re-evaluated frequently (1)

- RONALD CHALMERS

You feel that the trust relationship develops over time through a mixture of working with other people and sharing of ideas. Giving you an over-ambitious schedule can slow this process (1)

- RONALD CHALMERS

Can begin to feel physically fatigued and demotivated as your trust level drops; start to put things off or fail to complete tasks (1)

- RONALD CHALMERS