Collaborative Leadership Self-Assessment

Are you effectively leading with a collaborative approach? Collaborative leadership goes beyond partnering with peers and external entities. It also means taking a collaborative approach to your work with those who report to you.

Trust is the foundation for collaborative relationships. Complete the self-assessment below to assess your current capacity in each of these key areas of trust. Use it to help identify opportunities for growth and development of your collaborative leadership approach.

You may also choose to identify one professional relationship that you would like to develop more trust in, then walk through this self-assessment to identify some potential areas you might focus on as you take steps to strengthen trust with that person.

After completing this assessment, we recommend that you identify one or two behaviors to focus on at a time. You may opt to choose these behaviors from your lowest-scoring category, or you may decide instead to identify the behavior(s) that are most relevant to your relationship with the other person.

It can be helpful to share your goals with a support person – someone who can provide guidance and moral support as you work to strengthen trust with others.

For more information and tips on building trust, check out the references listed in the Resource Guide for this series.

This assessment is based on the Trust model developed by Dennis and Michelle Reina (2015), [Trust and Betrayal in the Workplace](#). Oakland, CA: Berrett-Koehler.

Trust of Character

Trust of Character is based on trust that the other person is working toward mutual benefits rather than serving their own interests.

Trust of Character	Always 5	Mostly 3	Not Yet 1
I manage expectations by explicitly communicating my needs and demonstrating clear understanding of others' needs			
I establish boundaries by coming to a clear agreement on roles and responsibilities			
I delegate appropriately, meaning that when all parties agree on who will take responsibility for something, I'm willing to "let go" of it			
I live up to agreements by doing what I say I will do, and by speaking up if it becomes apparent that I will not be able to honor a commitment I have made			
I work the 'win-win' to ensure all parties benefit from decisions by acknowledging others' needs and acting with these needs in mind			
I behave consistently over time and across a variety of situations – so that others don't feel caught off guard by my behavior			

My Trust of Character Score: _____ out of 30 points

Trust of Communication

Trust of Communication is based on faith that the other person is collaborating in an open and honest way.

Trust of Communication	Always 5	Mostly 3	Not Yet 1
I share information openly without withholding details – and without being asked			
I tell the truth by honestly sharing thoughts and feelings			
I admit mistakes by speaking directly with those impacted – and showing a willingness to learn from mistakes			
I speak with good purpose by avoiding gossip			
I maintain confidentiality by protecting private or sensitive information			
I give and request constructive feedback with growth (growth of yourself and others) in mind			

My Trust of Communication Score: _____ out of 30 points

Trust of Capability

Trust of Capability is based on a sense that the other person is competent to respond to the demands of their role.

Trust of Capability	Always 5	Mostly 3	Not Yet 1
I acknowledge others' abilities by demonstrating respect for their talents and providing opportunities for them to develop new skills			
I express appreciation for others' efforts and contributions			
I seek advice from others to demonstrate trust in their expertise			
I involve others in making decisions to promote buy-in and a sense of shared "ownership" in the decision			
I encourage learning by investing in others' growth and development, as well as my own			

My Trust of Capability Score: _____ out of 25 points

My Collaborative Leadership Overall Score: _____ out of 85 points

Date Taken: _____