



Trust Style

INVENTORY

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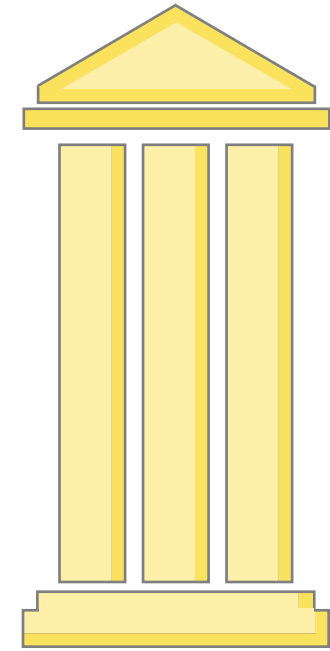
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INTRODUCTION

The Trust Style Inventory provides you with insights into your TRUST STYLE. We measure your Trust Style from THREE perspectives: your INTEGRITY, or your adherence to values like honesty and transparency; your EMOTIONAL MASTERY which is your emotional intelligence or your ability to be smart with your feelings; and your WE DISPOSITION which highlights your willingness to care about and collaborate with others. This report will help you understand how you trust, your opportunities for growing trust, the strengths you can leverage to improve your willingness to trust, and the skills and characteristics you need to be trusted.

THE CASE FOR TRUST

If you want to increase your engagement, you want to build trust. According to a study by Paul Zak at the Center for Neuroeconomic Studies, cultivating trust improves engagement by 76%. With such a strong link between trust and engagement you can also use the Trust Style Inventory to gain insights into how you can improve your engagement at work. Trust strengthens your RELATIONSHIPS and is an enduring component of your personal and professional success. If you can expand your capacity to trust and become more trustworthy in the eyes of others, you can experience various advantageous results.



THE BENEFICIAL OUTCOMES OF TRUST

This report includes information about your perception of EIGHT work and life outcomes. Your TRUST WILLINGNESS and TRUSTWORTHINESS directly affect all eight of the beneficial outcomes represented by the symbols below. Your highest scoring beneficial outcome is on the left and they proceed in descending order from left to right. These beneficial outcomes can be enhanced by improving your TRUST STYLE, so be sure to keep them in mind as you develop your trust building strategies.



Definitions of the Beneficial Outcomes

As you consider the placement of the eight beneficial outcomes above, consider how strengthening your willingness to trust can help you improve these important life outcomes:



Satisfaction: Feel appreciation about your life and efforts

Network: Build multiple relationships, creating alliances, and support

Community: Maintain mutually caring connections & increase belonging

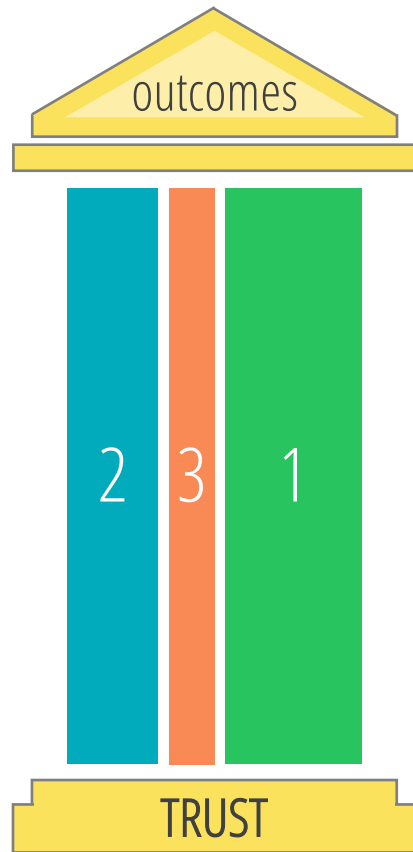
Achievement: Accomplish more meaningful goals

Balance: Prioritize, manage stress, and be fully present

Decision Making: Select the most effective option

Health: Maintain optimal physical energy and functioning

Influence: Motivate and involve others



Your TRUST STYLE is your unique way of trusting others that affects their willingness to trust you. It is a composite of your TRUST WILLINGNESS and TRUSTWORTHINESS. There are six TRUST STYLES and understanding your style can help you enhance the way you trust. Each style has its unique benefits and opportunities for growth in the areas of Integrity, Emotional Mastery, and the We Disposition. Your results are displayed in the illustration immediately below—on the left—and explained in the description next to it. Your Asset and Opportunity are defined at the bottom of this page. They provide deeper insights into how you can enhance your TRUST STYLE.

Integrity is your most developed competency cluster. You probably enjoy many benefits from your strength in Integrity. You take pride in sustaining or building your credibility. You believe in the values of honesty, ethics, intrinsic motivation, transparency, and confidentiality, and you prioritize modeling these characteristics daily. You can leverage your strength of Integrity to enhance your Trust Style. Give some thought as to how you can balance it with Emotional Mastery and your We Disposition.

Emotional Mastery is your next strongest competency cluster. Emotional Mastery is comprised of your self-awareness and the skills you need to successfully down- or up-regulate your emotions. Emotional Mastery encompasses your ability to understand both the practical and emotional consequences of your actions, manage your stress, and empower yourself, regardless of the circumstances. You can give some thought to how you can leverage your Emotional Mastery to enhance your We Disposition.

We Disposition is your area of greatest potential. The We Disposition refers to your ability to engage your team in a way that is trusting and trustworthy. Skills of empathy, collaboration, non-judgment, and inclusion all help to build your We Disposition. When you think back on your collaboration with others, do you notice your “I” disposition shows up more prominently than your We Disposition? This can happen for many reasons: Perhaps you are in a self-protective shell, or perhaps your ambition sometimes overrides your concern for others. Think about how you can grow in this area in order to bring your competency clusters into balance.

Asset: Shared Vision



You understand the power of a shared vision and you are deeply committed to it. You know that a shared vision is connected to shared goals and shared goals can connect you with others, even when trust isn't there yet. You are also purposeful, focused on achieving your own goals, but you do this in a way that balances your goals with the goals of your team.

Opportunity: Self Awareness



You have a perfect opportunity here to develop the skills you need to identify a shared vision or goals with the people around you. This skill is especially useful when your relationships are damaged and trust appears to be difficult to rebuild. Shared goals provide you with a mutual aim that can create connection through collaboration.

As you consider your goals, start by identifying and prioritizing a few relationships you would like to improve by enhancing trust. Keep in mind that you will encounter people you are not open to trusting and others who are not open to trusting you. So the next step is to determine if your priority relationships are salvageable or if your reasons for not trusting are perfectly accurate.

If the relationship is beyond repair, moving on or backing off may be the healthiest response. Trust building is a reciprocal process, so the other person should also perceive the value of strengthening the relationship and they should be willing to take steps toward trusting you. The questions below are designed to help you to carefully consider your approach:

1. Who should I consider trusting more? Why? What does that next level of trust look like?
What can I do to remove the obstacles to trusting?

2. Given what I have learned about my TRUST STYLE so far, what steps can I take to feel safe while enhancing my willingness to trust?

3. Based on my TRUST STYLE, how can I develop each of the three skills—Integrity, Emotional Mastery, and my We Disposition—so I can enhance my trustworthiness?

4. How can I use my trust ASSET to enhance my trust OPPORTUNITY and overall TRUST STYLE?

Now, you can plan the steps on your journey toward building your TRUST WILLINGNESS and TRUSTWORTHINESS.

For free reflection tools and additional information about the Trust Style Inventory you can visit:

www.orgsoul.com.