



TRUST QUOTIENT™

Report for: Sample Report

Workshop Date: October 19, 2015

SPEED
OF
TRUST®

Introduction to Your tQ Report

Welcome to your tQ Report. The purpose of this report is to help you identify strengths to capitalize on and areas to improve as you strive to build trust with others. Your Trust Quotient, or tQ score, is an indicator of the level of trust others have in you.

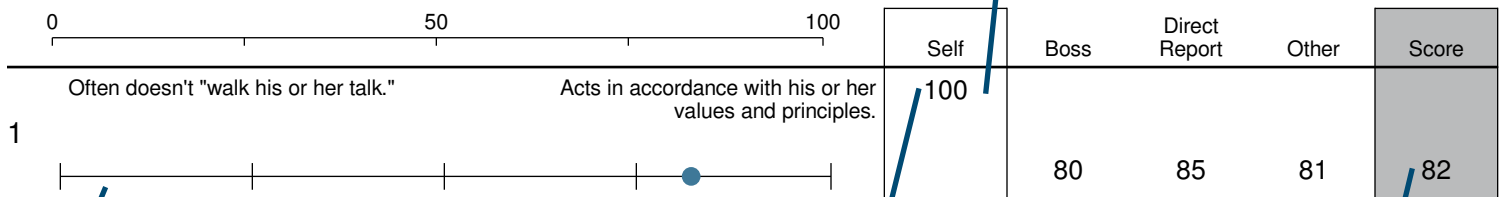
As you review this report, remember—

1. Take a balanced view. Straight feedback is a priceless gift. Don't worry about who gave you what scores. Thank the respondents for giving you feedback.
2. Print this report and bring it with you to *The Speed of Trust* workshop. Your facilitator will help you understand the data and make action plans for improving your tQ.

How Your tQ Score Is Calculated

Your tQ score is a number on a scale of 0–100, where 100 indicates world-class trust levels. Your tQ score is the average of scores on Questions 1–26 and 28. Each question has the same weight in the score. Questions 27, 29, and 33 call for written responses and are not scored. Questions 30–32 and 34–35 do not affect your personal tQ score because they deal with your organization.

How to Understand Question Data



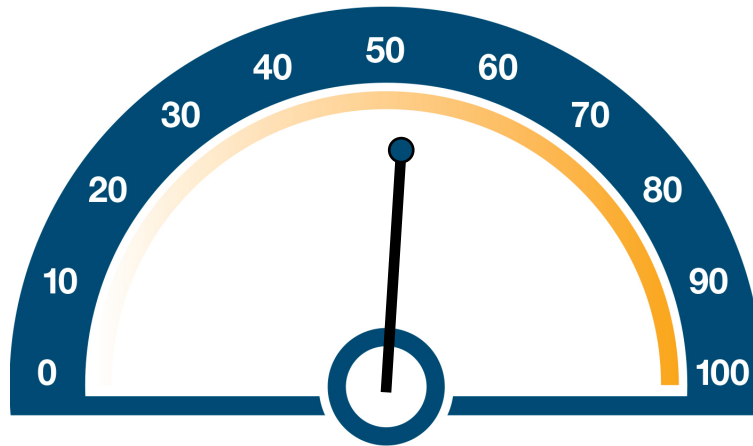
Your tQ2 data will appear when you take the tQ Comparative

The bar shows you quickly where you score on a scale of 0–100.

Self is the score you gave yourself. It is not included in the "Average" score.

Score is the average of scores you received from your boss, direct reports, and others.

tQ Summary

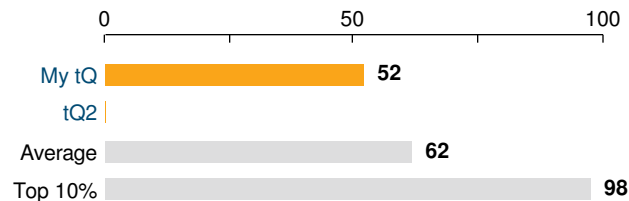


My tQ	tQ2
52	-

TRUST METER

The Trust Meter is like a car speedometer, and your tQ score is your current “speed” of trust. If your speed is 0–55, you need to work urgently to increase your score. A speed of 56–80 means you have trust issues with some respondents. A speed of over 80 indicates respondents trust you—but unless your speed is consistently 100, you can always improve your Speed of Trust. The same scale applies to the score of each individual question.

My tQ Score



	Self	Boss	Direct Report	Other	Score
Self Trust	62	65	61	51	54
Relationship Trust	52	69	54	46	49
Total					52

Your tQ score is a number on a scale of 0–100, where 100 indicates world-class trust levels. The “Average” and “Top 10%” scores are for comparison to a statistically representative sample of adult workers from the United States and Canada as determined by the Harris Poll. Your tQ score is an average of your sub-scores in the areas of Self Trust and Relationship Trust (Questions 1–26, 28).

Organizational and Market Trust Scores

You also received sub-scores in the areas of Organizational Trust and Market Trust (Questions 30–32 and 34–35).

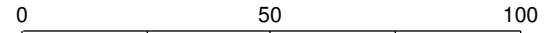
	Self	Score
Organizational Trust	62	62
Market Trust	100	100

Who Participated?

	Self	Boss	Direct Report	Other	Total Respondents
Number of Participants	1	1	4	12	18

SELF TRUST

YOUR "SELF TRUST" SCORE



My tQ **54**

tQ2

Average **63**

Top 10% **98**

INTEGRITY

Sample Report...

	0	50	100	Self	Boss	Direct Report	Other	Score
1	Often doesn't "walk his or her talk." Acts in accordance with his or her values and principles.			80	60	55	48	51
2	Tends to go along with the crowd. Shows courage and willingness to take a stand.			80	100	65	68	69
3	Has a hard time acknowledging that someone else may be right. Is genuinely open to rethinking ideas.			60	40	50	37	40

INTENT

Sample Report...

	0	50	100	Self	Boss	Direct Report	Other	Score
4	Tends to act in his or her own best interest. Acts in everyone's best interest.			80	40	40	40	40
5	Pretends to care about people. Genuinely cares about people.			40	80	65	47	53
6	Acts as if there is not enough credit or opportunities to go around. Acts as if there is more than enough credit and opportunities for everyone.			40	60	55	58	58

SELF TRUST (continued)

CAPABILITIES

Sample Report...

		0	50	100	Self	Boss	Direct Report	Other	Score
7	Lacks skills important to his or her job.	Is highly competent in his or her job.			60	60	65	48	53
8	Is unclear about where he or she is headed.	Is confident about where he or she is headed.			60	80	80	62	67
9	Doesn't seem to know how to build trust with others.	Works to build trust with others.			20	40	50	40	42

RESULTS

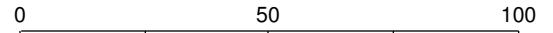
Sample Report...

		0	50	100	Self	Boss	Direct Report	Other	Score
10	Cannot always be counted on.	Is thoroughly reliable.			80	80	55	48	52
11	Has low expectations.	Expects to succeed.			60	80	80	65	69
12	Does only what he or she is told to do.	Takes initiative to get things done.			80	60	75	53	59

"SELF TRUST" SCORES	62	65	61	51	54
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RELATIONSHIP TRUST

YOUR "RELATIONSHIP TRUST" SCORE



My tQ 49

tQ2

Average 62

Top 10% 98

Sample Report...

		Self	Boss	Direct Report	Other	Score
13	Withholds or "spins" the truth. Always tells the straight story.	20 -	60 -	45 -	38 -	41 -
14	Shows more respect to those who can be helpful to him or her. Treats everyone with respect.	80 -	80 -	60 -	37 -	45 -
15	Seems to have "hidden agendas" (questionable motives). Is thoroughly open about his or her intentions.	60 -	40 -	50 -	33 -	38 -
16	Often covers up mistakes. Openly acknowledges mistakes and takes responsibility.	80 -	80 -	50 -	33 -	40 -
17	Downplays the contributions of others. Gives appropriate credit and is loyal to the absent.	80 -	80 -	45 -	58 -	56 -
18	Stays busy, but often fails to deliver results. Has a track record of delivering expected results.	80 -	60 -	60 -	47 -	51 -
19	Seems satisfied with his or her current abilities. Constantly works to improve his or her abilities.	80 -	80 -	45 -	55 -	54 -
20	Tends to skirt the real issues. Confronts reality and takes tough issues "head on."	20 -	60 -	55 -	45 -	48 -
21	Assumes that expectations are clear when they're not. Consistently discusses and clarifies expectations.	20 -	40 -	60 -	50 -	52 -
22	Tends to blame others when things go wrong. Always takes responsibility for results, good or bad.	60 -	80 -	55 -	38 -	45 -

RELATIONSHIP TRUST (continued)

Sample Report...

	0	50	100	Self	Boss	Direct Report	Other	Score
23				20 -	80 -	55 -	53 -	55 -
24				60 -	80 -	55 -	63 -	62 -
25				20 -	80 -	65 -	47 -	53 -

26. Overall, Sample Report tends to trust other people...

	0	50	100	Responses	Self	Boss	Direct Report	Other	Total Respondents
				Too little.	1 -	1 -	1 -	2 -	5 -
				Just right.	-	-	3 -	9 -	12 -
				Too much.	-	-	-	1 -	1 -

You received 0 points for Too Little or Too Much and 100 points for Just Right.

28. How does Sample Report compare to other people you work with in behaving in ways that create trust?

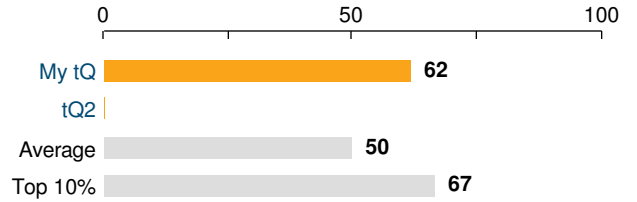
	0	50	100	Responses	Self	Boss	Direct Report	Other	Total Respondents
				Worse than most.	-	1 -	1 -	5 -	7 -
				Same as most.	1 -	-	2 -	6 -	9 -
				Better than most.	-	-	1 -	1 -	2 -

You received 0 points for Worse Than Most, 50 points for Same as Most, and 100 for Better Than Most.

"RELATIONSHIP TRUST" SCORES	52 -	69 -	54 -	46 -	49 -
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ORGANIZATIONAL TRUST

YOUR "ORGANIZATIONAL TRUST" SCORE



30. Please rate the quality of Sample Report Company's systems and processes in the following categories:

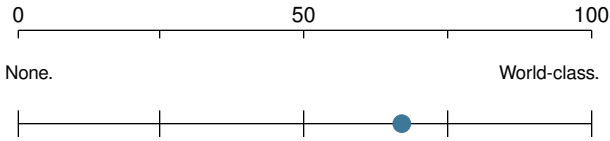
		Self	
A.	Financial (processing, budgeting, invoicing, auditing). 	20	-
B.	Decision making. 	20	-
C.	Employee training and development. 	100	-
D.	Performance management (rewards and recognition, performance reviews, career advancement). 	100	-
E.	Information systems (computers, networks, tech support). 	100	-
F.	Innovation (R & D, idea sharing, continuous improvement). 	100	-
G.	Meeting management. 	40	-
Total 		69	-

31. Please rate the current trust level of Sample Report's Company.

		Self	
<p>You received 0 points for No Trust, 17 for Very Low Trust, 33 for Low Trust, 50 for Some Trust Issues Exist, 66 for Trust Not an Issue, 83 for Visible Asset, and 100 for World-Class.</p>			
Responses		Self	
No Trust		-	-
Very Low Trust		-	-
Low Trust		-	-
Some Trust Issues Exist		1	-
Trust Is Not an Issue		-	-
Trust Is a Visible Asset		-	-
World-Class Trust		-	-
"ORGANIZATIONAL TRUST" SCORE		62	-

ORGANIZATIONAL TRUST (continued)

32. Please rate the current trust level of your team or workgroup.

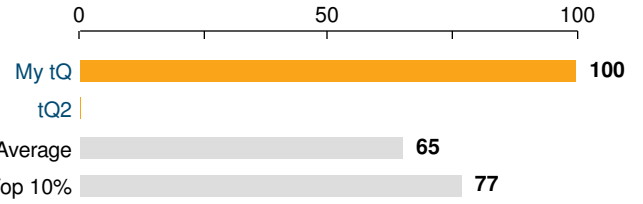


You received 0 points for No Trust, 17 for Very Low Trust, 33 for Low Trust, 50 for Some Trust Issues Exist, 66 for Trust Not an Issue, 83 for Visible Asset, and 100 for World-Class.

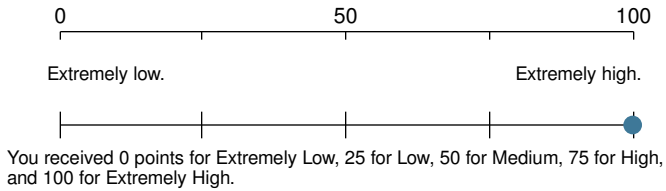
Responses	Self	
No Trust	-	-
Very Low Trust	-	-
Low Trust	-	-
Some Trust Issues Exist	-	-
Trust Is Not an Issue	1	-
Trust Is a Visible Asset	-	-
World-Class Trust	-	-
"ORGANIZATIONAL TRUST" SCORE		62 -

MARKET TRUST

YOUR "MARKET TRUST" SCORE

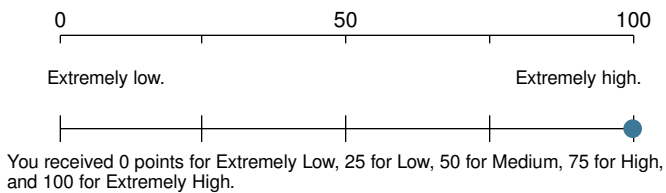


34. Please rate the reputation of Sample Report's Company.



Responses	Self	
	-	-
Extremely Low	-	-
Low	-	-
Medium	-	-
High	-	-
Extremely High	1	-

35. Please rate the reputation of your team or workgroup.



Responses	Self	
	-	-
Extremely Low	-	-
Low	-	-
Medium	-	-
High	-	-
Extremely High	1	-

"MARKET TRUST" SCORE	100	-
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COMMENTS

Question 27

Please explain your answer to Question 26: "Overall, Sample Report tends to trust other people..."

Before

"Self" Comments

"Boss" Comments

"Other" and "Direct Report" Comments

COMMENTS

Question 29

What are the three most important actions Sample Report could take to increase trust with you?

Before

"Self" Comments

"Boss" Comments

"Other" and "Direct Report" Comments

COMMENTS

Question 33

What two to three things could Sample Report's Company do to raise your rating?

Before

"Self" Comments

"Other" and "Direct Report" Comments

Before