



Trust in Leadership

The expectation that a leader will act in your organization’s best interest that he or she will follow through with actions which affect the outcomes of others, and that he or she will act in a fair and equitable manner.



The following items are used to assess Trust in Leadership on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.

1. I can rely on my immediate supervisor to act in my organization’s best interest.
2. My immediate supervisor follows through with commitments he or she makes.
3. Please select “Disagree” for this item.
4. I feel comfortable sharing my work difficulties with my immediate supervisor.
5. My immediate supervisor treats me fairly.

		Favorable	Unfavorable
Indicators		<ul style="list-style-type: none"> • When leaders engage in participative decision making, that leader sends a message of having confidence and respect in his or her subordinates • Using both transformational and transactional leadership styles lead to higher levels of trust • Individuals who perceive high levels of organizational support are more likely to place trust in their leaders • Leaders model by example and show professional behaviors in and out of work 	<ul style="list-style-type: none"> • Breaches of justice influence trust in leaders • Perceived injustices may be concerned with fairness in organizational practices, allocation of outcomes, and the treatment of individuals in the distribution of these outcomes • Unmet expectations set by a leader can influence subordinate’s perceptions of that leader’s dependability or integrity • Leaders not leading by example • Favoritism
	Outcomes	<ul style="list-style-type: none"> • Increased job performance • Increased organizational citizenship behaviors, such as altruism and sportsmanship • Increased job satisfaction • Increased organizational commitment • Increased sense of belonging 	<ul style="list-style-type: none"> • Increased intentions to quit • Teams with low levels of trust in their leader are less likely to communicate and share information and are less effective at problem solving • Low production • Mission readiness negative impacted

For more information go to Assessment to Solutions on deomi.org. You will find:

- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor