



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.

*Note: The following questions are the actual DEOCS questions.

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. I feel comfortable sharing my work difficulties with my immediate supervisor.
4. My immediate supervisor treats me fairly.

The following questions can assist you in conducting focus groups and interviews.

- What has your organization's leadership done to gain your trust in believing they will consider and represent your best interest?
- In what ways does your organization's leadership display that you are treated fairly?
- How does your organization's leadership support your career advancement?
- In what ways do leaders display their actions are consistent with the organization's core values?
- How does your leadership explain/clarify expectations and hold members accountable for them?
- What does leadership do to show you they will meet their commitments to you?
- How does leadership ensure communication within the organization is effective?
- What could leadership do to strengthen your trust in them?
- What examples has leadership displayed to demonstrate they will own their mistakes and correct them?