

Understanding Your Trust Actions

The following is a series of questions about your behavior in your group. Answer each question as honestly as you can. There are no right or wrong answers. It is important for you to describe your behavior as accurately as possible. Answer between 1 (I never behave that way) and 7 (I always behave that way). Use the scoring ratings below.

- 7** = I always behave that way.
- 6** = I almost always behave that way.
- 5** = I frequently behave that way.
- 4** = I behave that way as frequently as not.
- 3** = I occasionally behave that way.
- 2** = I seldom behave that way.
- 1** = I never behave that way.

When I am a member of a Group

- _____ 1. I offer facts, give my opinions and ideas, and provide suggestions and relevant information to help the group discussion.
- _____ 2. I express my willingness to cooperate with other group members and my expectations that they will also be cooperative.
- _____ 3. I am open and candid with my dealings with the entire group.
- _____ 4. I give support to groups members who are on the spot and struggling to express themselves intellectually and/or emotionally.
- _____ 5. I keep my thoughts, ideas, feelings and reaction to myself during group discussions.
- _____ 6. I evaluate the contributions of other group members in terms of whether their contributions are useful to me and whether they are right or wrong.
- _____ 7. I take risks in expressing new ideas and current feelings during group discussion.
- _____ 8. I communicate to other group members that I am aware of and appreciate their abilities, talents, capabilities, skills, resources.
- _____ 9. I offer help and assistance to anyone in the group in-order to bring up the performance of everyone.
- _____ 10. I accept and support the openness of other group members, support them for taking risks, and encourage individuality in group members.
- _____ 11. I share any materials, books, sources of information, or other resources I have with the other group members in-order to promote the success of all members and all members of the group as-a-whole.
- _____ 12. I often paraphrase or summarize what other members have said, before I respond.
- _____ 13. I level with other group members.
- _____ 14. I warmly encourage all members to participate, giving them recognition for their contributions, demonstrating acceptance and openness to their ideas and generally being friendly and responsive.

Scoring the Trust Questionnaire:

In-order to obtain a total score for trusting actions and trustworthy actions, write the score for each question in the appropriate blank and then total the scores for each column.

Reverse the scoring for the starred (*) questions (if you wrote 2 enter a 6; if you wrote 1 enter a 7; scores of 4 remain the same).

Trusting (Sharing and Openness) Actions

_____ 1.

_____ 3.

_____ 5.*

_____ 7.

_____ 9.

_____ 11.

_____ 13.

_____ **Total**

Trustworthy (Cooperative, Accepting & Support)

_____ 2.

_____ 4.

_____ 6.*

_____ 8.

_____ 10.

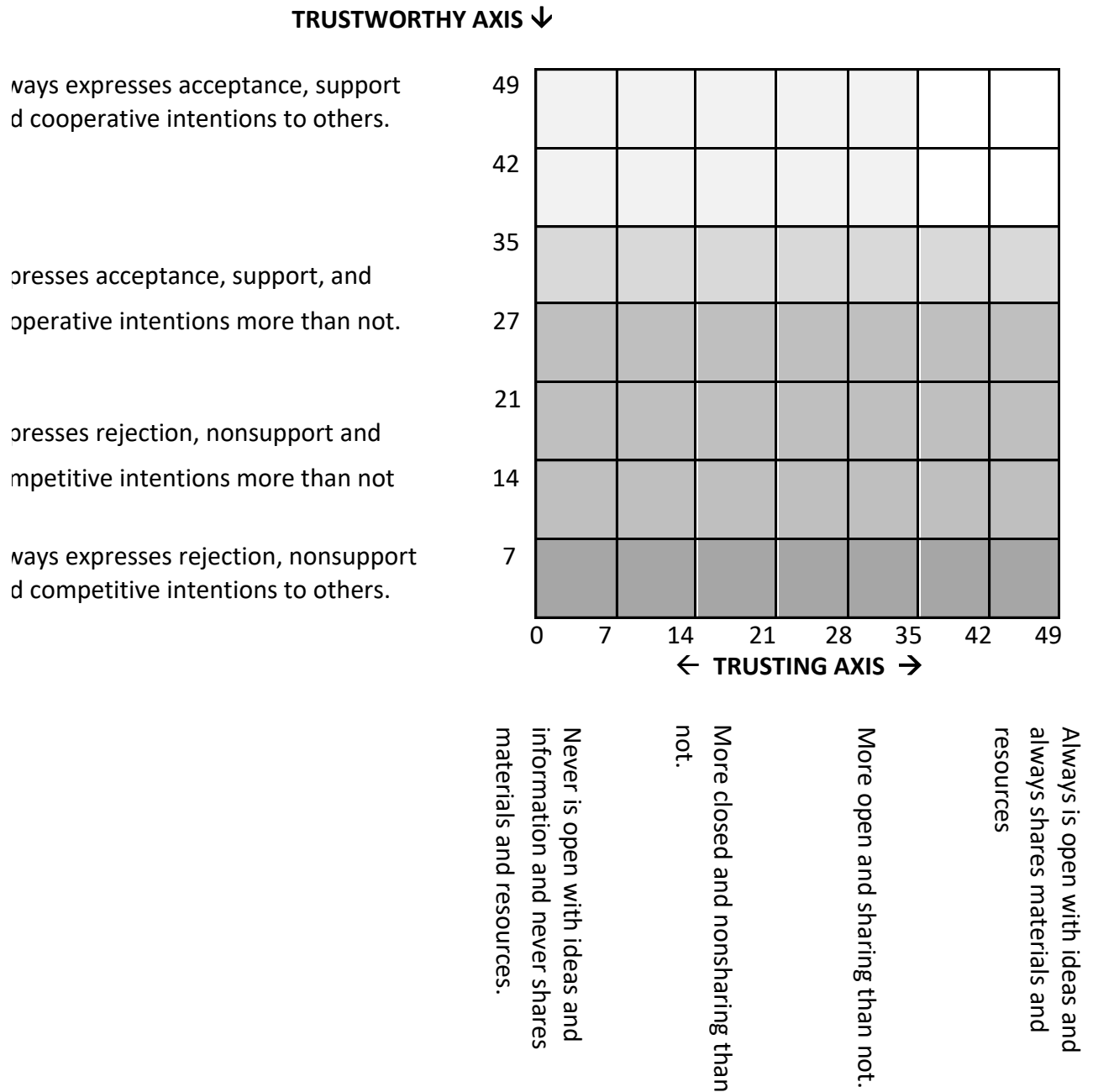
_____ 12.

_____ 14.

_____ **Total**

If you have a score of 35 or over, classify yourself as being trusting and trustworthy, whichever the case might be. If your score is less than 35, classify yourself as being distrustful or untrustworthy, whichever the case may be.

Johnson Trust Diagram Grid (Johnson, 2006)



My Communication Behavior

What is your communication behavior like in a group? How would you describe your communication actions? To be able to engage in a discussion on this subject, answer the following questions as honestly as possible.

1. If I, as group chairperson, were given a set of instructions and the other group members sat quietly with blank faces, I would: **(check the best response)**
 - A. _____ State the instructions clearly and precisely and then move on.
 - B. _____ Encourage members to ask questions until I was sure everyone understood what he or she was supposed to do.
2. If the group chairperson gave a set of instructions to the group that I did not understand, I would:
 - A. _____ Keep silent and later ask another group member what he or she meant.
 - B. _____ Immediately ask the chairperson to repeat the instructions and answer my questions until I was sure I understood what she or he wanted me to do.
3. How often do you let other group members know when you like or approve of something they say/do?
Never 1 2 3 4 5 6 7 8 9 Always (circle the best response)
(0) (10)
4. How often do you let other group members know when you are irritated or impatient with, embarrassed by, or opposed to something they say or do?
Never 1 2 3 4 5 6 7 8 9 Always
5. How often do you check out what other group members are feeling and how they are reacting rather than assuming that you know?
Never 1 2 3 4 5 6 7 8 9 Always
6. How often do you encourage other group members to let you know how they are reacting to your behavior and actions in the group?
Never 1 2 3 4 5 6 7 8 9 Always
7. How often do you check to make sure you understand what other group members mean before agreeing or disagreeing?
Never 1 2 3 4 5 6 7 8 9 Always
8. How often do you paraphrase/restate what other members have said, before responding?
Never 1 2 3 4 5 6 7 8 9 Always
9. How often do you keep your thoughts, ideas, feelings, and reactions to yourself in group sessions?
Never 9 8 7 6 5 4 3 2 1 Always* * = (Reverse Scored)
(10) (0)
10. How often do you make sure that the rest of the group knows all the information you have about a current topic of discussion?
Never 1 2 3 4 5 6 7 8 9 Always

My Communication Behavior
Processing Your Response

The questions you answered deal with several aspects of communication in groups that are discussed in **Chapter 5: Communication In Groups** and in class discussion.

Questions 1 & 2: The first two questions refer to whether communication is one-way, from the chairperson to the rest of the group members, or is two-way.

Questions 3 & 4: These two questions focus on **your willingness to Give Feedback** to other group members on how you are receiving and/or reacting to their messages.

Questions 5 & 6: These two questions focus on **your willingness to Ask for Feedback** about how other group members are receiving and/or reacting to your messages.

Questions 7 & 8: These two questions focus on your use of **Receiving Skills** to clarify what other members by either asking clarifying questions or paraphrasing what members have said, before responding.

Questions 9 & 10: These two questions focus on your use of **Sending Skills** by sharing or withholding relevant information with your group members.

TOTAL SCORE FOR ITEMS #3 through #10: _____

(Higher Scores reflect more effective communication behaviors.)

Based on a review of your responses how might you describe or summarize your communication behaviors or patterns in your classroom group. Are these behaviors consistent or different from your group communication style in other groups you belong to.

WHAT IS LEADERSHIP?

The following statements reflect various theories of leadership. Read each statement carefully. Using the following scale, indicate the degree to which you agree or disagree with each statement.

1 = Strongly Disagree 2 = Disagree 3 = Neither Disagree or Agree 4 = Agree 5 = Strongly Agree

- | | |
|--|---|
| 1. Leaders are born not made. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 2. Each leader has her or his own style. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 3. The leader in the group is the person who is able to influence the others. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 4. Whoever has the most authority (power invested in a position) is the leader. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 5. With training, anyone can learn to be a leader. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 6. Great leaders with unique and inborn traits are discovered not developed. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 7. If you want to be a leader, know your style and go with it! | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 8. If you are appointed leader, then you are the leader, because subordinates are supposed to obey their superiors. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 9. A leader persuades and inspires members to follow the leader's views of what needs to be done. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 10. Leadership is acting in a way that helps the group achieve its goals and maintain good working relations with members. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 11. A good predictor of leadership ability is whether, or not, the person comes from a family leaders. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 12. To choose who should lead, decide which style of leadership is most effective for the group. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 13. The leader is the person who influences others to do what is best. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 14. A leader makes sure subordinates do their jobs. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 15. Any member of a group can become a leader by taking action that helps achieve their goal and work together well. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 16. Leaders are "great persons" who become (or are) members of elite social groups because of their inborn traits. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 17. Some leaders can be democratic, some are autocratic. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 18. Leaders are leaders because they influence group members more than group members influence them. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 19. Leaders are given the authority and power to punish and reward group members. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |
| 20. A leader varies his or her behavior from situation to situation to provide the best leadership at the best time for the group. | (SD) 1 ---- 2 ---- 3 ---- 4 ---- 5 (SA) |

WHAT IS LEADERSHIP? -- SCORING

Place the value of your response to each numbered item listed below. Add the total score of the 4 items in each category. See below for how to interpret your scores.

<i>Genetic Traits</i>	<i>Style</i>	<i>Influence</i>	<i>Authority</i>	<i>Needed Functions</i>
_____ 1.	_____ 2.	_____ 3.	_____ 4.	_____ 5.
_____ 6.	_____ 7.	_____ 8.	_____ 9.	_____ 10.
_____ 11.	_____ 12.	_____ 13.	_____ 14.	_____ 15.
_____ 16.	_____ 17.	_____ 18.	_____ 19.	_____ 20.
_____ Total	_____ Total	_____ Total	_____ Total	_____ Total

The higher the total score for each category, the more strongly you tend to believe that explanation of leadership. The lower the total score in the category, the less strongly you tend to believe in that explanation of leadership.

Genetic Traits = Supports the idea that leaders are born with these special qualities, or character traits. Thus influencing their rise to “greatness.”

Leadership Style = Emphasizes the way a person carries themselves, how they interact with others and why they wish to lead. May be Democratic, Autocratic or Laissez-faire in their approach.

Influence Theory = Sees leadership as a transactional process of having influence over others who willingly exert their influence by following – in a reciprocal relationship.

Authority/Role Theory = Leadership follows the assumption of, or placement in, a position of power and authority. Subordinate role assigned to followers.

Situational/Need Theory = A group’s needs and/or situational circumstances will provide the soil from which a leader will appear – allowing any group member to emerge as a leader.

Orientation Toward Social Interdependence

This exercise has two purposes: 1) to make sure you are more aware of your orientation toward goal interdependence with others, and 2) to make your group more aware of member's orientations toward social interdependence. The procedure is as follows.

1. *Working by yourself, complete the following questionnaire.*
2. *Using the scoring table that follows the questionnaire, determine your score and then determine your group average for each of the 3 scales.*
3. *Have a group discussion concerning the orientations toward social interdependence of group members. Enter your reflections of this discussion in your journal.*

Social Interdependence Questionnaire

For each item, indicate your general perceptions about each statement. In the appropriate space, write down the number that most accurately describes your actions and/or attitudes:

1 = Never; 2 = Seldom; 3 = Sometimes; 4 = Mostly; 5 = Always

- _____ 1. I like to compare myself with others to see who is best.
- _____ 2. In my situation, people spend a lot of time working by themselves.
- _____ 3. In my situation, people share their ideas and resources with one another.
- _____ 4. In my situation, people are motivated to see who can do the best job.
- _____ 5. In my situation, individuals like to work by themselves.
- _____ 6. In my situation, individuals learn many important things from one another.
- _____ 7. In my situation, individuals want to do better than others.
- _____ 8. In my situation, it bothers individuals when they have to work with one another.
- _____ 9. In my situation, individuals help one another do a good job.
- _____ 10. In my situation, individuals are encouraged to outperform one another.
- _____ 11. In my situation, individuals would rather work alone than work together.
- _____ 12. In my situation, individuals believe that they are more productive when they work with one another.

Competitive

1. _____
4. _____
7. _____
10. _____
- Total** _____

Individualistic

2. _____
5. _____
8. _____
11. _____
- Total** _____

Cooperative

3. _____
6. _____
9. _____
12. _____
- Total** _____