

# THE TRUST HEALTH ASSESSMENT

## Identifying the Structural Friction in your Human Skills Stack.

Trust is not a "soft" sentiment; it is the performance infrastructure of your organization. When trust is low, "Polite Silence" dominates, and the velocity of your strategy drops to zero. This diagnostic audits the three critical layers of the Leadership Momentum OS to identify where your execution is leaking energy

**1 - Very Seldom <---> 5 - Very Often**

### Core Regulation

*Focus: The Leader's ability to remain the "Circuit Breaker" for team anxiety.*

- **The Pressure Test:** When uncertainty spikes or a pivot is announced, do I remain a stabilizing force, or does my reactivity trigger a "Fight, Flight, or Freeze" response in the room?
- **The Vulnerability Receipt:** Do I publicly own my "unlearning" moments, or do I protect the "Hero" persona at the expense of team safety?
- **The State Check:** Am I aware of the room's nervous system—moving it toward calmness and creativity—before I attempt to move the strategy?

### Execution (The Priority Engine)

*Focus: The Team's ability to think clearly and prioritize under ambiguity.*

- **The Challenge Signal:** Does the team feel safe enough to push back, or are they nodding in agreement while planning a different path.
- **The Clarity Contract:** Have we translated "Big Ideas" into team-level language that reduces the cognitive load on the mid-level manager?
- **The Friction Audit:** Is the team spending more time on "Internal Politics" and "Self-Protection" than on solving external customer problems?

### Coordination (The Velocity Conduit)

*Focus: The speed at which truth travels between people.*

- **Repair Conversations:** Are we resolving interpersonal friction quickly, or is it festering in the background for months?
- **The "Polite Silence" Check:** Is our meeting culture one of "Safe Agreement" (Sound and Fury) or "Productive Conflict" (Momentum)?
- **The Ownership Handover:** Has the team moved from "Waiting for Permission" to "Autonomous Action" because the trust bridge is strong enough to support their decisions?

*If your score is low in any one layer, your Human Skills Stack is compromised. You aren't having a strategy problem; you are having an infrastructure failure.*

**Stop Planning. Start Connecting.**

Need Help with This? Reach out.  
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