

# The Leadership Trust Audit

Measure the signal, not the intention

*Trust is not an emotion; it is a biological calculation your team's amygdala makes to determine safety.*

**To the brain, Inconsistency = Danger.**  
*Use this audit to identify where your signal is getting distorted.*

## CREDIBILITY (Logic & Clarity)

*Do they trust your judgment?*

1 = Never, 5 = Always

## RELIABILITY (Consistency & Action)

*Do they trust your patterns?*

1 = Never, 5 = Always

## CONNECTION (Empathy & Safety)

*Do they trust your humanity?*

1 = Never, 5 = Always

*I explain the "Why" behind decisions, even when the decision is unpopular.*

*I show up to meetings on time and end them on time (Respecting the calendar).*

*I spend the first 5 minutes of 1:1s listening, not directing.*

*When I don't know the answer, I say "I don't know" rather than faking it.*

*If I commit to a deliverable, I follow through without needing a reminder.*

*My team brings bad news early knowing I won't shoot the messenger.*

*My team knows my specific areas of expertise and where I need their help.*

*My mood and reaction to bad news are consistent (I am not a variable to manage).*

*I publicly credit others for wins and privately take ownership of losses.*

- **Fix Credibility: The "Why" Pause.** In your next meeting, pause after a decision and ask, "Have I explained the context clearly enough, or does it feel random?"
- **Fix Reliability: Audit the Calendar.** Cancel or delegate one recurring meeting where you are the bottleneck or frequently late
- **Fix Connection: The "No-Phone" Rule.** In your next three interactions, leave your phone physically out of reach. Eye contact lowers cortisol and builds bonds.

TOTAL SCORE: \_\_\_\_\_ / 45.

40-45: Accelerator

30-39: Leaking

<29: Deficit

**Brave Mode:**  
*Print blank copies and ask your team to score you anonymously.*

**Scored below 35? Stop guessing. Let's fix your team's operating system: [www.RobbinsNextGen.com](http://www.RobbinsNextGen.com)**