

Speed of Trust

Build Effective Relationships at Discount Tire by Behaving Your Way to Credibility

Participant Name: _____

Participant Instructions: Complete the self-reflection exercise (below) by choosing the number that you believe best describes yourself under “Character” and “Competence”. Next, share a blank form with a team member you trust and compare your self-reflection to your team member's to identify any possible areas of improvement or differences. This is for reference only and will not be shared with anyone else.

Team Member Name: _____

Team Member Instructions: The purpose of this form is to support and develop your team member, it is given to you in confidence. Please choose the number that you believe best matches your team member under “Character” and “Competence”, then return the form to your team member. Thank you for your honest opinion on this survey.

Character	Less More									
Models honesty and integrity	1	2	3	4	5	6	7	8	9	10
Is open and humble	1	2	3	4	5	6	7	8	9	10
Considers everyone's interests	1	2	3	4	5	6	7	8	9	10
Shows loyalty	1	2	3	4	5	6	7	8	9	10
Is respectful of others	1	2	3	4	5	6	7	8	9	10
Is open, authentic, and straight forward with others	1	2	3	4	5	6	7	8	9	10
Highly aligned with their values	1	2	3	4	5	6	7	8	9	10

Competence	Less More									
Consistently delivers results	1	2	3	4	5	6	7	8	9	10
Is continually improving skills	1	2	3	4	5	6	7	8	9	10
Makes and keeps commitments	1	2	3	4	5	6	7	8	9	10
Expresses ideas with confidence	1	2	3	4	5	6	7	8	9	10
Clarifies expectations	1	2	3	4	5	6	7	8	9	10
Makes everyone around them better	1	2	3	4	5	6	7	8	9	10
Track record gives others the confidence to achieve desired results	1	2	3	4	5	6	7	8	9	10