

HCG Engendering Trust Assessment



Helps Predict Outcome in...

- Open communication
- Reduced turnover
- Increased discretionary behaviors
- Increased risk taking
- Increased organizational performance and stability

INTRODUCING THE HCG ENGENDERING TRUST ASSESSMENT!

ASSESSMENT OVERVIEW

Trust refers to the willingness to take risks with other people based on positive expectation of their intentions or actions.

In the current economic environment a leader's ability to build trust inside and outside the organization has become crucial to their success. Research shows that a leader who is seen as trustworthy is likely to have greater influence and support. Also, followers are more likely and willing to take risks when led by a trustworthy leader.

The HCG assessment of trust is a behavioral assessment as opposed to a character assessment. The scales are based on meta-analytic findings of factors that promote trust. It also leverages the science of ethical influence which has well researched strategies that can be taught to improve one's ability to build trust through influence.

To some extent trust behaviors can be developed over time. First, it is helpful to begin by helping leaders gain an understanding of their own trust related behaviors. Second, these insights can be followed up with instructions about behaviors that others are likely to see as trustworthy.

TRUST INVENTORY SCALES

Skill: This refers to a leader's knowledge and understanding of the factors that build trust. The assessment measures the extent to which a leader demonstrates behaviors related to the six principles of ethical influence:

- Demonstrating expertise
- Engaging in reciprocity with subordinates, peers and managers
- Being regarded as trustworthy by others
- Being consistent in thought and action
- Being liked and liking others

Benevolence: The items in this section assess the nature of interaction between the leader and the subordinates. Leaders who show interest and care, and invest in the development of others are likely to be seen as more trustworthy.

Integrity: The item in this section assesses the leader's propensity to speak the truth even when it is uncomfortable. Leaders who are perceived as fair and honest are likely to be seen as having high integrity.

About Human Capital Growth

Human Capital Growth (HCG) is a talent management firm that helps organizations achieve better outcomes using science, data, and metrics. HCG offers services in talent management consulting, predictive analytics, and talent management education. It has bases in the US and India, and operates globally through its partnership with the Global Alliance for Performance Improvement (GAPIconult.com). Clients include Fortune 500 organizations, small and medium-size organizations and not-for-profit institutions.

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