NeuroTeamView

4 PILLARS OF PSYCHOLOGICAL SAFETY/TRUST

BEHAVIORS REPORT

The Envisia 4 Pillars of Trust model measures four important aspects of psychological safety and interpersonal trust. This model is partly based on research by Amy Cuddy (Harvard Business School), Amy Edmondson (Harvard Business School), Roger Mayer (North Carolina State University), David Schoorman (Purdue University) and others. The 4 Pillars of Trust include:

CAPABLE	CONSISTENT	CARING	CANDID
I believe you have the appropriate knowledge and skills	I believe you will act in a predictable and reliable manner	I believe you are on my side	I believe you will act with honesty and integrity

TEAM MEMBERS

Geoff Mitchell
Gillian Sample
John Sample
Sam Sample
Andrew Test
Tess Test
Thomas Test

4 PILLARS OF PSYCHOLOGICAL SAFETY/TRUST

SELF AND TEAM SCORE

Each of the NeuroTeamView 4 Team Pillar psychological safety and interpersonal trust behaviors are shown below ranked from highest (strengths to leverage) to lowest scores (possible team development areas) according to your team member ratings.

The "Trust Pillar" column indicates the specific pillar the behavior is associated with and may provide clarity about specific areas the team can focus on to improve its overall effectiveness.

The Self column corresponds to the average score of the self-ratings of all team members ("how we see ourselves"). The Team column corresponds to the perceived ratings by all team members of each other ("how we really see each other").

The number in parentheses is a statistical measure of rater agreement (standard deviation). The number in parentheses next to the "Self" column suggests how closely each team member answered the specific Pillar question the same way. The number in parentheses next to the "Team" column suggests how closely all team members rated each other on the specific Pillar question--scores lower than .50 suggests a wide disparity in ratings of team behaviour that should be discussed further.

ITEM	TRUST PILLAR	SELF	TEAM
Demonstrates concern for the feelings and needs of other team members.	Caring	4.0	4.5
Acknowledges and accepts responsibility for his/her behavior, poor judgement, or mistakes without becoming defensive or blaming other team members.	Candid	4.0	4.33
Demonstrates knowledge, competence, and skills to successfully implement their team roles and achieve their goals.	Capable	4.0	4.17
Completes tasks, projects, and assignments on time and with quality.	Capable	3.33	4.0
Delivers on agreed upon promises, commitments, plans, and goals with other team members.	Consistent	3.33	4.0
Supports, collaborates, and works in a cooperative manner with other team members.	Caring	4.0	3.83
Open to ideas and suggestions from other team members.	Capable	3.0	3.83
Develops and maintains friendly, supportive and caring relationships with other team members.	Caring	3.0	3.83
Behaves in a predictable manner in the face of pressure, challenges, and setbacks.	Consistent	3.67	3.67
Communicates in a direct, open, and honest manner with other team members, even when it is difficult.	Candid	4.0	3.5
Acts and behaves in a consistent manner (says and does things that are consistent with each other).	Consistent	3.67	3.5
Willing to ask challenging questions, bring up difficult issues, or propose controversial solutions with other team members.	Candid	2.67	3.17

Rating Scale: 1 = Almost Never; 2 = Infrequently;
3 = Sometimes; 4 = Frequently; 5 = Almost Always