

TRUST & GOVERNANCE HEALTH CHECK

Trust isn't fuzzy. It's built on specific, observable behaviors at every level of your organization. This assessment will help you identify where trust is strong and where it needs attention—particularly in that critical space between governance and operations.

BOARD-TO-BOARD TRUST ___ / 25

QUESTIONS:

- Board members speak candidly in meetings, not just in parking lot conversations
- Directors follow through on commitments made during meetings
- There's healthy debate without personal attacks or passive-aggression
- Board members trust each other with confidential information
- Conflict is addressed directly rather than avoided

RATING SCALE:

Rarely True	Sometimes			Consistently True
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5
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1	2	3	4	5
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1	2	3	4	5

BOARD-TO-STAFF TRUST ___ / 25

QUESTIONS:

- The board trusts the executive team to do their jobs without micromanaging
- Staff can bring bad news to the board without fear
- Board members respect boundaries and don't bypass leadership to contact staff directly
- There's transparency about board decisions that impact operations
- The board and staff have regular, meaningful communication (not just report-outs)

RATING SCALE:

Rarely True	Sometimes			Consistently True
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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1	2	3	4	5
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1	2	3	4	5



To dive deeper into governance consulting, contact The Stacey Wedding Group



STAFF-TO-BOARD TRUST

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QUESTIONS:

Staff believe the board has the organization's best interests at heart

Leadership communicates board decisions and rationale clearly to staff

Staff feel the board understands the real challenges they face

There's clarity about what decisions belong to governance vs. operations

Staff trust that board members are qualified and engaged

RATING SCALE:

Rarely True	Sometimes			Consistently True
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5

LEADERSHIP-TO-ORGANIZATION TRUST

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QUESTIONS:

Leadership addresses governance issues promptly rather than letting them fester

There's consistent communication about organizational direction

Decision-making processes are transparent and understood

Accountability applies to everyone, including board and leadership

People feel safe raising concerns without retaliation

RATING SCALE:

Rarely True	Sometimes			Consistently True
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5

SCORING

80-100: Strong foundation of trust. Focus on maintaining it.

60-79: Some gaps to address. Prioritize the lowest-scoring areas.

40-59: Significant trust issues impacting your culture. Time for intervention.

Below 40: Crisis level. Consider bringing in external support.

NEXT STEPS

1. Share this assessment with your leadership team or board
2. Compare scores—where do you see things differently?
3. Pick ONE area to improve this quarter
4. Make a specific action plan with accountability measures

REMEMBER: Building trust is ongoing work. These scores will fluctuate, and that's normal. The goal is awareness and commitment to continuous improvement.