Credibility and Integrity: Do They Trust Me?

Read the “integrity skills” listed here. Consider doing a mini survey using whatever software your company has available. Ask your staff and colleagues to rate you on these 12 items using a scale of 1 to 5, with 1 indicating you never do this and 5 indicating you always do this.

- My words and actions are congruent, avoiding mixed messages.
- I act in ways that support the values of our organization.
- When having difficulty with another coworker or team member, I go directly to that individual to discuss the situation.
- I am a straight shooter, discussing issues with individuals rather than with others.
- I am a sounding board on sensitive issues for others.
- I am honest and candid.
- I treat situations ethically.
- I demonstrate strong listening capability.
- I share my own opinions and perspectives, even when they are different from the majority view.
- I maintain my focus on the big picture and the shared goals of the organization.
- I accept accountability for my own actions and the results of those actions.
- I avoid blaming others; instead I focus on what can be done to fix the situation.

Once you receive your compiled feedback, meet with your manager for discussion. What can you improve? How will you make that improvement? For areas that you need to improve, ask for suggestions about how to make adjustments.