

The Flexibility and Trust Survey™



# Increase Organizational Agility

Flexibility significantly improves your organizations ability to adapt to change.

## The Flexibility and Trust Survey™

**Agile leaders create agile workplaces.** Creating an agile workplace can only be done by flexible leaders. Flexible leaders are not only open-minded and adaptable, they are willing to change their minds when faced with new evidence.

Flexible people are self-aware, yet their focus is not on themselves. They focus on others to determine what their needs are and how they can adapt to ensure mutual needs satisfaction. This approach inevitably increases the trust level between individuals.

Increased agility will significantly improve your organization's ability to adapt to change.

## What does the Survey Do?

1. Provides valuable observer feedback on a leaders flexibility and ability to build trust.
2. Pinpoints areas of growth for effective relationships.
3. Provides tools and advice for leaders to become more Agile.

# The Survey In-Depth

Measures in depth the levels of: Flexibility and its three sub scales: Interpersonal Warmth, Interpersonal Understanding and Interpersonal Encouragement. Trust and its two sub scales: Communication and Consistency.

## **SECTION 1: Interpersonal Flexibility**

Measures the degree to which an individual is approachable and easy to work with, seeks to build mutual understanding, gives encouragement, and their willingness to adapt their behavior to relate well to other people

## **SECTION 2: Interpersonal Trust**

Measures an individual's overall level of trust-building ability as perceived by others. Observers measure the degree to which the individual operates by the eight values that build trust.

## **ADDITIONAL: Development Notes**

The Flexibility and Trust Survey is accompanied by comprehensive development notes that outline desired behaviors and development recommendations for increasing flexibility and trust building ability.

# Support & Facilitation

- Individualized survey results
- Workbook to accompany report to assist with the debrief and action planning.
- Debrief for participant to digest their results and establish action plans for growth.
- Tools and advice for developing interpersonal flexibility and trust building ability.
- Option to continue additional training to instill a flexible, trust-based leadership model in your organization.

Want to find out how flexible your leaders are? Contact:



### **CERTIFIED ASSOCIATE**

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