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| --- | --- | --- | --- | --- | --- | --- | --- |
| 1These are some of the points that have manifested themselves during work in the organization. Please evaluate them.5 - Higher grade, 0 – Lower grade-, | Caring and investing effectively in the promotion of tasksINDC Topic 3 | 0 | 1 | 2 | 3 | 4 | 5 |
| 2 | Caring and investing effectively to promote workers | 0 | 1 | 2 | 3 | 4 | 5 |
| 3 | Caring and investing effectively to promote work groups | 0 | 1 | 2 | 3 | 4 | 5 |
| 4 | The objectives are clearly defined | 0 | 1 | 2 | 3 | 4 | 5 |
| 5 | Data feedback on performance | 0 | 1 | 2 | 3 | 4 | 5 |
| 6 | There is a sense of psychological security | 0 | 1 | 2 | 3 | 4 | 5 |
| 7 | There is an appropriate degree of freedom of action | 0 | 1 | 2 | 3 | 4 | 5 |
| 8 | Workers are empowered | 0 | 1 | 2 | 3 | 4 | 5 |
| 9 | Placing challenging tasks that develop the employee | 0 | 1 | 2 | 3 | 4 | 5 |
| 10 | The ability to contain frustrations in advance | 0 | 1 | 2 | 3 | 4 | 5 |
| 11 | Listening to workers  | 0 | 1 | 2 | 3 | 4 | 5 |
| 12 | There is an appropriate amount of positive reinforcement  | 0 | 1 | 2 | 3 | 4 | 5 |
| 13 | Openness to criticism and willing to acknowledge weaknesses | 0 | 1 | 2 | 3 | 4 | 5 |
| 14 | There is a willingness to learn from every employee even at a lower rank | 0 | 1 | 2 | 3 | 4 | 5 |
| A | Total factors promote trust | Total |
| 15 | Professionalism less | 0 | 1 | 2 | 3 | 4 | 5 |
| 16 | Clowning around or laziness | 0 | 1 | 2 | 3 | 4 | 5 |
| 17 | Lack of transparency or non-sharing of decision making | 0 | 1 | 2 | 3 | 4 | 5 |
| 18 |  No decision making  | 0 | 1 | 2 | 3 | 4 | 5 |
| 19 | Lack of backup | 0 | 1 | 2 | 3 | 4 | 5 |
| 20 | Ignoring or alienating | 0 | 1 | 2 | 3 | 4 | 5 |
| 21 | Disrespect | 0 | 1 | 2 | 3 | 4 | 5 |
| 22 | Lack of appreciation | 0 | 1 | 2 | 3 | 4 | 5 |
| 23 | Hypocrisy, dishonesty and fairness | 0 | 1 | 2 | 3 | 4 | 5 |
| 24 | Arrogance | 0 | 1 | 2 | 3 | 4 | 5 |
| 25 | Use of manipulations | 0 | 1 | 2 | 3 | 4 | 5 |
| 26 | Powerfulness | 0 | 1 | 2 | 3 | 4 | 5 |
| 27 | Taking credit for someone else’s work | 0 | 1 | 2 | 3 | 4 | 5 |
| 28 | Actions done out of ego or focus on the good of the individual and not the group  | 0 | 1 | 2 | 3 | 4 | 5 |
| B | Total Factors lowering confidence  | Total |
| C | Net state of trust  | Total Net |