

Behavior & Characteristics Alignment Tool

Building trust and alignment among team members in work environments is crucial to the development and achievement of team goals. Various characteristics can lead to healthy, trusting relationships. There are also factors that may work against the creation of a trustworthy environment, which can lower productivity and team development. Therefore, it is important to identify the “deal breakers” and “relationship makers” that affect conditions of trust and alignment to ensure team cohesion.

The Alignment Rating Tool can be used as a steppingstone to spark productive conversations about the team’s synergy, assessing the alignment of a condition or characteristic essential to building trust among all team members. On a scale of 1 to 10, the team can indicate how aligned they are in a category, highlighting their strengths while also pointing out any possible areas for improvement.

Use When:

- Team members aim to communicate better
- There is a need to improve motivation, nurture strengths, and address weaknesses of a team
- Developing collaboration and trust in a new team
- Team members want to outline business objectives and goals

Behaviors & Key Characteristics that create conditions of trust & alignment

Condition: Trustworthy

Condition: Aligned

Condition: Untrustworthy

Condition: Not Aligned



Mark 5 items that are either “deal breakers” or “relationship makers” for you.

Alignment Rating Tool

Name:

Date:

Condition or Characteristic

	1	10
	1	10
	1	10
	1	10
	1	10