

The Trust Wobble Check

A five-minute reflection for leaders

Trust rests on three drivers. When one wobbles, trust is not there. We wobble differently with different people.

Driver	The question	Signs you may be wobbling
Authenticity	Do people have access to the real me?	I say what I think people want to hear; I withhold feelings or views.
Empathy	Do I put people before myself?	My attention drifts to my phone or inbox; it's about my results.
Logic	Can people trust my ideas and judgement?	My reasoning is sound but people don't follow it; I bury the point.

Map one relationship

Person / team	
Where trust feels thin	
Driver that wobbles most (A / E / L)	
One thing I'll do differently in our next conversation	

Small moves

- **Authenticity:** Say what you need to say, not what you think they want to hear.
- **Empathy:** Put the device away. Give full attention.
- **Logic:** Lead with your main point, then the evidence. Name your limits.

Building trust starts with trusting yourself.

Framework: Frances Frei & Anne Morriss. Adapted by Evis Qeska · QuestChange