

# The Flexibility and Trust Survey™

## MANAGE CHANGE EFFECTIVELY

Change is constant. Every organisation experiences change on a regular basis, including staffing changes, technology, shifts in the external environment, and many more.

How do your employees view change? Do they react defensively at the first sight of it? Or do they accept change as being part and parcel of a modern work environment? The latter employees can work with change – and often even capitalise on it.

Equipping employees with the tools to embrace change is the key to helping them capitalise on it. Employees who embrace change tend to have higher levels of interpersonal skills, are open-minded, and listen to one another.

When considering change, it is vital that all employees – especially leaders and managers – recognise the importance of interpersonal flexibility and trust-building skills.

## WHAT DOES THE SURVEY DO?

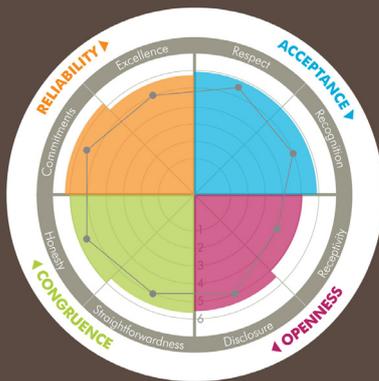
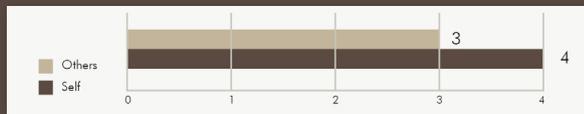
- Provides valuable observer feedback across two key components of interpersonal effectiveness: flexibility and trust-building skills.
- Explores in-depth the levels of:
  - Flexibility and its three subscales: Interpersonal Warmth, Interpersonal Understanding, and Interpersonal Encouragement.
  - Trust and its two subscales: Communication and Consistency.
- Provides a detailed starting point that creates self awareness and understanding, enabling individuals to pinpoint and improve their interpersonal skills, which results in more effective workplace relationships.

## THE SURVEY IN-DEPTH:

### SECTION 1:

#### Interpersonal Flexibility

Measures a range of team members' capabilities, including adaptability to different people and situations, acceptance of differences in others, and a willingness to adapt behaviour to relate well to other people.



### SECTION 2:

#### Interpersonal Trust

Measures an individual's overall level of trust-building skills as perceived by their observers across the eight Values that Build Trust, and the two subscales of trust: Communication and Consistency.

### ADDITIONAL SUPPORT:

#### Development Notes

The Flexibility and Trust Survey Development Notes that accompany each report outline the desired behaviours and development recommendations for each area of measurement within the report.



## SUPPORT AND FACILITATION

With your Flexibility and Trust Survey, you receive:

- Workbooks to accompany each report to assist with the debrief – either in a group environment or through individual coaching
- Optional half-day debrief for all participants to digest their results and establish action plans for growth
- Tools and advice for developing interpersonal flexibility and trust
- Option to avail of additional training to instill a flexible, trust-based leadership model in your organisation

Your local Integro associate:



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