



# Trust Inside Certification

Do your employees love coming to work?

ONLINE



[www.integroleadership.com](http://www.integroleadership.com)  
[support@integroleadership.com](mailto:support@integroleadership.com)

**Trust**Inside  
Assessments



## Trust Inside Assessment Certification

### STEPS TO ATTENDING

#### Step 1

Register - via e-mail  
tia@integro.com.au

#### Step 2

Complete the Pre-Work -  
Flexibility and Trust Survey

#### Step 3

Attend 1 Day Certification or 4 x 1.5hr  
webinar sessions.

In order to be fully certified in the  
Trust Inside Assessments we require  
participants to complete a pre and  
post certification exercise.

An understanding of Everything  
DiSC profiles is important in the  
interpretation of the assessments. If  
you are not a DiSC user or have not  
completed an Everything DiSC profile,  
we will ask you to complete one  
prior to this event. We will require all  
attendees to complete and debrief the  
Flexibility and Trust Survey with a  
real - life client of their choice to  
finalize certification.

# Light a Fire within your team members - rather than under them!

**“Trust is essential to building enduring connections with employees, suppliers, customers and the communities in which we do business. And it drives the risk-taking that leads to innovation and progress.”**

**Bloomberg Businessweek Magazine**

Most business leaders understand the importance of trust in their businesses, but many do not know how to describe trust or measure it. Integro has been measuring trust in businesses for over 40 years.

As a result we have acquired significant knowledge and experience that can help organizations build stronger trust relationships with all stakeholders.

Drawing on four decades of research and analysis, Integro has developed this range of Trust Inside Assessments that measure the degree of trust at all levels of the organization, as well as other key metrics like employee passion, team alignment, and interpersonal flexibility.



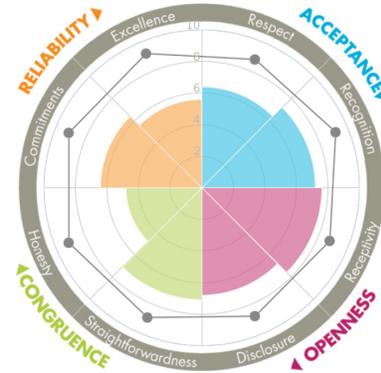


# Trust Inside Assessment Certification

## SESSION ONE

### EMPLOYEE PASSION SURVEY (EPS)

- The Intégro Trust Model
- Laying the foundation for a culture of trust and personal responsibility
- The Purpose Driven Organization
- The Passion Pyramid
- Why measure passion and not engagement
- How to debrief the Passion Index Report
- How to debrief the Trust Report
- How to debrief the Employee Passion Report
- The difference between the Employee Passion Survey and other engagement surveys

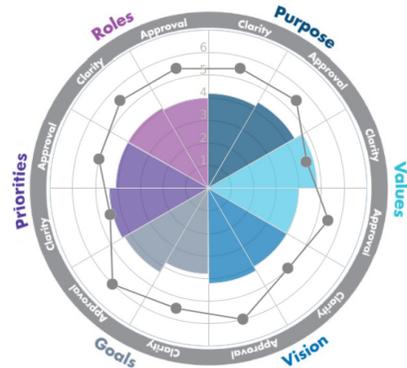


● Personal Importance    ◆ Work performance

## SESSION TWO

### TEAM ALIGNMENT SURVEY (TAS)

- Introduction to the Team Alignment Survey
- Reasons for Team Conflicts
- Review of the critical factors measured in the report
- The importance of clarity and approval
- How to debrief the Team Alignment Report
- How to debrief the Team Trust Report
- Review and debrief of individual results

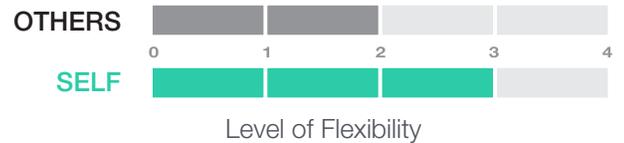


● Individual Scores    ◆ Team Scores

## SESSION THREE

### FLEXIBILITY AND TRUST SURVEY (FTS)

- Introduction to the Flexibility and Trust Survey
- Defining Interpersonal Flexibility
- Characteristics of a flexible person
- Seeing change as an opportunity not a threat
- How to debrief the Interpersonal Flexibility Report
- Dealing with defensive behavior
- How to debrief the Interpersonal Trust Report
- Understanding the two subscales Communication and Consistency
- Outline how to get started with building trust
- Action Plans for Increasing Flexibility and Trust Building Ability



## SESSION FOUR

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### CONSULTING WITH ALL THREE ASSESSMENTS

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- Situations you use more than one TIA assessment
  - Which TIA assessment should you use first?
  - Using the TAS and EPS with the senior executive team
  - Using the FTS to increase the impact of the TAS
  - Using the FTS to increase the impact of the EPS group leaders
  - Positioning yourself to use multiple assessments
  - Using the Research Reports
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### POSITIONING THE TRUST INSIDE ASSESSMENTS

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Familiarization with the brochures, psychometric reports and white papers provided by Intègro.

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- Educating decision makers on the impact of trust on organizational performance
  - How to get team leaders to understand the importance of alignment and trust in their teams
  - How to stimulate interest in the EPS to measure employee passion rather than engagement
  - Key questions to ask to help decision makers reach the conclusion that they need you and The Trust Inside Assessments
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### USING THE TRUST INSIDE ASSESSMENTS TO BUILD ON THE FIVE BEHAVIORS OF A COHESIVE TEAM

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- The Intègro Trust Model builds both Vulnerability-based Trust and Predictive Trust
  - Using the TAS as a diagnostic tool to establish the need to do The Five Behaviors™ program
  - Using the TAS to follow on from Five Behaviors to go to a more strategic level focused on Purpose, Values and Vision
  - Using FTS to increase the “trust building ability” and flexibility of team members and leaders who struggle with vulnerability based trust because of their lack of flexibility
  - Using The Five Behaviors™ program to position the need to measure the trust level in the organization using the Employee Passion Survey
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## What's included

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- Trust Inside Assessments Facilitators Guide
  - Dropbox access for resource material
  - One Flexibility and Trust Survey for use pre & post post-accreditation (retail value \$400)
  - Ongoing support to assist with the interpretation of client's results
  - Training on the TIA Central Platform (up to 3 hours in total)
  - Personalized marketing material
  - Product Specific Participant Workbooks with your details (PDF format for printing) and PowerPoints for client debriefs
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