

## HyRe8: Trust

### TRUST IN ME

1) Do I get the authority to work independently and get on with my job?

### TRUST IN THE MEANING OF MY JOB

2) Do I feel my work is meaningful and contributes to the purpose of the team and organisation?

### TRUST IN AN AUTHENTIC ORG PURPOSE

3) Is the way my org operates and the industry it operates in compatible with my purpose ,ethics & values?

### TRUST IN MY MINDSET

4) Do I have the motivation, mindset & resilience to deal with the occasional loneliness, misalignment and complexity of the hybrid workspace?

### TRUST IN COLLEAGUES

5) Members of this team trust one another opening up about our personal side,our hopes, fears and failings and other emotions and information that might trigger us to the negative opinions and ridicule of others

### TRUST IN BEING HEARD

6) Do we feel safe to express our opinions, feedback, needs, ideas, and surface mistakes problems with the team, including the manager?

### TRUST IN LEADERS

7) Do our manager(s) walk the talk and lead by example?

### TRUST IN THE ORG

8) Does the office culture support and provide the flexibility, fairness and trust needed for hybrid work?

## HyRe5: Logistics

### FEASIBILITY

9) Do I have a job that can – at least partly – be done outside the office; home or anywhere?

### SETUP

10) Do I have the hybrid work setup: space & technology to work outside the office?

### SKILLS & TOOLS

11) Do I have the technical and communication skills to function in a hybrid setting?

### COMMITMENT

12) Have we openly discussed personal preferences, team performance needs, and dependencies when setting up our hybrid model/schedule?

### BOUNDARIES

13) Did we design and align around committed to a common set of roles, norms & practices to guide productive HyWo

