

Hybrid Reset Trust Questions: HyRe 8

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TRUST ITEM	QUESTION	ANSWER	RATING (1-5)
EMPOWERMENT	Do I get the authority to work independently and get on with my job?		
MEANING OF JOB	Do I feel my work is meaningful and contributes to the purpose of the team and organisation?		
AUTHENTIC ORG PURPOSE	Is the way my org operates and the industry it operates in compatible with my purpose, ethics & values?		
VULNERABILITY	Members of this team trust one another opening up about our personal side, our hopes, fears and failings and other emotions without the risk of judgment and ridicule		
MINDSET	Do I have the motivation, mindset & resilience to deal with the occasional loneliness, misalignment and complexity of the hybrid workspace?		
SPEAKING UP	Do we feel safe to express our opinions, feedback, needs, ideas, and surface mistakes/problems with the team, including the manager?		
LEADERS	Do our manager(s) walk the talk and lead by example?		
ORG CULTURE	Does the office culture support and provide the flexibility, fairness and trust needed for hybrid work?		
Hybrid Logistics Questions			
FEASIBILITY	Do I have a job that can – at least partly – be done outside the office; home or anywhere?		
SETUP	Do I have the hybrid work setup: space & technology to work outside the office?		
SKILLS & TOOLS	Do I have the technical and communication skills to function in a hybrid setting?		
INVOLVEMENT	Have we openly discussed personal preferences, team performance needs, and dependencies when setting up our hybrid model/schedule?		
BOUNDARIES	Did we design, align around and commit to a common set of roles, norms & practices to guide productive HyWo		