



TORI Trust Scale

Gibb's Self-diagnosis
Questionnaire

100% Effective Training

The TORI group self-diagnosis

Trust is essential to all high-performance teams, making both the team and its individuals more effective and productive.

The following questionnaire, along with its accompanying scale and self-diagnosis charts, have been designed by Jack R. Gibb. It looks at trust by breaking it down into four primary aspects: Trust, Openness, Realisation and Interdependence.

By completing the questionnaire, you can gain a clear understanding of trust levels in your team and highlight any areas in need of improvement. The results will tell you both about your own personal level of trust as part of the team, but also the trust levels of the group as a whole.

Instructions

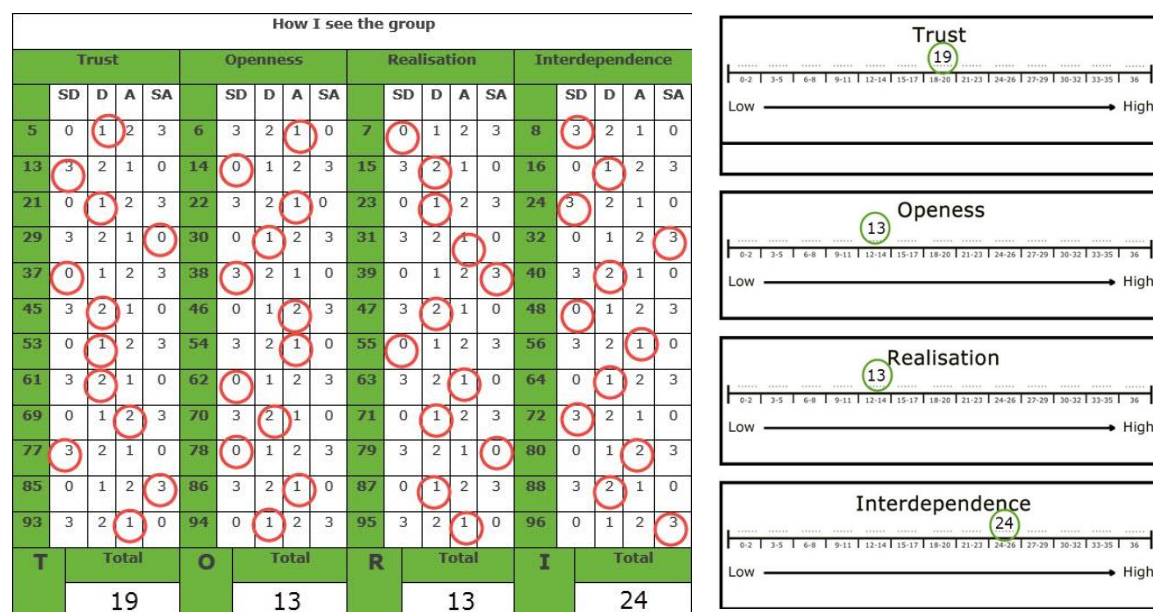
The questionnaire consists of 96 statements. For each one, you must assign a letter, or letters, that best describes your level of agreement to each statement:

SD: Strongly disagree **D:** Disagree **A:** Agree **SA:** Strongly agree

Once you have responded to each of the statements, use the two tables to calculate your individual and your collective team score for each of the four core TORI elements of trust; Trust, Openness, Realisation and Interdependence.

Once you have your scores for each element, you can place them onto their respective scales to understand where your levels are relatively low or high.

Example of one completed score chart and it's respective set of self-diagnosis scales.



You can then use your eight sets of scores against the diagnosis charts on the final two pages of this document to gain a clear understanding of your group trust levels.

Reference: Gibb, J. R. TORI theory and practice. In J. W. Pfeiffer & J. E. Jones (Eds.), *The 1972 annual handbook for group facilitators*. La Jolla, Calif.: University Associates, 1972.

The TORI questionnaire

Answer: **SD:** Strongly disagree **D:** Disagree **A:** Agree **SA:** Strongly agree

1. I feel that no matter what I might do, this group would understand and accept me.
2. I feel that there are large areas of me that I don't share with this group.
3. I assert myself in this group.
4. I seldom seek help from this group.
5. Members of this group trust each other very much.
6. Members of this group are not really interested in what others have to say.
7. The group exerts no pressures on the group members to do what they should be doing.
8. Everyone in this group does his own thing with little thought for others.
9. I feel that I have been very cautious in this group.
10. I feel little need to cover up things when I am in this group.
11. I do only what I am supposed to do in this group.
12. I find that everyone in this group is willing to help me when I want help or ask for it.
13. The members of the group are more interested in getting something done than in caring for each other as individuals.
14. Members of this group tell it like it is.
15. Members do what they ought to do in this group, out of a sense of responsibility to the group.
16. This group really 'has it together' at a deep level.
17. I trust the members of this group.
18. I am afraid that if I showed my real innermost thoughts in this group, people would be shocked.
19. In this group, I feel free to do what I want to do.
20. I often feel that I am a minority in this group.
21. People in this group seem to know who they are; they have a real sense of being individuals.
22. Group members are very careful to express only relevant ideas about the group's task or goal.

Reference: Gibb, J. R. TORI theory and practice. In J. W. Pfeiffer & J. E. Jones (Eds.), *The 1972 annual handbook for group facilitators*. La Jolla, Calif.: University Associates, 1972.

23. The goals of this group are clear to everyone in the group.
24. The group finds it difficult to get together and do something it has decided to do.
25. If I left this group, the members would miss me very little.
26. I can trust this group with my most private and significant feelings and opinions.
27. I find that my goals are different from the goals of this group.
28. I look forward to getting together with this group.
29. People are playing roles in this group and not being themselves.
30. In this group we really know each other well.
31. This group puts pressure on each member to work toward group goals.
32. This group would be able to handle an emergency very well.
33. When I am in this group I feel very good about myself as a person.
34. If I have negative feelings in this group, I do not express them easily.
35. It is easy for me to take risks in this group.
36. I often go along with the group simply because I feel a sense of obligation to it.
37. Members seem to care very much for each other as individuals.
38. Members often express different feelings and opinions outside the group than they express inside.
39. This group really lets people be where they are and who they are.
40. Members of this group like either to lead or to be led, rather than to work together with others as equals.
41. My relationship to this group is a very impersonal one.
42. Whenever I feel strongly about something in this group I feel easy about expressing it.
43. I feel that I have to keep myself under wraps in here.
44. I enjoy working with members of this group.
45. Each member of the group seems to play a definite and clear role and is respected on the basis of how well he performs that role.
46. Whenever there are negative feelings in this group, they are likely to be expressed at some point.
47. At times the members seem very apathetic and passive.

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48. As a group we are well integrated at many levels.
49. I feel like a unique person in this group.
50. I would feel very vulnerable if I told this group my most secret and private feelings and opinions.
51. The group feels that my personal growth is important.
52. I don't often feel like cooperating with others in this group.
53. Group members have a high opinion of my contributions to the group.
54. Members of the group are afraid to be open and honest with the group.
55. When decisions are being made, members quickly express what they want.
56. People in this group are individuals and do not work together as members of a team.
57. I don't feel very good about myself in here.
58. In this group I feel free to be exactly who I am and never have to pretend I am something else.
59. It is very important that I meet others' expectations in this group.
60. I would miss anyone who left the group because each of the members is important to the group in what it is trying to do.
61. It is easy to tell who the 'in' people are in this group.
62. Group members listen to other members with understanding and empathy.
63. The group spends a lot of energy trying to get members to do things they don't really want to do.
64. Group members enjoy being with each other.
65. I am an important member of this group.
66. My ideas and opinions are distorted by the group.
67. My goals are similar to the goals of the total group.
68. Group members seldom give me help on the things that really matter to me.
69. Members listen to the things I say in this group.
70. In here, if people feel negative they keep it to themselves.
71. This group has a lot of energy that gets directed into whatever we do.
72. You really have to have some power if you want to get anything done in this group.

Reference: Gibb, J. R. TORI theory and practice. In J. W. Pfeiffer & J. E. Jones (Eds.), *The 1972 annual handbook for group facilitators*. La Jolla, Calif.: University Associates, 1972.

73. I don't feel very genuine and real in this group.
74. There is hardly anything I don't know about the members of this group.
75. If I did what I wanted to do in this group, I would be doing different things from what I am now doing.
76. I am aware of the ways that the group members help me in what I am trying to do.
77. Some members are afraid of the group.
78. The members of this group are very spontaneous and uninhibited when they are around each other.
79. The goals of this group are often not really clear.
80. This group works together as a smoothly functioning team.
81. I care very much for the people in this group.
82. The group misunderstands me and how I feel.
83. When we reach a decision about a goal I am usually in complete agreement with the goal.
84. I have no real sense of belonging to this group.
85. The group treats each person in the group as an important member.
86. It is easy to express feelings in here if they are positive, but not if they are negative.
87. Members of this group are growing and changing all the time.
88. We need a lot of controls in here to keep the group on track.
89. I often feel defensive in here.
90. I keep very few secrets from this group.
91. It is not OK to be myself in this group.
92. I feel a strong sense of belonging to this group.
93. It is easy to tell who the important members of this group are.
94. We don't keep secrets in here.
95. A lot of our energy goes into irrelevant and unimportant things.
96. There is little destructive competition in this group.

Reference: Gibb, J. R. TORI theory and practice. In J. W. Pfeiffer & J. E. Jones (Eds.), *The 1972 annual handbook for group facilitators*. La Jolla, Calif.: University Associates, 1972.

Scoring table for self-diagnosis: How I see myself in the group

Using your responses to the questions and this chart, calculate a total score for each of the four TORI elements of trust. You will be able to use these scores to highlight how you truly see yourself in terms of the group.

How to use the chart:

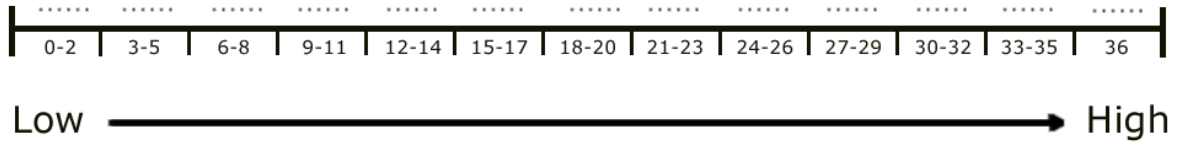
The bold numbers in the four green columns are the question numbers. The scores for each response to these questions, SD, D, A, or SA, are then found in the corresponding rows and columns. Circle your score for each question, and add your total for each TORI element of trust.

How I see myself in the group																			
Trust					Openness					Realisation					Interdependence				
	SD	D	A	SA		SD	D	A	SA		SD	D	A	SA		SD	D	A	SA
1	0	1	2	3	2	3	2	1	0	3	0	1	2	3	4	3	2	1	0
9	3	2	1	0	10	0	1	2	3	11	3	2	1	0	12	0	1	2	3
17	0	1	2	3	18	0	2	1	3	19	0	1	2	3	20	3	2	1	0
25	3	2	1	0	26	0	1	2	3	27	3	2	1	0	28	0	1	2	3
33	0	1	2	3	34	3	2	1	0	35	0	1	2	3	36	3	2	1	0
41	3	2	1	0	42	0	1	2	3	43	3	2	1	0	44	0	1	2	3
49	0	1	2	3	50	3	2	1	0	51	0	1	2	3	52	3	2	1	0
57	3	2	1	0	58	0	1	2	3	59	3	2	1	0	60	0	1	2	3
65	0	1	2	3	66	3	2	1	0	67	0	1	2	3	68	3	2	1	0
73	3	2	1	0	74	0	1	2	3	75	3	2	1	0	76	0	1	2	3
81	0	1	2	3	82	3	2	1	0	83	0	1	2	3	84	3	2	1	0
89	3	2	1	0	90	0	1	2	3	91	3	2	1	0	92	0	1	2	3
T	Total				O	Total				R	Total				I	Total			

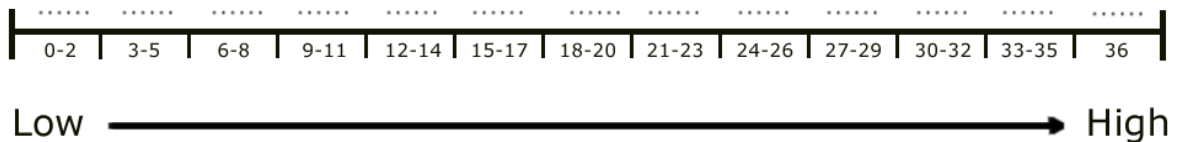
Once you have calculated your score for each of the TORI elements, mark your score on the scales on the following page to see if you have scored low or high. You can use this score, along with the self-diagnosis sheet on page 11 and 12, to tell you more about your own, personal levels of trust, and identify areas in need of improvement.

Reference: Gibb, J. R. TORI theory and practice. In J. W. Pfeiffer & J. E. Jones (Eds.), *The 1972 annual handbook for group facilitators*. La Jolla, Calif.: University Associates, 1972.

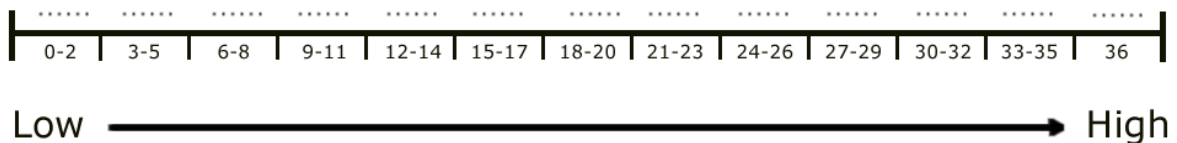
Trust



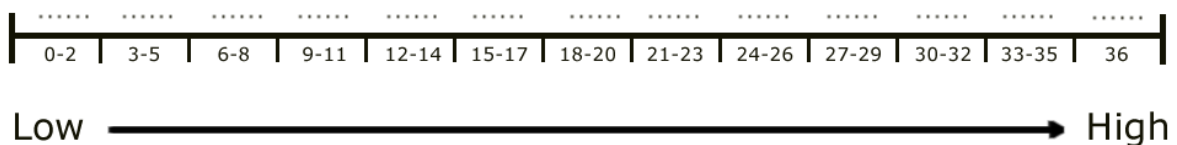
Openness



Realisation



Interdependence



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Scoring table for self-diagnosis: How I see the group

Using your responses to the questions and this chart, calculate a total score for each of the four TORI elements of trust. You will be able to use these scores to highlight how you truly see yourself in terms of the group.

How to use the chart:

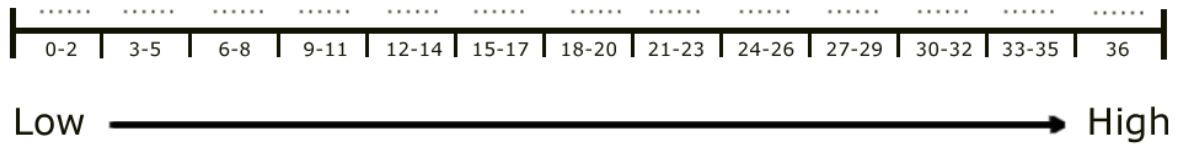
The bold numbers in the four green columns are the question numbers. The scores for each response to these questions, SD, D, A, or SA, are then found in the corresponding rows and columns. Circle your score for each question, and add your total for each TORI element of trust.

How I see the group																			
Trust					Openness					Realisation					Interdependence				
	SD	D	A	SA		SD	D	A	SA		SD	D	A	SA		SD	D	A	SA
5	0	1	2	3	6	3	2	1	0	7	0	1	2	3	8	3	2	1	0
13	3	2	1	0	14	0	1	2	3	15	3	2	1	0	16	0	1	2	3
21	0	1	2	3	22	3	2	1	0	23	0	1	2	3	24	3	2	1	0
29	3	2	1	0	30	0	1	2	3	31	3	2	1	0	32	0	1	2	3
37	0	1	2	3	38	3	2	1	0	39	0	1	2	3	40	3	2	1	0
45	3	2	1	0	46	0	1	2	3	47	3	2	1	0	48	0	1	2	3
53	0	1	2	3	54	3	2	1	0	55	0	1	2	3	56	3	2	1	0
61	3	2	1	0	62	0	1	2	3	63	3	2	1	0	64	0	1	2	3
69	0	1	2	3	70	3	2	1	0	71	0	1	2	3	72	3	2	1	0
77	3	2	1	0	78	0	1	2	3	79	3	2	1	0	80	0	1	2	3
85	0	1	2	3	86	3	2	1	0	87	0	1	2	3	88	3	2	1	0
93	3	2	1	0	94	0	1	2	3	95	3	2	1	0	96	0	1	2	3
T	Total				O	Total				R	Total				I	Total			

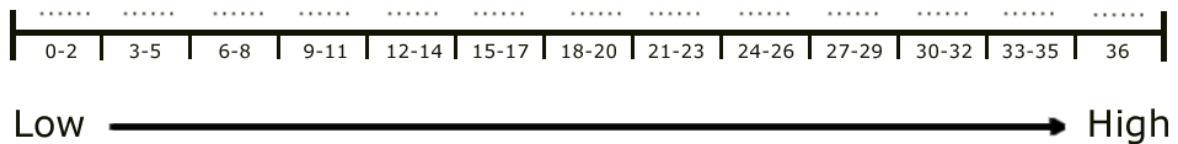
Once you have found your score for how you see yourself in the group for each of the TORI elements, mark your score onto the scale, low to high. You can use this score, along with the self-diagnosis sheet on page 11 and 12, to tell you more about your own, personal levels of trust, and identify areas in need of improvement.

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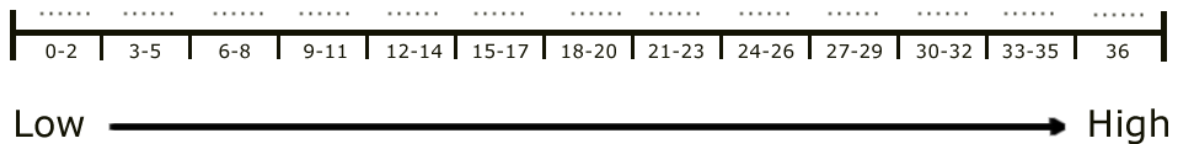
Trust



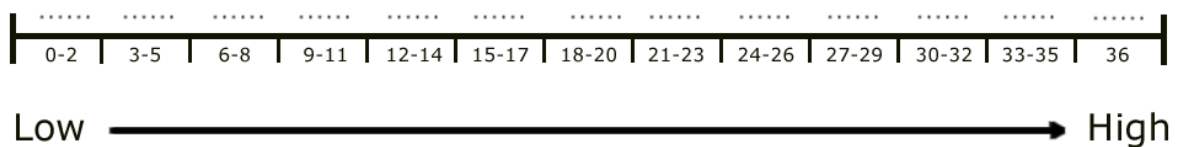
Openess



Realisation



Interdependence



Reference: Gibb, J. R. TORI theory and practice. In J. W. Pfeiffer & J. E. Jones (Eds.), *The 1972 annual handbook for group facilitators*. La Jolla, Calif.: University Associates, 1972.

Self-diagnosis interpretation charts

Use the following four self-diagnosis charts, along with your scores from the questionnaire, to understand both your trust level as an individual in the group and your trust for the group as a whole.

Trust		
Score	Self	Group
High	As a member of this group, I trust myself, have a well-formed sense of being and uniqueness, and feel good about myself as a person.	I trust the group, see the group climate as trusting and as a good environment for me and other members.
Low	As a member, I feel distrustful, have a low sense of being, and don't feel very good about myself as a person.	I distrust the group, see members as being impersonal and staying in roles, and see the group as a threatening and defence-producing environment for me and for other members.

Openness		
Score	Self	Group
High	As a member, I feel free to be myself in this group, show who I am, and express my feelings and attitudes with little pretence or cover-up.	I see the group as open and spontaneous and the members as willing to show themselves to each other.
Low	As a member, I feel vulnerable and unsafe in here, and I think that it is necessary to keep large areas of myself private and unshared.	I see the group as fearful, cautious, and unwilling to show feelings and opinions, particularly those feelings, and opinions that are negative or non-supportive.

Realisation		
Score	Self	Group
High	As a member, I feel free to take risks, assert myself, do anything I really want to do, and follow my intrinsic motivations. I have a sense of self-realisation in this group.	I see the group as allowing freedom for being and as creating a good environment for the directing of energies toward emergent and intrinsic goals.
Low	I am aware of the pressure of extrinsic motivations. I feel that I must try to do what I am supposed to do and that I must attempt to meet the expectations of other members of the group.	I see the group exerting pressures on members to conform, to do things they may not wish to do, and to work toward group goals regardless of the perceived relevance or significance of these goals.

Interdependence		
Score	Self	Group
High	As a member, I feel free, have a strong sense of belonging to the group, and enjoy working with, helping, or meeting with the other group members.	I see the group as a smoothly functioning unit, well integrated on several levels, and working effectively and cooperatively.
Low	I do not feel a strong sense of belonging to the group and do not enjoy working with others in a 'team' way; I have competitive, dependent, aggressive, or other feelings that get in the way of team effort.	I see the group as unintegrated, unable to work well as a team, and missing significant ingredients necessary for truly effective functioning on task or maintenance levels.

Self-evaluation summary

Summarise what you have learned about your own levels of personal trust in the group, and the group's level of trust as a whole. Be sure to note areas in need of improvement.

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