

Coaching for Performance: Trust: The SPARK Model



the **thiagi** group
improving performance playfully

Trust: The SPARK Model

If you think about the word Trust and what it means, you potentially could tie yourself into knots coming up with a useful and practical definition.

We did a literature review of hundreds of articles and books on Trust and found that we could break it down into five more actionable factors. They are listed below in the table.

Selflessness

- A concern for others' well being. A focus on the support and development of others. A lack of personal agenda that seemingly dictate behavior. A belief that the person has your best interest at heart.

Predictability

- That one's actions fit a pattern. That one's actions are reliable. That one's actions are dependable. That one will do what one espouses. That one will behave the same way, given the same situation.

Authenticity

- That one is credible. That one has authority to speak. That one has perceived integrity That I can believe what that person says is true.

Relatedness

- That there is a level of intimacy between parties. That there is a positive relationship that fosters the other four factors.

Know-How

- That one has the capability and capacity to complete a task.