Interreg Baltic Sea Region | Co-funded by the European Union

ENERGY TRANSITION
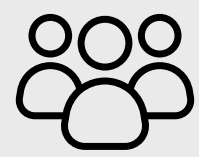**CCI4 Change**

Practical tools for

Creative Climate Action

Trust Radar – A Tool for Building Trust

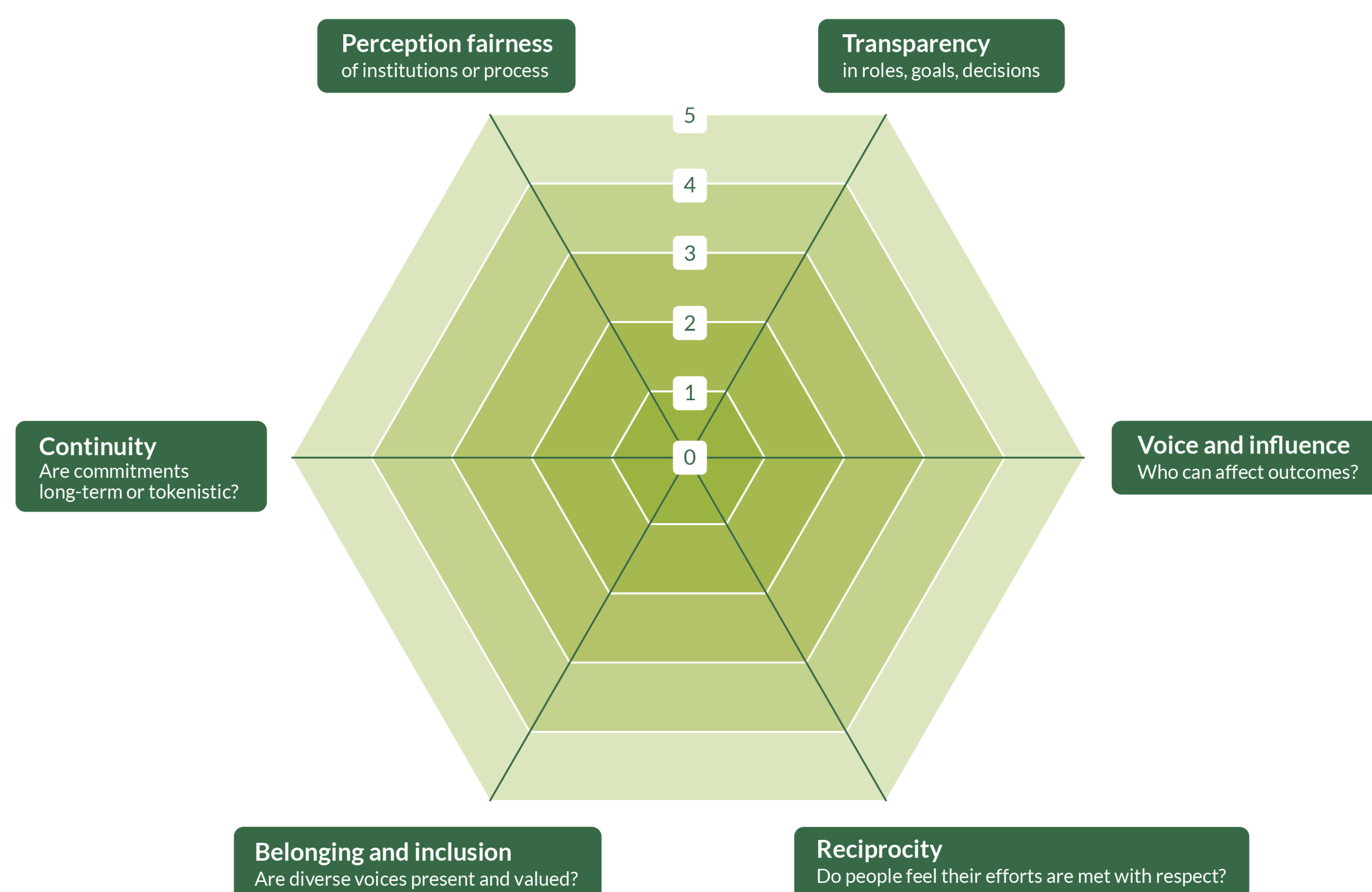🕐 **60-75 min**   👥 **10-50 participants**

Tool description and purpose

Trust Radar is a simple yet powerful tool designed to help actors understand and strengthen trust in collaborative and participatory projects. It offers a structured way to reflect on how trust is perceived and experienced among different actors — especially in socially engaged, cross-sectoral, or creative processes.

Rooted in Nordic traditions of transparency, inclusion, and mutual recognition, the tool can be used at different phases of a project: during planning, mid-point check-ins, or final evaluations.
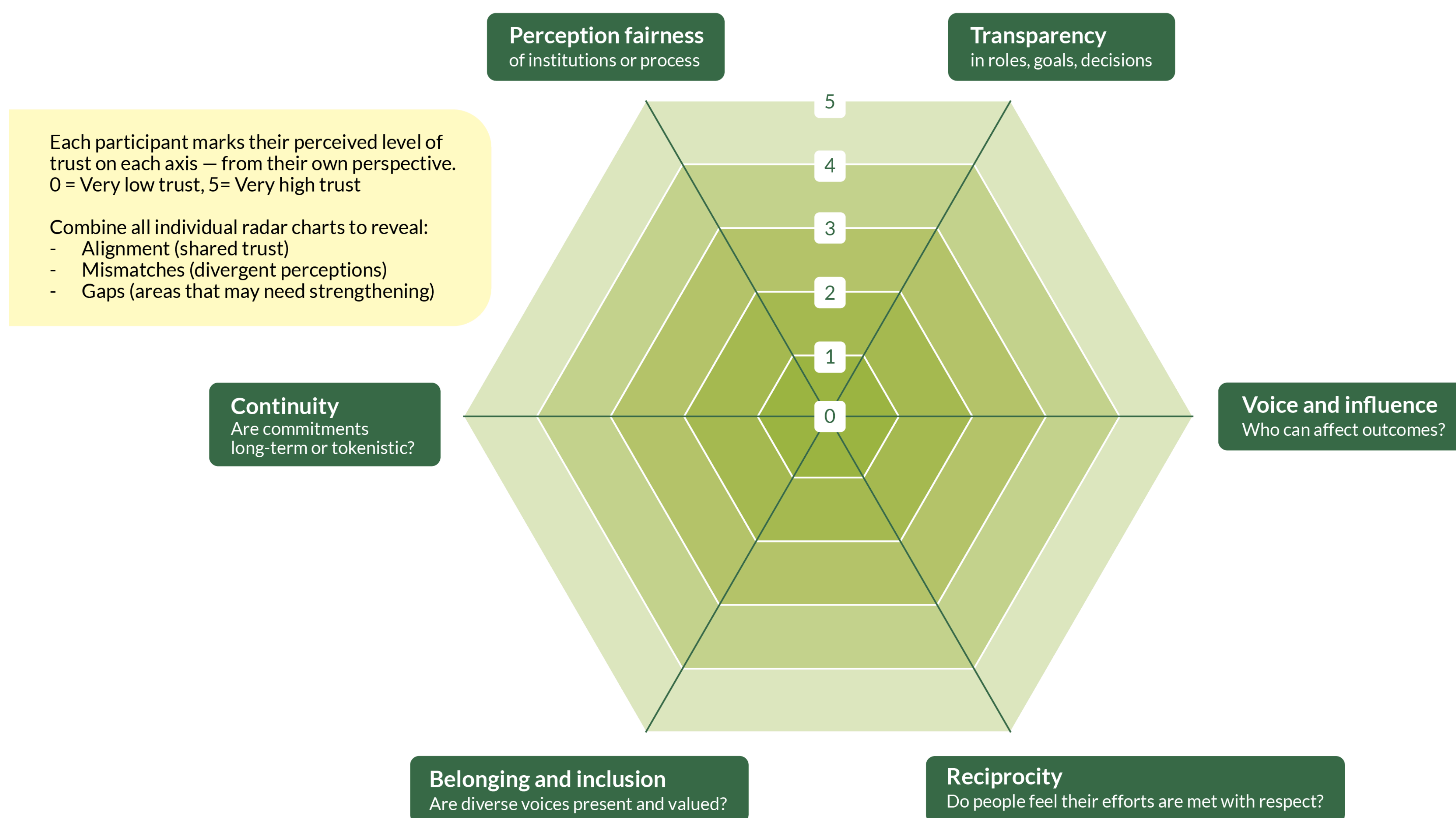
When to use?

- At the start of a project, to build a shared understanding and prevent potential trust gaps
- Midway, to check alignment and expectations
- At the end, to reflect on how trust developed during the process
- In co-creation workshops, to facilitate dialogue across disciplines and sectors

Perception fairness of institutions or process

Transparency in roles, goals, decisions

Continuity Are commitments long-term or tokenistic?

Voice and influence Who can affect outcomes?

Belonging and inclusion Are diverse voices present and valued?

Reciprocity Do people feel their efforts are met with respect?

Example use cases

- Art pilot in Jūrmala, Latvia: Artists built trust with the local community before creating a public artwork — preventing vandalism and enabling positive engagement.

- Youth co-creation in Kotka, Finland: Trust was built through meaningful engagement (e.g. coding workshops), not just incentives — creating a real connection with young participants.

- Cross-sectoral planning project: Trust Radar was used to bring together artists, city officials, and civil society to reflect on cooperation dynamics.

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Trust Radar Chart

Perception fairness
of institutions or process

Transparency
in roles, goals, decisions

Each participant marks their perceived level of trust on each axis — from their own perspective.
0 = Very low trust, 5= Very high trust

Combine all individual radar charts to reveal:
- Alignment (shared trust)
- Mismatches (divergent perceptions)
- Gaps (areas that may need strengthening)

5
4
3
2
1
0

Continuity
Are commitments long-term or tokenistic?

Voice and influence
Who can affect outcomes?

Belonging and inclusion
Are diverse voices present and valued?

Reciprocity
Do people feel their efforts are met with respect?

How to use?
Use the radar chart with six axes, each labeled with one trust dimension (scale 0–5):

1.Setup & explanation (10 minutes):
Thorough introduction to trust dimensions with examples. Print Radar Charts & Six Dimensions of trust to participant.

2. Individual Reflection, (15 minutes)
- Each participant marks their perceived level of trust on each axis — from their own perspective. This can be done anonymously or openly depending on group dynamics.

3. Overlay & Compare (10 minutes)
Combine all individual radar charts to reveal:
- Alignment (shared trust)
- Mismatches (divergent perceptions)
- Gaps (areas that may need strengthening)

4. Facilitated Discussion (15 minutes):
- A. If needed: Break into 2-3 groups to discuss specific dimensions
- B. Full group debrief (15-25 minutes): Share insights and develop action points

Use the radar to spark a structured conversation:
- Why do gaps exist?
- Where are expectations misaligned?
- What can be done to improve specific dimensions?
-

5. Repeat at Milestones
- Use the radar as a recurring check-in tool (e.g. at project start, mid-point, and closing phase) to monitor how trust evolves — and whether the project strengthens or undermines it.

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Six Dimensions of Trust

Checklist

☐ **Perceived Fairness**

Is the process seen as just? Are power and resources distributed fairly?
► Key for avoiding perceptions of favoritism or bias.

☐ **Transparency**

Are roles, decision-making, and goals clear and visible to all stakeholders?
► Builds predictability and confidence.

☐ **Voice and Influence**

Can people genuinely affect outcomes, or are they just symbolic participants?
► Crucial for democratic legitimacy.

☐ **Reciprocity**

Do participants feel their contributions are met with respect, recognition, and follow-up?
► Trust thrives where effort is acknowledged.

☐ **Belonging and Inclusion**

Are a wide range of voices invited and meaningfully included?
► Sustains diversity, social cohesion, and relevance.

☐ **Continuity**

Is there commitment beyond the project cycle?
Are relationships nurtured long-term or only for short-term goals?
► Trust grows in durable partnerships.

This checklist is accompanied by the article "Trust - the invisible glue", which explores trust as a vital social and cultural force that connects people, enables collaboration, and serves as a key element in building resilient institutions and communities."

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