

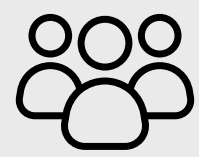
Practical tools for

# Creative Climate Action

## Trust Radar – A Tool for Building Trust



60-75 min



10-50 participants

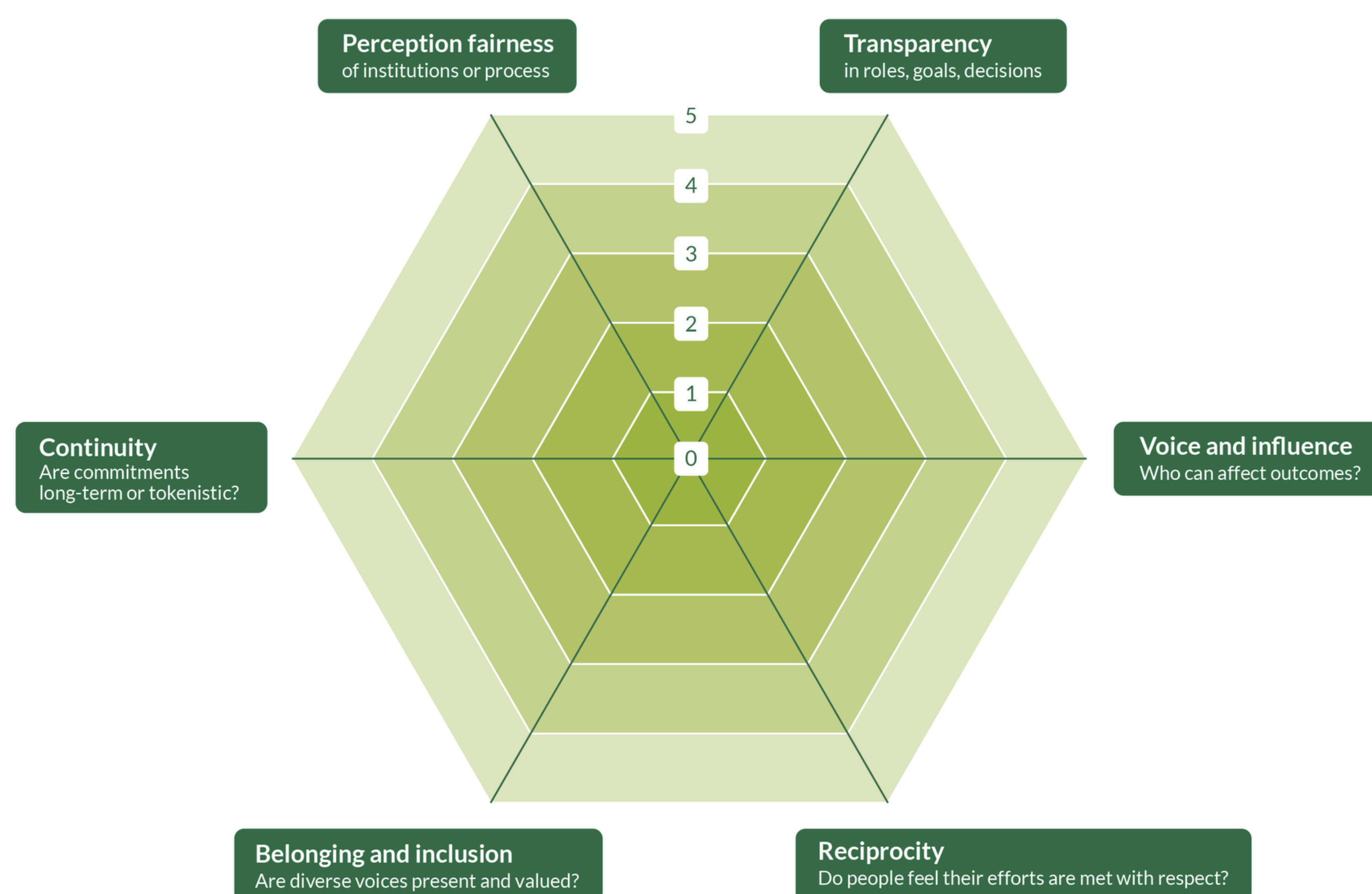
### Tool description and purpose

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

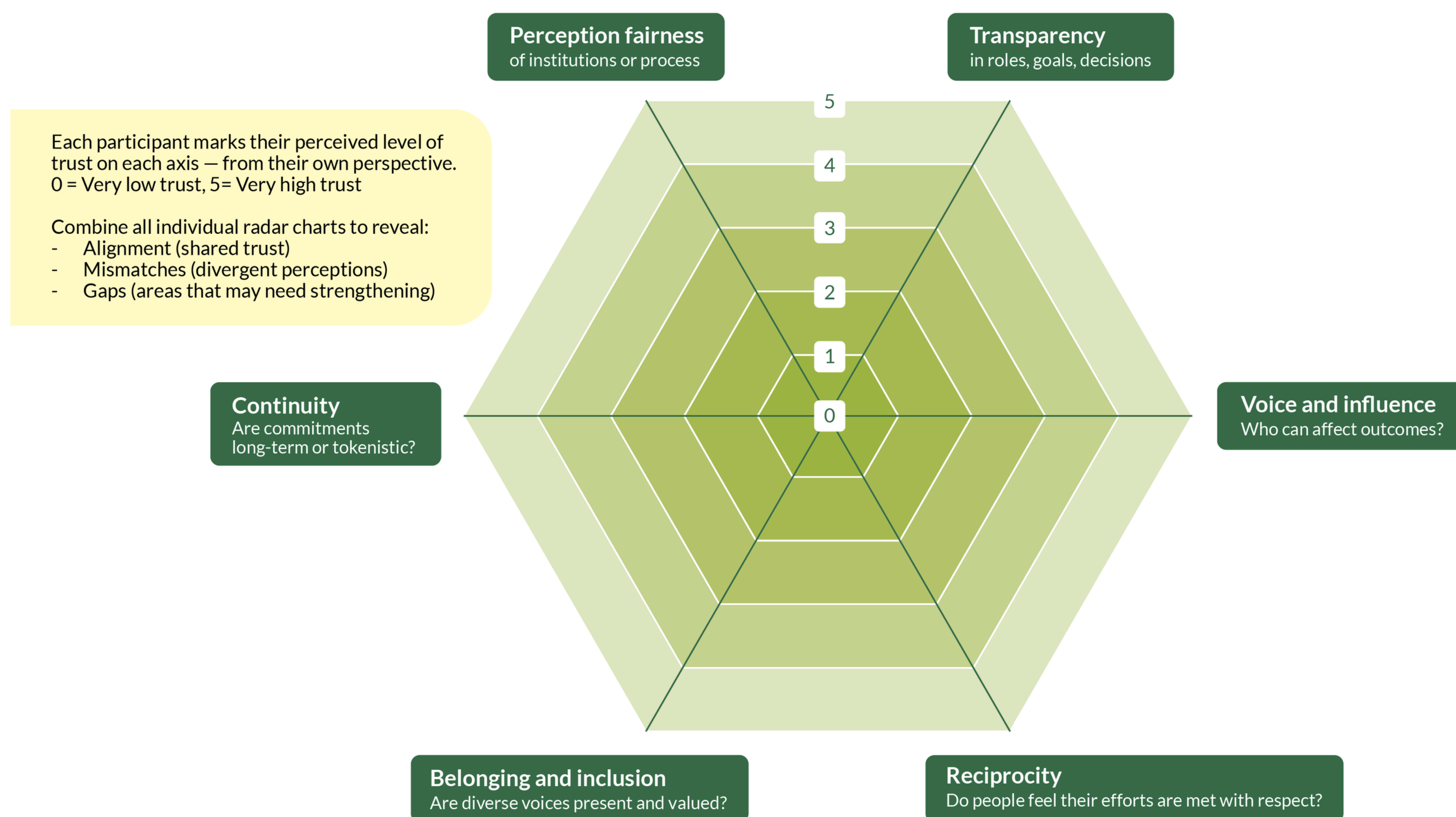


### Example use cases

- 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.



## Trust Radar Chart



### 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.



# 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."*