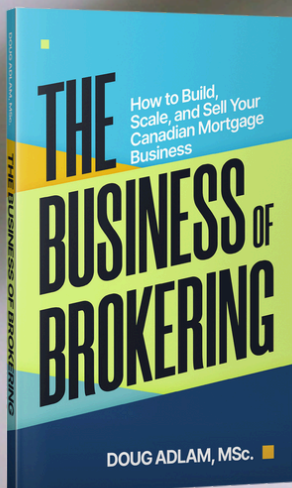


Chapter 13 – Worksheet

Transparency—The Missing Link in Industry Trust

Purpose: To identify where transparency is lacking in your organization, rate the impact, and propose solutions.



1. Define Transparency in Your Business



What does “transparency” mean to you and your organization?





2. Assess the Three Types of Transparency

Rate your current level of transparency (1 = low, 5 = high):

Area	Current Score (1–5)	Notes / Gaps
• Compensation Transparency	<input type="checkbox"/>	<hr/>
• Value Transparency	<input type="checkbox"/>	<hr/>
• Vision Transparency	<input type="checkbox"/>	<hr/>

Where do you see misalignment between stated values and actual behaviors?



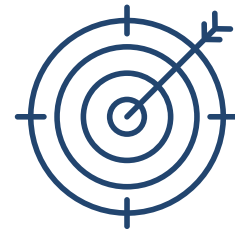
3. Identify Gaps in Daily Practice

Where does your team **say** one thing but **do** another?
(e.g., collaboration, mentorship, support systems)









4. Solutions & Action Steps

For each gap, list one action you can take to improve clarity and trust.

Gap: _____ → Solution: _____

Gap: _____ → Solution: _____

Gap: _____ → Solution: _____

5. Embedding Transparency as a Culture

Check off the areas where you'll commit to greater openness:

- ☐ Compensation philosophy explained clearly
- ☐ Realistic delivery of promises (onboarding, tech, mentorship)
- ☐ Consistent communication of vision and direction
- ☐ Regular feedback loops (quarterly or monthly)
- ☐ Open conversations about limitations as well as strengths
- ☒ **Takeaway:** Transparency isn't just disclosure—it's alignment between what you promise and what you deliver. Done well, it builds trust, loyalty, and enterprise value.

