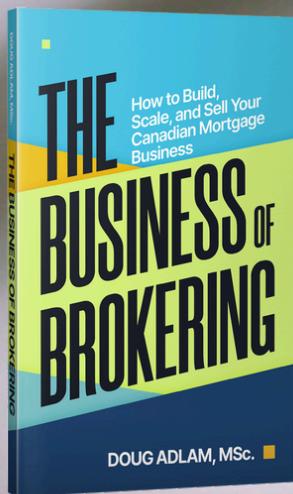


Chapter 13 – Worksheet

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"/>	_____
• Value Transparency	<input type="checkbox"/>	_____
• Vision Transparency	<input type="checkbox"/>	_____

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.

