

Welcome,

This tool gives you an opportunity to raise your self-awareness in relation to sharing sensitive information. By sensitive, we mean information which carries an element of risk to you as a person but could benefit another. It is based on a model for sharing which came from some recent research conducted among a number of sharing forums in the UK.

The assessment part of this tool contains a number of statements, printed on cards, which you sort into two piles. If, from your viewpoint the statement is true they go on the TRUE pile. Other cards go on the FALSE pile. This assessment should take no longer than 10 minutes to complete, and at the end, you can analyse your results and see a visual representation. Studying your viewpoints in this way and understanding the model may help you make better judgements in the four main elements of sharing:

- **Trust** in the person with whom you are sharing;
- **Value** of the information you are sharing;
- **Effort** you need to expend to share;
- **Reward** you would expect from sharing.

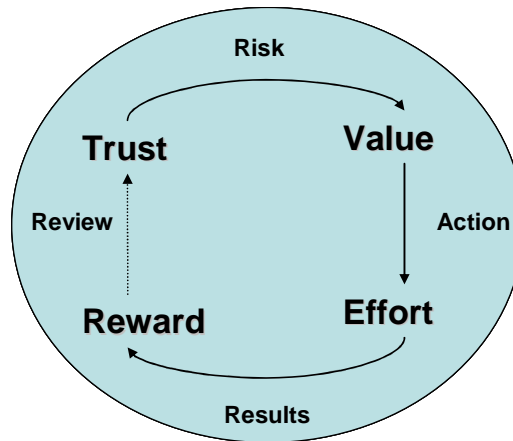
The assessment provided by this tool is not intended for use as a recruitment or selection tool but can be kept personal to the user to ensure confidentiality.

There are 3 parts to this tool:

- A. The **Sharing Model** on page 2 describes how the four main elements of sharing (Trust, Value, Effort and Reward) relate to each other and should be read first to help you understand the context of the statements.
- B. The set of 48 **Statement Cards** which contain statements where you decide if each one is TRUE or FALSE drawing from your own viewpoint.
- C. **Result Graph and interpretation** on page 3 allows you use your TRUE cards to mark up a diagram to get a visual representation of your results. That way you can easily see the strength and focus of your beliefs. It is best if you print this page and enter your results on paper. Alternatively, you can also complete the graph directly into this word document.

1. Sharing Model

People choose their actions depending on their beliefs about the possible outcome and these beliefs draw from previous experiences. In other words, there is a feedback loop that motivates or demotivates us. This tool reflects upon the sort of influences that might be involved in a feedback loop for those sharing information.



The prime enabler to sharing information, especially sensitive information, is that you **Trust** the person with whom you are sharing the information, such that there are no unintended consequences in sharing. Once you have established trust, then it is important that you believe whatever you share has a **Value**, as without value it can have no benefit. With these two enablers in place then the **Effort** required to share the information is justified. Finally, it is reasonable to expect some sort of **Reward** resulting from this effort. This, in turn, will reinforce the trust, validate the value, justify the effort and provide the motivation to continue round this loop for further reward. If there is no reward, or a negative reward, then this will undermine the trust and value and potentially de-motivate future actions.

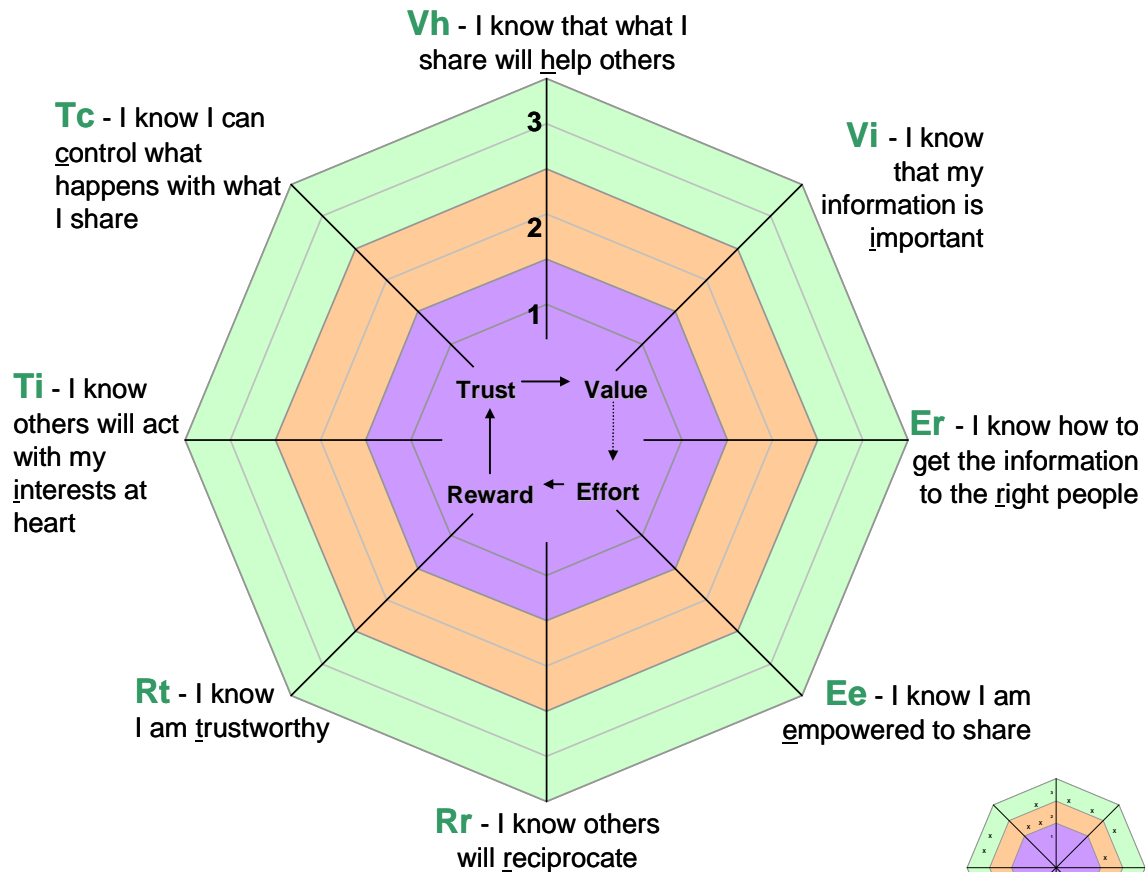
There are various judgements which support each of the four elements of sharing. For example, when linking the **Trust** element to the **Value** element the person will be assessing the **Risk** and making a judgement on how much to share. It is likely the more you trust someone the more you will share information which has higher value. After the person has assessed the risk and determined the value, then they will make a judgement on what **Action** to take to expend effort, and these actions could depend on the trust and the value. When linking the **Effort** element to the **Reward** element they will expect **Results** and make a judgement on the reward expectation of the content and format these results. Finally, when the reward is realised, then a **Review** process will take place which looks at the reward and considers what that reward means to the individual.

The way people make judgements on Risk, Action, Results and Review will differ depending on the person and their experiences. These can all be described by a set of eight beliefs:

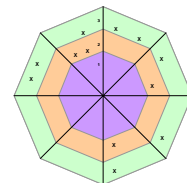
- I know how to get the information to the right people
- I know that my information is important
- I know that I am empowered to share
- I know I can control what happens with what I share
- I know that what I share will help others
- I know others will reciprocate
- I know others will act with my interests at heart
- I know I am trustworthy

2. Result Graph and interpretation

First, sort your cards into two piles, of it the statement it TRUE from your viewpoint and another if it is FALSE. Then using each of the cards from your FALSE pile, examine the code in the bottom right hand corner. The first part of the code is two alpha letters and this relates to one of the sections on the graph below. The second part is a number and relates to the coloured rings. For only the codes with 2 or 3, use this code to mark up the graph. So if the code is **Ee 2** you mark a cross on the **Ee** section in the middle orange ring. NB: there may be more than one cross in a section.



For example:



The feedback loop that motivates people when sharing information (as described in the model on page 2) can be blocked or can even redirect our motivation. The more marks there are on the graph - the more barriers there are. While areas with little or no marks indicate where the feedback loop can operate freely thus indicating more motivation to share sensitive information.

Have a look at where the loop might be working in favour of sharing and consider the impact of where there are barriers. Then take a moment and consider what this might mean in terms of your objectives in both your organisational role as well as your role as a member of the sharing community.