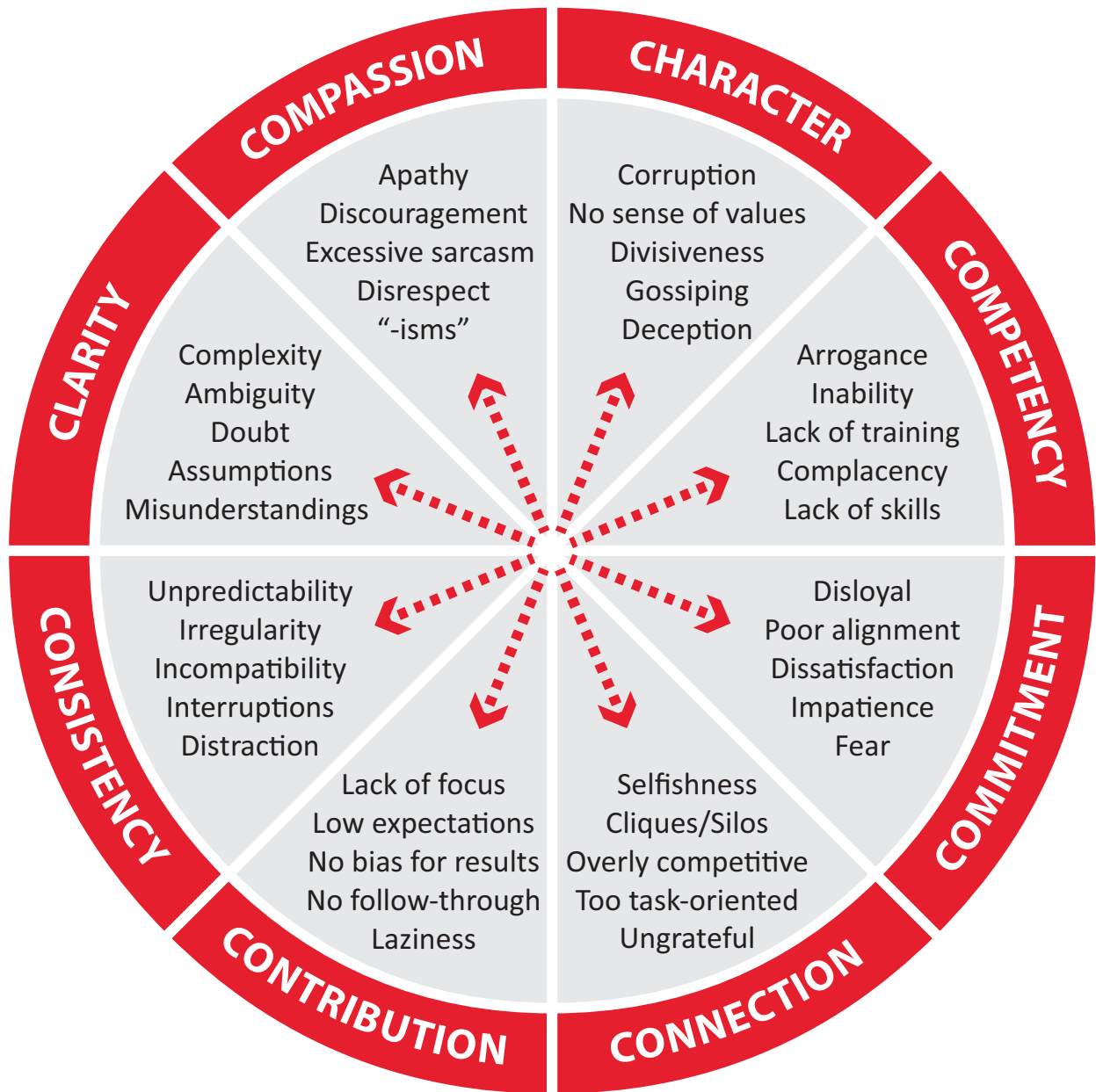


# COUNTERFORCE WHEEL™

THERE ARE MANY COUNTERFORCES that compete or fight with the pillars of trust. The counterforces answer the question: *What works against this pillar?* Wherever you find these counterforces, you know you must work to limit the erosion of that pillar.



## Using the Counterforce Wheel

1. Circle the counterforces below that you are experiencing at work or with your team.
2. Identify which pillar you most need to strengthen.
3. Discuss with your team or a trusted colleague the best pathway to eliminate or minimize these counterforces and strengthen the pillar.
4. Ask How? How? How? until you will take a specific action today or tomorrow.

