Enable Others to Act

What Makes You Trust Someone?

Objectives

- To discuss the importance of trust in effective leadership.
- To discuss the impact of trust on relationships and results in the workplace.
- To identify behaviors that promote trust and relate to Commitment 7 – foster collaboration by building trust and facilitating relationships and strengthen others by increasing self-determination and developing competence.

Audience

Any number who are currently supervisors/managers or a group of aspiring leaders.

Time Required

20 to 30 minutes, depending on time allowed for discussion.

Materials and Equipment

- Blackboard and chalk
- One Trust Worksheet for each participant
- Pens or pencils
- Paper for participants

Area Setup

Participants seated in small groups at tables

Process

1. Hand out copies of the Trust Worksheet. Have each participant think of two people in leadership positions (now or in the past), one he or she trusts and one he or she does not trust.
2. Have participants complete their worksheets individually. Under the positive column, tell participants to list the traits or behaviors that lead them to trust that person. Under the negative column, they should list the traits or behaviors that prevent them from trusting that person. On the effects row, ask them to list the impact of the person’s behavior on them, their work, or the results. Allow about 5 minutes.
3. Once the individual worksheets are complete, have participants discuss their results with others at their tables, identifying common theme. Allow about 10 minutes.
4. Have participants record common themes to share with large group. Ask each group to share their themes with the large group. Record these themes on the flip chart.
5. Ask participants how these themes relate to Commitment 7: foster collaboration, building trust and facilitating relationships. Note: If the group is large, over thirty, discussion can take place at tables and then be shared with the larger group.
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TRUST WORKSHEET

<table>
<thead>
<tr>
<th>Traits</th>
<th>Trusted and Positive +</th>
<th>Did Not Trust Negative -</th>
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Source: Wiley Publishing