

Team Trust Tools

Remember Team Resilience Conversations can only take place when all team members are at Coping resilience level or above. Everyone needs to feel safe to contribute and be heard.

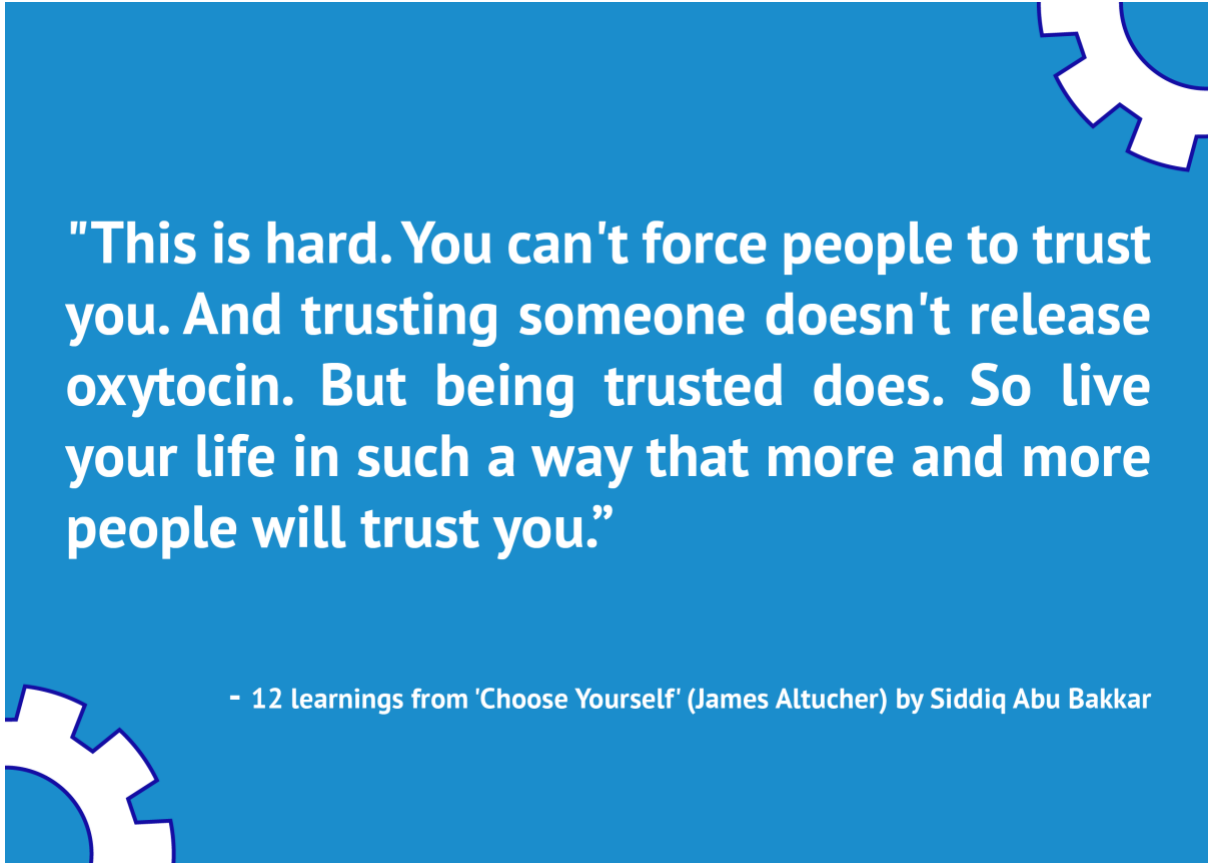
TEAM ACTIVITY 1: Talk about the conditions for trust and distrust

Discuss with your team what it's like to be trusted.

Discuss with your team what each person needs to trust. And discuss what engenders distrust.

In large teams of over eight people, do this in pairs or small groups,

Share the experience with the whole team. This will start to build the basis of a set of ground rules for the team.

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"This is hard. You can't force people to trust you. And trusting someone doesn't release oxytocin. But being trusted does. So live your life in such a way that more and more people will trust you."

- 12 learnings from 'Choose Yourself' (James Altucher) by Siddiq Abu Bakkar

TEAM ACTIVITY 2: Ground Rules for The Team

Decide the ground rules of the team. Include in these catering for the conditions for how each team member feels resilient. And include what you all agree you will do - individually and collectively - if someone breaks a ground rule. Stick to these ground rules. Trust will grow.

EXAMPLE GROUNDRULES

- 1) Honour Time Limits
- 2) Be Additive, Not Repetitive
- 3) Participate Fully - Take Risks
- 4) Be Open to New Ideas
- 5) Be Respectful of Those Talking or Presenting
- 6) Switch off all Mobile Communications

TEAM ACTIVITY 3: Do battle with the Enemies of Trust

Consider, with your team whether you have the following Enemies of Trust present in your team. They are taken from the Harvard Business Review Article: The Enemies of Trust.

1. Inconsistent messages
2. Inconsistent standards
3. Misplaced benevolence - avoiding dealing with incompetence
4. Elephants in the room - when something is going on but no-one talks about it
5. Rumours in a vacuum - withholding of information, so that rumours can spread.

Consider in each case, what can you do, collectively as a team, to eliminate the enemy of trust.

To read the full article please [click here](#).