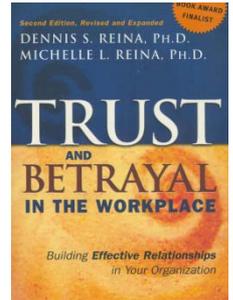


Trust & Betrayal



What gradually erodes **Trust** and creates a climate of Betrayal in our workplace today are small, subtle acts that accumulate over time.

When we don't do what we say we will do

When we gossip about others behind their backs

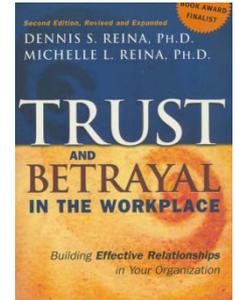
When we renege on decisions we agreed to

When we hide our agenda and work it behind the scenes

When we spin the Truth rather than tell it

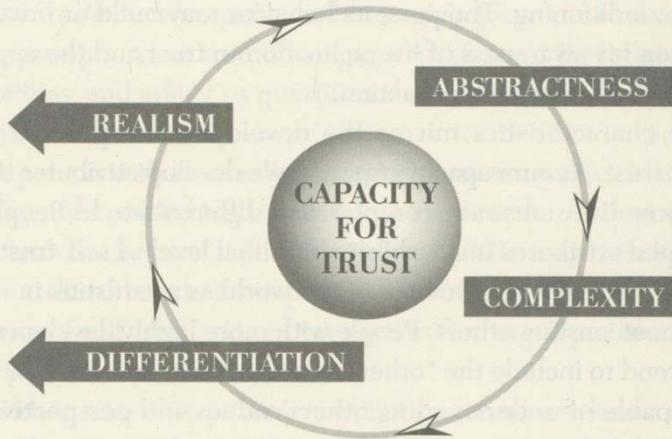
We Break **Trust** and damage our **Relationships!**

4 Capacities for Trust



Capacity for Trust Attributes

- Attributes we use to evaluate whether to trust
- Benchmarks of our development



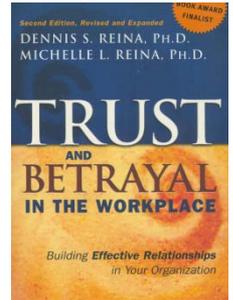
Realism indicates the extent to which a person places an unreasonable or reasonable amount of *Trust*.

Abstractness indicates the degree to which a person relies on concrete facts, figures and the five senses as opposed to philosophy, value, nuances and intuition.

Complexity indicates the extent to which a person bases his or her decision to *Trust* on black-and-white, right-or-wrong, good-or-bad criteria as opposed to the multifaceted aspects of a person or situation.

Differentiation indicates the degree to which a person is able to distinguish between qualities of self versus qualities of others.

Betrayal Continuum

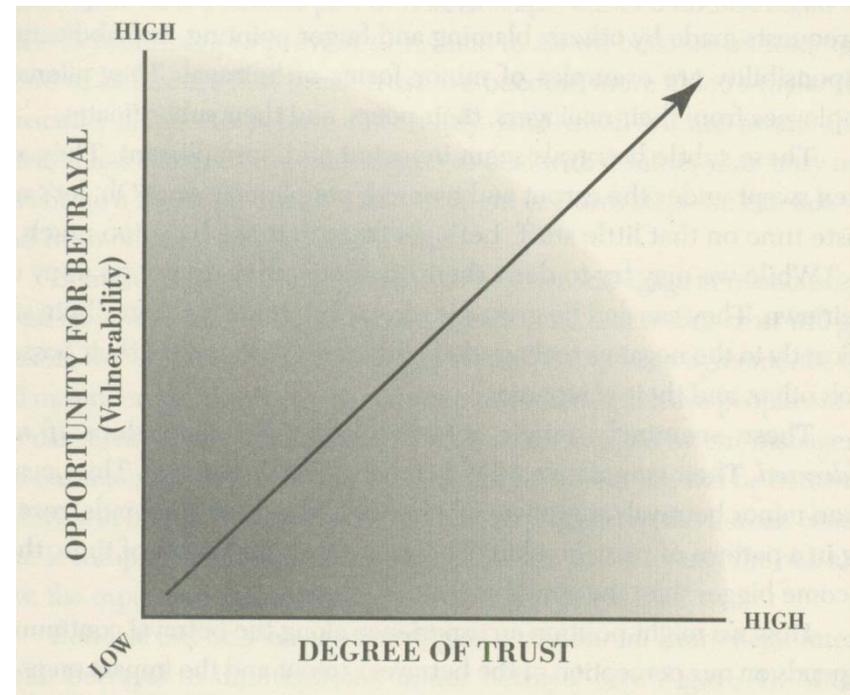


The opportunity for **Betrayal** in any relationship at work or in our personal lives depends on the degree of **Trust** we have in that individual, situation, or organization.

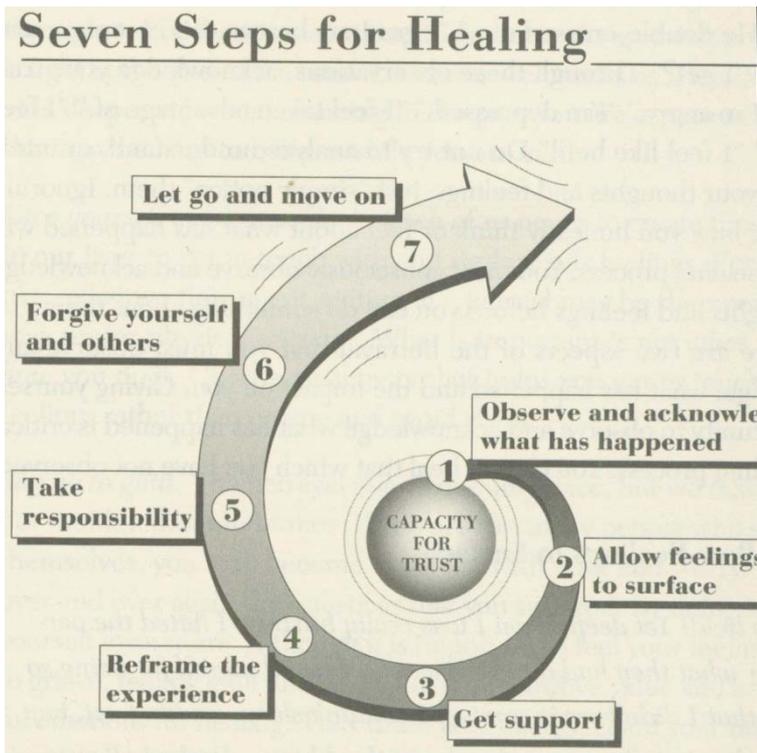
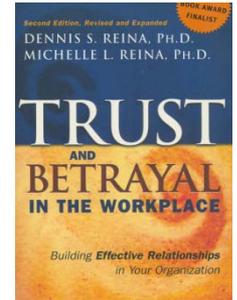
If an individual has few or no expectations and **Trust** is low, the chances of being **Betrayed** are not great & not susceptible to disappointment.

However if they have high expectations and greater involvement and loyalty in the relationship, the person is more vulnerable to **Betrayal**.

Demonstrates the correlation between the degree of **Trust** and the opportunity for **Betrayal**.



7-Steps for Healing



Intended to serve as a framework to help us move forward through the painful feelings of **Betrayal** towards **Renewal**.

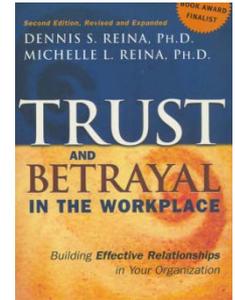
Moving from **Betrayal** to **Trust** starts with **Self-discovery**.

The first step is to move out of **Betrayal** with **Awareness**.

There are (2) two aspects of the **Betrayal** that you must observe and acknowledge:

(What happened & the impact to **You**).

4 Core Characteristics of Transformational Trust



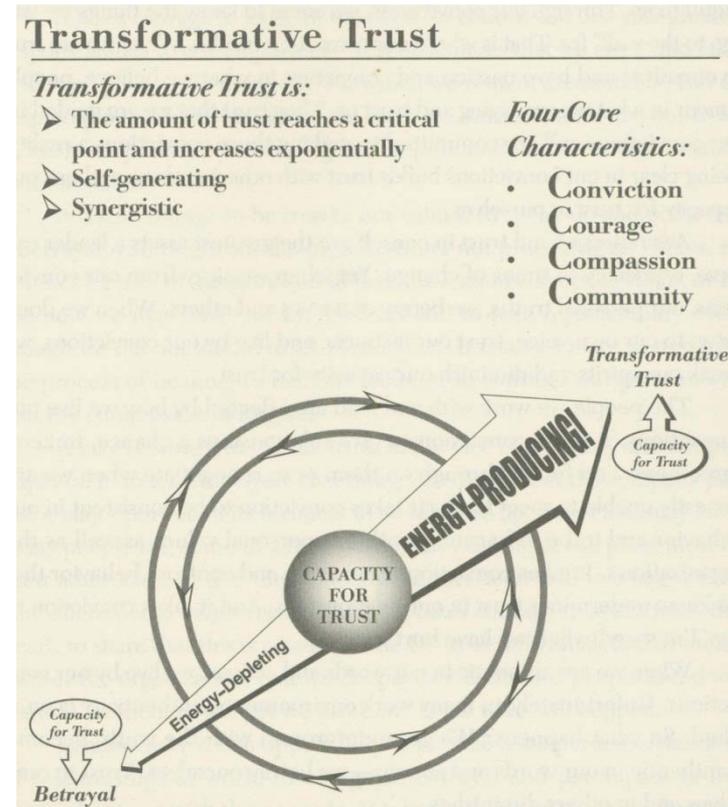
Conviction stems from our awareness of a higher purpose and of what is most meaningful to us.

Courage comes from the French word *coeur*, which means “heart”. You must be willing to take the action in tough situations in spite of the potential consequences.

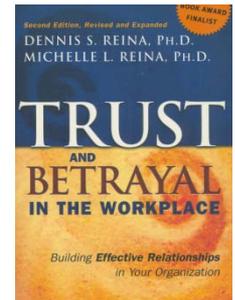
Compassion gives us an awareness and understanding of others. When it exists, we feel safe to talk honestly creating a freer exchange of feedback.

Community is where thru Transformational Trust people see that they are part of a larger Whole.

Spiral Metaphor used to understand the Interplay of Transformative Trust working with the Four C's



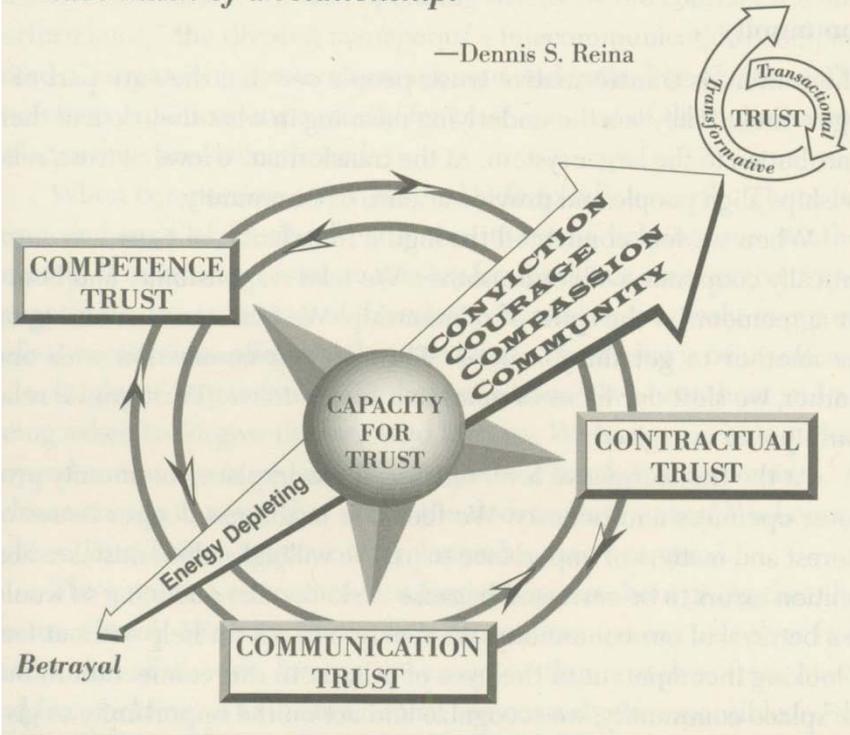
Renewal of Trust



Renewal of Trust

“Effective relationships are built on trust; if you don’t have trust, you don’t have much of a relationship.”

—Dennis S. Reina

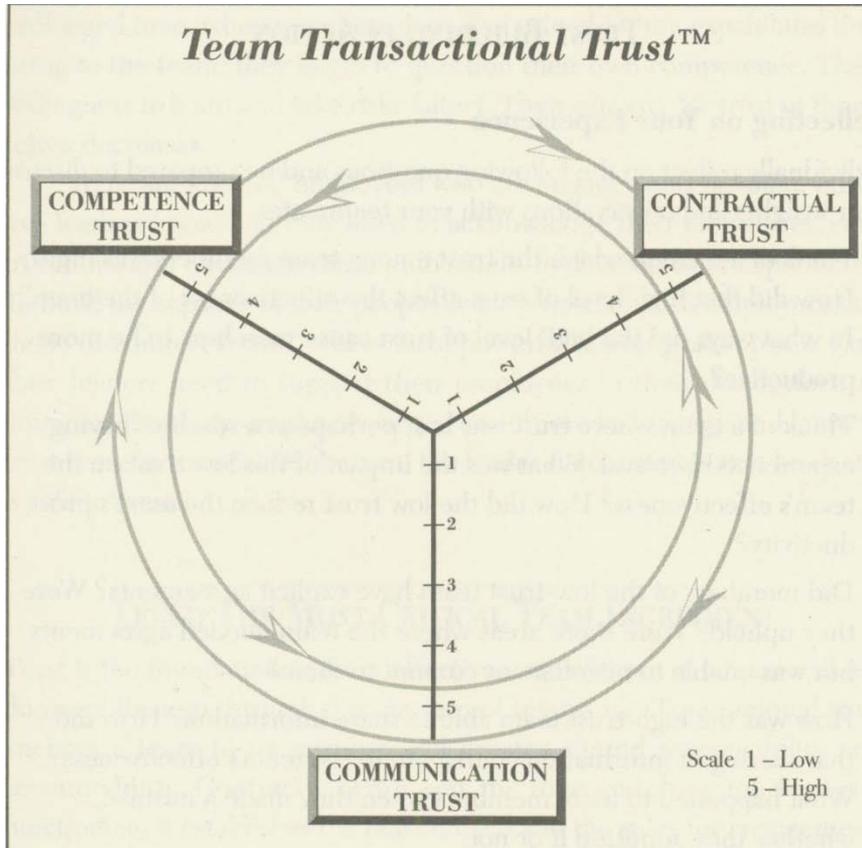
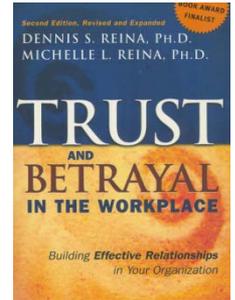


Enables people to unleash the vast **Creative & Productive** energies for the good of the **Organization**.

People are in a stronger position to bounce back and readily deal with constant change and challenging times.....**Together!**

The foundation of **Trust** becomes the **Constant**.

Trust Exercise



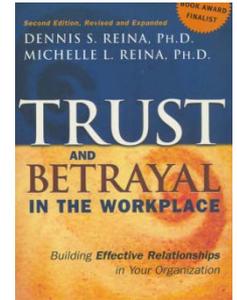
Follow the directions on page # 177 for the Application Exercise.

Spend 10 Min. to fill in your scores.

Identify your scores to me when you are completed.

What does this **information** tell us..?

What Makes or Breaks Trust



<i>Trust within our Organization</i>	
BUILDS TRUST	BREAKS TRUST
<ul style="list-style-type: none"> • Keep agreements • Openly share information • Acknowledge others' skills • _____ • _____ • _____ • _____ 	<ul style="list-style-type: none"> • Miss deadlines • Coverup mistakes • Micromanage people • _____ • _____ • _____ • _____

Spend 10 min. and write down (4) four items that will help you build **Trust** in the **Team**.

Then write down (4) four items that will break your **Trust** in the **Team**.

Lets **discuss** these.....