

A Quick Guide to Building Trust in Your Organisation



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Why is trust so powerful?



“Trust cultivates a larger sense of safety and allows individuals to devote their energy to self and social improvement rather than self-protection”



Individual tips to build trust

Trust yourself first

You have to trust yourself and your own judgements before you can trust others.

Work on your inner beliefs

Start with the belief that trust is the foundation for effective learning and teaching.

Be authentic

Being your authentic self establishes a sense of honesty and genuine connection among staff & learners

Show vulnerability

Being vulnerable is crucial as it helps to build genuine connections and encourages reciprocity.

Be truthful

Truthfulness serves as the foundation upon which trust is constructed.

BUILDING TRUST IN SCHOOL



Get to know the young people, their parents & the community they live in.



Build up relationships by giving people the space to be heard and really listened to.



Be consistent in your expectations & treat everyone with the same level of respect you would expect for yourself.



Be actively interested in people's lives & remember prior conversations which demonstrates genuine interest



Be clear in your communication with others. Self-reflect by asking: What point do I want to articulate? How clearly did I do that?



Give each individual time and space to speak and be heard. Remain visible, present and advocate for individuals when required.

Rebuilding broken trust

- Have trust in yourself both personally and professionally to address the situation.
- Engage in restorative conversations with the individual or individuals involved.
- Trust that is broken takes time to rebuild, accept this and continue to use the individual and collective strategies shared.



HOW COACHING CAN HELP YOU BUILD AN ENVIRONMENT OF TRUST



Active listening

By creating a safe space for the individuals to talk, you indicate that you are truly interested in them meaning that they will feel safe to open up.



Powerful Questioning

By using powerful open-ended questions you will encourage individuals to open up to you, creating a deeper level of trust and bond.



Vulnerability

By bringing your most authentic self into any interaction you are allowing the others to do the same.



Empathy

By showing empathy you put yourself in others shoes, which strengthens both communication and understanding.



Partnership

By working in true partnership with either your learners or your staff, you demonstrate that you're all in it together. What better way to build trust?



Key takeaways

The strategies for building trust are universal.

The strategies for building and repairing trust are the same whether you're dealing with young people in the classroom or adults in the working environment.

Trust is the same in every setting.

It doesn't matter which environment you work in, the strategies to build and sustain trust are the same.

Thank you!

Thank you so much for attending our **Creating Trust webinar!**

We hope this resource is useful in your continued steps toward creating a coaching culture among your staff, learners and within you organisation

If you have any questions, please get in touch.

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