



LEADERSHIP EXCELLENCE

TOOLKIT



4

**BUILD TRUST
IN YOUR TEAM**

HOW TO USE THE TOOLKIT

1. Cultivate Key Habits

This toolkit is designed to help you **cultivate key habits** to become the leader who inspires, influences, and leaves a permanent impact.

2. Learn from Golden Stars

Each Golden Star has a **unique Toolkit**.

This is not a stand-alone resource. Use it in **conjunction** with the 10 Golden Stars to Leadership Excellence **Book** and/or **Masterclass**.

Maximize this learning opportunity by **answering** the questions in the space provided, with **honesty and self-reflection**.

3. Return to the Toolkit

Use the toolkit as a method to **monitor your leadership growth**.

Regularly return to this toolkit to **refresh your knowledge** and compare past to present.



WHAT IS TRUST

The Foundations of Trust

Credibility, authenticity, emotional safety, personal reputation, and workplace competence are all components of trust.



Which applies most to you? Describe why they are so applicable.

Which components could you improve?

How might you work on these areas to build stronger trust with your team?

HOW TRUST SHAPES THE BRAIN

The Role of Trust in Teams

Reflect on how trust, or lack of it, has impacted on your team. Consider things like cooperation, innovation, communication, and resilience.

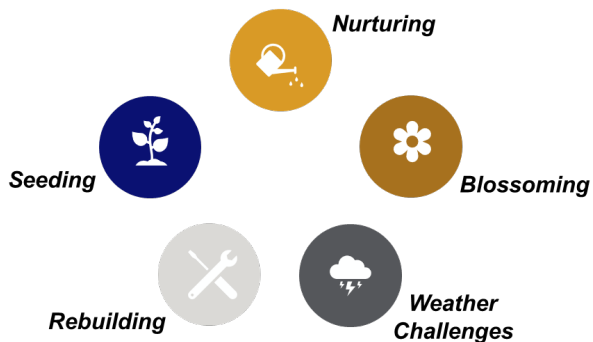


Are there any incidents that stand out? Note them down.

If trust has been lacking, what actions could you take to improve it?

CYCLE OF TURST

Have you experienced the cycle of trust.
Note down the situation where you went through the full cycle.



How was trust built?

What happened to cause the breakdown in trust? Is there something you could have done differently?

How was trust rebuilt? Write down specific actions that you can use in the future.

10 TECHNIQUES TO ESTABLISH TRUST

Techniques for Establishing Trust

In this session we discussed 10 techniques to establish trust and credibility and enhance your leadership style.



Do you currently use any of the techniques?
If you do, note down which ones work best and why.

If not, what can you do to incorporate them into your leadership practice?

THE TRUST-TO-RESULTS PYRAMID

The Trust-to-Results Pyramid

Review the Trust-to-Results Pyramid.



Can you identify instances when trust has influenced relationships, opened up possibilities, created opportunities, or yielded results for your team?

Are there any levels of the Pyramid where you could improve?

What actions could you take to enhance trust at these levels?

PROMOTING TRUST IN RELATIONSHIPS

Do you cultivate and maintain trustworthy relationships with your team members?



Note down which strategies have been effective, and where could improvements be made?

Reflect on how a heightened focus on trust could impact your team's performance.

Create a strategy tailored for your team that helps you increase trust in the team dynamics.

UNDERSTANDING TRUST IN LEADERSHIP

Reflect on your understanding of trust in leadership prior to this learning session.



Has your perspective changed after exploring the different facets of trust? Elaborate on what areas were most insightful for you.

Can you identify instances where trust, or a lack thereof, significantly impacted your team's dynamics and performance?

S

SPECIFIC

M

MEASURABLE

A

ATTAINABLE

R

RELEVANT

T

TIME-BOUND

GOALS

Set 2–3 SMART goals to strengthen trust within your team.
For example, if you feel that you are not always consistent, a goal could be:

“Over the next three months, I will use regular feedback from my team to identify areas where I lack consistency.”