

# DAU

## Building Trust for a Healthy, Productive Workplace

Welcome! We'll begin at 1300

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## *Your attention, please!*

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- Stay fully engaged for the whole session.
- Close email and other applications entirely. Silence your phone and notifications.
- Mute yourself when you're not talking.
- Leave your video on.
- Move into Gallery View if you're not already so you can see others.
- Please remember that we are on open channels so only unclassified conversation.





## *Topics we'll address today:*

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- Trust in the F-35 Enterprise
- What makes and breaks trust
- BRAVING trust
- Building trust at work
- Ways to build and maintain trust



# *Trust at Work*



## Breakout Conversation:

Why is trust important in teams and organizations?

- What does it enable?
- What happens when trust isn't there?

*\*\* Please make note of your room # and appoint a spokesperson to take notes and report out for your group.*



# The Value of Trust

*“[Trust] changes everything.”*

– Stephen M. R. Covey

↑ Trust = ↑ Speed ↓ Cost

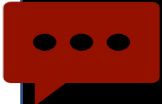


# *Trust Makers & Breakers*

*“Trust is the glue of life...It’s the foundational principle that holds all relationships.”*

– Stephen Covey

- ***What actions build trust personally and professionally? What puts “marbles in someone’s marble jar”?***
- ***What actions break or erode trust? What might people do to remove marbles from their jar?***



# *Paradox of Trust*

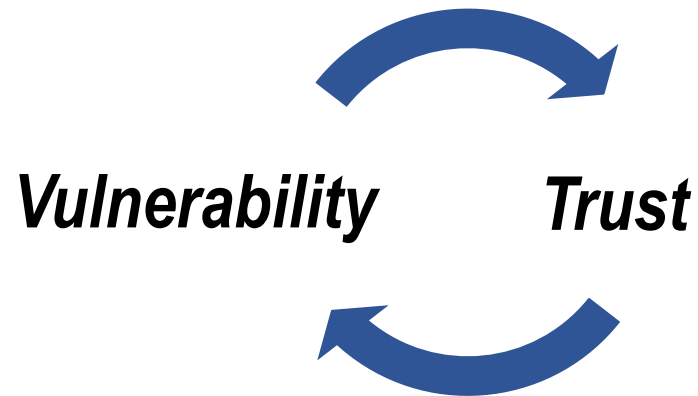
We need both to be successful at building trust.



# Vulnerability and Trust

Which comes first, trust or vulnerability?

Vulnerability = “Experience of risk, uncertainty, and emotional exposure.”







## *Why do we trust leaders?*

Trust = Intimacy (relationship) X Credibility  
Risk



# ***BRAVING Trust***

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- **Boundaries**
- **Reliability**
- **Accountability**
- **Vault**
- **Integrity**
- **Non-judgement**
- **Generosity**



# *How did we do?*

## Group Conversation:

- Where were your highest and lowest scores?
- For you, what dimensions are the highest priority and why?
- How might you start BRAVING trust with your colleagues?

**RESULTS**

***Please***





# Building and Maintaining Trust

## Some Essentials:

- Make trust a priority
- Get to know each other as people
- Create a common language
- Practice intentionally
  - ✓ Courage, empathy, curiosity, and compassion
  - ✓ Having tough conversations
  - ✓ Giving and receiving feedback



# Recap



LESSONS  
LEARNED

1. The ROI of trust is very high in organizations
2. Trust is built small moments over time
3. We must be trusting AND Trustworthy
4. Trust and vulnerability go together
5. BRAVING is a way to understand Trust, to make it skill-based, actionable, and able to be repaired
6. We can (and must) work with others intentionally to build and maintain trust

# *Reflection*

How will your thinking and behavior change as a result of our conversation today?

