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BUILDING ON YOUR MANAGEMENT SKILLS:

ESTABLISHING TRUST

Great teams have trust at the heart of their success. If you don't trust each other, you'll play safe. Trust makes it possible to aim higher. To leap further and to know someone has your back if you fall.
Adam Grant

Have you ever worked for a company that lacked foundational trust? If so, you likely experienced a stressful work environment in which you might've felt that you had to withhold your talents, energy, and passions. A lack of trust in the workplace often produces a dysfunctional culture that decreases employee engagement and productivity. Additionally, repairing a company culture utilizes a lot of time and resources. Sooner or later, it becomes clear that a company that lacks trust within their organization loses their value.

Trust is essential to the efficiency and success of a strong team and positive company culture. Establishing trust allows for a culture ingrained with honesty, integrity, reliability, and mutual respect which in turn boosts morale and motivation. So how do we build trust in the workplace? It usually begins with the leaders. Trustworthy leaders are able to present many benefits to the organization like innovation, loyalty, and a team that performs efficiently. However, trust isn't given - it's earned. Thus, leaders must take the time to earn trust through strategic trust-building approaches.

Be Accessible

Start with being available to your team. The more available you are, the more your team will feel comfortable approaching you with questions, concerns, and new ideas.

Be Supportive

Ask your team what you can do to help them be successful. Showing support and encouragement allows your team to feel confident in their work and boosts morale.

Be Dependable and Consistent

A leader that demonstrates dependability and consistency displays to their team that they could count on their leader.

Provide Feedback

Feedback is essential for your team to identify their strengths and weaknesses in order to further develop their skills and improve upon their weaknesses.

Ask for Feedback

Let your team know that you are also willing to modify your management style.

Avoid Micromanaging

Trust must be reciprocated. A leader that micromanages their team reveals to them that their leader does not trust them to complete tasks without intervention. Micromanaging is the quickest way for a team to lose trust in their leader.

It is essential for an organization's leader(s) to analyze and determine the amount of trust present within their workplace. There are a variety of different assessments and surveys that leaders could take advantage of to evaluate the company culture and whether or not it lacks trust. If an issue is identified, leaders are able to consider effective solutions to implement before the problem worsens. Fortunately, repairing organizational culture and trust are achievable with time and effort - the first step is to just recognize the problem. A strong leader would then figure out a solution because they acknowledge that ultimately, a company's most valuable asset is trust. Therefore, when developing your skills as a leader, consider different strategies you could utilize to establish trust within your organization.