

TRUST STARTS WITH YOU

A 20-MINUTE LEADERSHIP REFLECTION GUIDE

Every leader wants to build trust.

But trust isn't something we can demand, and it isn't built through one courageous conversation. It's built through hundreds of small moments.

That's why it's important to understand that we don't build trust from our intentions.

We build trust through our patterns.

- How we respond under pressure.
- How we handle mistakes.
- How we react when challenged.
- Whether your mood dictates the atmosphere of the room.
- How consistently our behaviour aligns with our values.

**Trust begins with how well
you can lead yourself.**



WATCH THIS VIDEO

BRENÉ BROWN
THE ANATOMY OF TRUST

🕒 Approximately 20 minutes



**Scan to
watch**



**Or click
[HERE](#)**



AS YOU WATCH, NOTICE...

Rather than simply watching it, I'd encourage you to watch with curiosity. Notice what resonates...

- Which behaviours do you recognise in yourself?
- What might your team experience differently than you intend?



IF WATCHING AS PART OF A LEADERSHIP TEAM, DISCUSS:

- What behaviours consistently build trust in our teams?
- What behaviours quietly erode it?
- What do we want people to consistently experience when they work with us?

REFLECTION



TRUST IS BUILT THROUGH EVERYDAY BEHAVIOURS.

USE THESE 7 QUESTIONS, BASED ON BRENE BROWN'S 'BRAVING' FRAMEWORK, TO REFLECT ON THE LEADERSHIP EXPERIENCE YOU CREATE FOR OTHERS.

On a good day...

Under pressure...

BOUNDARIES

What boundaries help me lead effectively, or need improving?

RELIABILITY

How consistently do my actions match my commitments?

ACCOUNTABILITY

What example do I set when things don't go to plan?

VAULT

What reputation have I created when it comes to confidentiality?

INTEGRITY

Where am I leading in alignment with my values, or not?

NON-JUDGEMENT

How easy do I make it for others to ask for help/admit mistakes?

GENEROSITY

How do I seek to understand before forming an opinion?



ONE COMMITMENT THIS WEEK

Choose one behaviour to intentionally practise, one small change you want your team to notice.

- Write it down. ● Tell someone. ● Practise it daily.

***Small, repeated actions build trust far more effectively than occasional grand gestures.
Start by practising self-trust and leading self.***