

Trust

If we look at a definition of trust it is - reliance on the integrity, strength, ability, surety of a person, having confidence in some one, belief that someone is reliable, good, honest and effective. We all know when we trust someone but how does that happen, what makes you trust somebody and can you build trust? Think about the people you trust and mistrust, what is it about their characteristic and behaviours in each instance?

Trust is a fundamental element of any relationship, it is the glue that holds relationships together. Therefore, when trust is absent, it can be difficult or near impossible for you work with, communicate or have a relationship with someone you mistrust. Trust is earned and built, over time. It can take a long time to establish, yet only moments to destroy, with lost trust being very difficult to restore. It's much easier to lose trust than to build it. Establishing relationships that are based on trust goes a long way to improving engagement, which in turn leads to long term positive relationships.

How to build trust:

Patience

Trust is not automatically present in a relationship, it is something that needs to be developed and nurtured.

You have to be very patient and wait for the trust to be built, through your commitment and integrity. .

Integrity

Be honest in your actions and your communications, ensuring that you are genuine. Honesty should always be tempered, as being too honest, can destroy trust.

Admit when you are wrong or don't know something and reveal your vulnerabilities.

Never lie as this is one of the easiest ways to lose trust and integrity. It will always have a negative impact on relationships.

Show integrity by acting in accordance with your own beliefs and principles. I am sure you can think of examples of individuals in public life who have broken these principles and therefore lost trust.

Communicate openly

If you communicate you will build trust, always making your communication clear and straightforward.

You cannot build trust if you hold back or are seen to be having some form of hidden agenda.

Communicate with the purpose of sharing and never as a means of control.

Responsibility

Take personal responsibility for your own actions, admitting mistakes when necessary.

If you demonstrate that you have the ability to deliver, you will then begin to build a positive reputation.

Consider others

In order to win the trust, you must show that you have their needs in mind.

If you are selfish in anyway then others will find it difficult to trust you, ensure that you let others see that you really care about them.

Show you trust others

Refrain from interfering with the work or actions of others, unless you feel that their actions are detrimental.

In any relationship create an environment where trust is reciprocated so that you can effectively engage.

Encourage sharing

Show others that you are genuinely interested in their opinions and their welfare and that you can be trusted to keep a confidence.

Never betray a confidence or gossip, and be open to the perspectives of others, try to remove being judgmental and be impartial

Trust others to communicate and they will reciprocate that trust in you.

It is also vital that you develop sound listening skills, demonstrating you know the views and ideas of others will develop a trusting relationship, especially if

you act upon their feelings, and show that you are giving them just consideration.

Be consistent

Be consistent in your communication, actions, attitudes and behaviour. This will enable others to anticipate how you will react and respond in a given situation.

If you behave inconsistently, they will be unable to easily anticipate your reaction.

Building Trust

Trust is hard thing to build and it takes time and effort. You have to decide on how important the relationship is to you, if it is important then it is really important that you apply these principles.

Remember trust is fragile and can be destroyed more quickly than it can be earned.

