

Creating a Culture of Trust on Your Team

GoSkills online course syllabus

Skill level

Beginner

Lessons

20

Pre-requisites

No prior experience needed

Video duration

1h 15m

Estimated study time

1h 15m

Instructor

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Introduction

1 Fostering trust

When your team trusts each other, they are more effective with the work they do.

The Case For Trust

2 Importance of trust

Employees in high trust organizations are more productive and collaborate better.

3 The business case for trust

Plenty of data and research have pointed to trust being an essential element for organizational success.

4 Trust in today's world

In today's world, trust has become increasingly necessary to workplace success, but identifying where it is most necessary, and how, is equally crucial.

Neuroscience and Trust

5 Knowing your brain

Leaders who understand the functions of the brain for leadership and trust are in the power seat.

6 Oxytocin as a trust driver

Oxytocin is a chemical that your brain emits, and it's also associated with increasing trust.

7 Building social brains for trust

Humans all possess a 'social brain network,' which is needed for building trust.

Trusting Yourself

- 8** **Awareness of trust**
Trusting yourself affects how you trust others and build trust.
- 9** **Biases that affect trust building**
Biases affect your ability to see the creative potential in yourself and others.
- 10** **Being vulnerable**
Increasing your vulnerability increases your efforts of building authentic trust.

Building Individual Trust

- 11** **Igniting the purpose**
Facilitating whole person growth by connecting with people's purpose builds trust and demonstrates your investment in those individuals.
- 12** **Building employee strengths**
Helping employees discover their strengths increases their likelihood of trusting you.
- 13** **Trust and delivering feedback**
Giving feedback incorrectly can derail trust quickly.

Creating Team Trust

- 14** **Overcoming in/out group bias**
Human brains quickly put people into groups, and leaders need to know how to control for this type of bias to mitigate its impacts.
- 15** **Increasing social collectivism**
Mirror neurons and social contagion are hidden forces that affect the way team members interact with other.
- 16** **Recognizing excellence**
Recognizing excellence and team contributions correctly and fairly can boost oxytocin and increase trust.

Building Organizational Trust

- 17** **Organizational transparency**
An organization, team, or leader's level of transparency is correlated to the level of trust their people feel they have for them.
- 18** **Effective communication**
To increase transparency, trust and creativity, communication lines must be healthy and clear.
- 19** **Organizational purpose**
Just like individual purpose, clear alignment with organization purpose affects trust.

Conclusion

- 20** **Making a meaningful difference**
Thanks for watching this course!

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