

# Change Toolkit - Trust Equation

## Programme Overview

### Summary

People can feel vulnerable during change which can cause resistance and emotive responses. Trust plays a vital role in creating a sense of security during uncertain times. People trust people, not organisations. Participants explore the 'trust equation' and identify practical ways they can build trust and credibility with their team and as a team. The session provides an introductory and practical application of the BRAVING Inventory, allowing leaders to use the self-administered tools provided most effectively.

### Style and Approach

Highly practical experiential workshop using an animated video to encourage group discussions.

### Programme Structure

3 hour workshop

### Audience

All Line Managers

### Group size

16 Participants

# Programme Overview

## Programme Topics

- Introduction to TQ (Trust Equation) and understanding how people benchmark your trustworthiness. Participants explore what self-orientations is and how it demonstrated, and the impact this has on trust. Participants identify how to make others feel that the focus is on them rather than the leader's own perspective.
- Introduce BRAVING - Principles to increase your trust equation and build credibility with your team.
- Boundaries | You respect boundaries. When you're not clear about what's okay and not okay, you ask.
- Reliability | You do what you say you'll do.
- Accountability | You own your mistakes, apologise, and take actions to correct or stop them happening.
- Vault | You don't share information or experiences that are not yours to share. Others can be confident their confidences are kept.
- Integrity | You choose courage over comfort. You choose what is right over what is fast, or easy. You stay true to your values rather than simply professing them.
- Non-judgment | Others can ask for what they need, and you can ask for what you need. We can talk about how we feel without the other person making judgments about us.
- Generosity | You give others the benefit of the doubt taking intentions, words, and actions into account

## Outcomes

Having attended this course, you will be able to:

- Recall The Trust Equation (Charles Green) and how to apply it.
- Identify how to leverage trust to gain buy in to change.
- Recognise responses to change and how to manage what can present itself as resistance.

How to Apply:  
You can self-nominate via Oracle.