

**“BUILDING TRUST WITHIN WORKPLACES”  
TRUST STAND – PARTICIPANT ACTIONS**  
September 5, 2024

**WHAT SHORT-TERM ACTION(S) WILL YOU TAKE TO BUILD TRUST  
IN YOUR ORGANIZATION?**

- Accountability. Value all employees and acknowledge their individual contributions.
- Adopt more micro-affirmations into my regular habits.
- Advocate for transparency from peers in leadership.
- Ask more questions. Ask for more feedback and say ‘thank you’ more.
- Ask purposeful questions. Be accepting of feedback. Read two of the books recommended.
- Be as transparent with employee communication as possible & explain the ‘why’ behind the message!
- Be intentional about checking in w/ my team.
- Be intentional about creating a safe space for my colleagues.
- Be more consistent with team trust building / inclusion exercises. And allow people to opt out.
- Be open to embracing the authenticity of others and encouraging others in their process.
- Build in more opportunities to ask staff for their opinions.
- Build new team contracts.
- Build Trust.
- Collaborate with my team. Encourage constructive conflict.
- Connect trust & DEI to the business need!
- Continued trust building exercises
- Create pathways for open communication. Encourage real, constructive feedback

- Education.
- Encourage open communication where there is a lack of it.
- Engage in more team building/trust activities.
- Establish rapport w/ employees. Follow through.
- Execute team charters.
- Extend trust - lead by example.
- Get to know leaders better.
- I commit to being an open and genuine person to those around me so that I create a safe trustworthy space.
- I commit to being trustworthy myself and allowing others to be their own true selves.
- I commit to more team building, fun exercises.
- I commit to taking short-term/immediate action and planning trust exercises.
- I will commit to extending trust and taking the 1st step to establish and build trust in relationships at work.
- Implement a trust activity w/ my team at the next team meeting.
- Incorporate microaffirmations. Give trust.
- Listen more. Find out if employees have everything they need & if there is something I can do to help them improve now.
- Look at building relational equity within our offices.
- Look for bridging opportunities.
- More micro-affirmations to my team members consistently.
- Establish office hours. Do less talking and allowing more time for questions.
- Plan next team building exercise.
- Practice micro-affirmations.

- Provide context to change management situations to ensure understanding of the 'why' of the changes.
- Remind myself daily that consistency is an element of trust.
- Share why I can't share what I can't share. Ask for more opinions.
- Share information from the session w/ others. Practice some trust exercises.
- Sharing this information w/ leadership to use going forward.
- Smile More!
- Start staff team meetings with a trust exercise.
- Take back to our DEI team to determine full staff action items.
- Take survey feedback seriously and do something w/ the data that is responsive to folks' concerns/feedback.
- Tell the truth & make it plain!
- Try to create a team culture of "Z try."
- With new employees, I commit to working on developing our working relationships together.