

# MESSAGE

## Trustworthiness

**Circulatory (Cardio-vascular) System transports blood to every part of the body to keep it alive, allowing the delivery of needed and the extraction of unwanted elements to all parts of the body.**

I first heard John Maxwell say "Trust is the glue that holds an organisation together", and how true it is. A team cannot function if the members do not trust each other. A manager cannot empower employees if the employees are not trust worthy. A supervisor cannot assign roles if she cannot trust those she is assigning them to. A leader will not be followed if they cannot be trusted.

Trustworthiness is like the cardio-vascular system of the body. The cardio-vascular system pumps blood to every organ, and part of the body. If blood were to stop being supplied to a part of the body that part would die and thus enormously affect the rest of the body. So it is the same with trust. In every aspect of our leadership, trust needs to be present. If you cannot be trusted or you cannot trust those you lead and lead with or you breach the trust that others have placed in you, your leadership is already being starved of the most important element it needs to survive – trustworthiness.

### TRUST BUILDERS

- Do what you say you will.
- Communicate openly and honestly.
- Empower others to help you achieve.

### TRUST BUSTERS

- Fail to do what you said you would do.
- Do not speak the entire truth.
- Keep power from others.

Trust is a commodity upon which we all rely, and have a need for. We trust others with our lives all the time. We share things that are important to us, of a confidential nature with others with the understanding that it would go no further. We find ourselves in need and ask for some help and trust that the help once offered will be delivered. We trust our hopes and dreams to others expecting and trusting in affirmation and encouragement. In leadership the responsibility to fulfil the requirements trust places on us are intensified all the more. Your love, care and concern for another will be weighed on the scales of trustworthiness. People will follow you if they know you care and they will know that you care if you build trust with them.

Each week I'll offer some question which may assist you in working through this material. A lot of this is really straightforward. The discoveries lie in the quiet times of reflection and thought.

- Am I trust-worthy?
- Do I consistently fulfil the commitments I say I will?
- Do I ever talk (in a negative manner) about a team member behind their back?
- Do I trust the people whom I'm leading with and who are leading me? Why or why not?
- Do I feel I've earned the trust of those I'm leading with and who are leading me?
- What could I do to further that trust?
- Am I always 100% honest (but also sensitive) when I communicate with others?
- Have I given anyone who knows me a reason not to trust me in the last month?

Just like the systems of our bodies health takes hard work and time to achieve, but if disease, sickness and degeneration are not detected and addressed then what lies in the future can be devastating. Take the time to address these questions and put in place some strategies, ideas and safeguards that will enable you to build trust with others and trust into your leadership.