

Exercise: Building Respect and Trust

Instructions

Set a timer for 7 minutes.

Note as many ideas as you can for how to amplify the respect and trust you show for your employees in each dimension listed.

Note what driver you will use – a structural or process change – or a change in your own behavior and the behavior you require of others on your team?

Then circle your top 3 ideas and decide when you will implement them.

Example:

Dimension	What ideas do I have for how to demonstrate respect and trust?	Driver
Strengths and contributions	<i>Each day, note contributions and strengths I notice among staff. Each month write a note to each employee with my observations.</i>	<input type="checkbox"/> Structure <input checked="" type="checkbox"/> Process <input checked="" type="checkbox"/> Behavior
Cultural background	<i>Hold cultural sensitivity training for all employees. Apply what we learn.</i>	<input type="checkbox"/> Structure <input checked="" type="checkbox"/> Process <input checked="" type="checkbox"/> Behavior
Health	<i>Hold walking 1:1 meetings with my team. Set up a quarterly contest for who works out the most (self-reported)</i>	<input type="checkbox"/> Structure <input checked="" type="checkbox"/> Process <input checked="" type="checkbox"/> Behavior
Workplace comfort	<i>One afternoon per month, have clean up day where we organize our workspace and clear out junk.</i>	<input type="checkbox"/> Structure <input checked="" type="checkbox"/> Process <input type="checkbox"/> Behavior
Psychological safety	<i>I need to learn more about this and how to create it. Invite a guest speaker to address our team on this topic.</i>	<input checked="" type="checkbox"/> Structure <input type="checkbox"/> Process <input type="checkbox"/> Behavior
Human connection, caring and being cared for	<i>Ask people how they are doing as people before diving into the business at hand.</i>	<input type="checkbox"/> Structure <input type="checkbox"/> Process <input checked="" type="checkbox"/> Behavior
Learning and growth	<i>Structure our time so that every employee has a full day each quarter to attend a class or workshop.</i>	<input checked="" type="checkbox"/> Structure <input type="checkbox"/> Process <input type="checkbox"/> Behavior
Financial success and independence	<i>Set up pay bands by job level/role, and do a salary equity survey every 2 years to make sure we are paying competitively.</i>	<input type="checkbox"/> Structure <input checked="" type="checkbox"/> Process <input checked="" type="checkbox"/> Behavior

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