Workplace Trust

Pass out 4 3" x 5" index cards (preferably four different colors) to each person. Explain that you will be asking them to respond to a series of questions regarding trust. They will respond to each question on a different card. They will put there cards in a bucket or box in the middle of the table or floor. After everyone has finished responding to the questions, the box/bucket will be passed around and each person will draw a card for each question and read aloud during a facilitated discussion.

1. In general, what can get in the way of developing trust in a group?

2. Knowing what you know about yourself and the people in this room, what can potentially get in the way of developing trust in this specific group?

3. In general, what can support the development of trust within a group?

4. Knowing what you know about yourself and the people in the room, what can potentially support the development of trust in this group and in Extension self-directed teams?

In new group formation fears and concerns are natural, sometimes based on past history and sometimes because someone is not well known to others. Attempt to resolve issues before much time passes. Involve a third party if you feel it will help. It will only diminish the success of a team if feelings and concerns are put aside.