



LEADERSHIP CHOICES:

BUILDING OR BREAKING TRUST AND
RESPONDING OR REACTING





- Introduce a trust model
- Explore and understand the behaviors that build and break trust
- Introduce a process for rebuilding trust
- Define responding and reacting
- Understand moment of choice

The Willingness

to choose trust

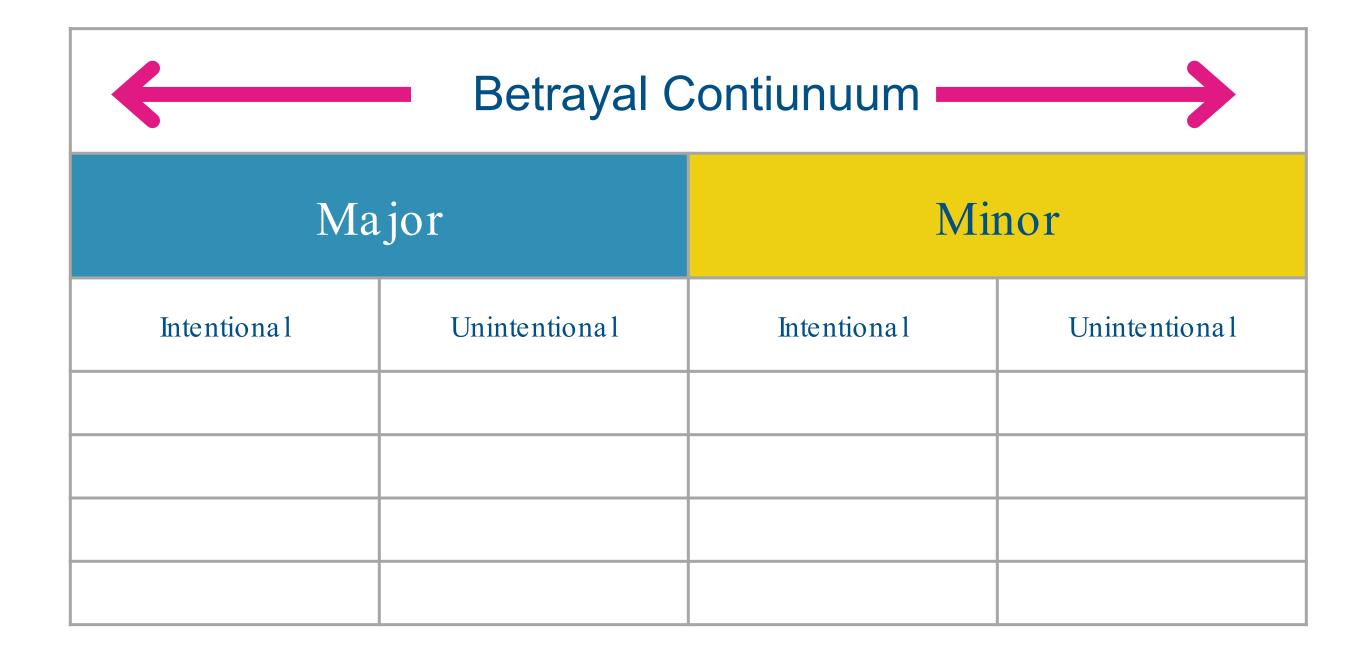


"A team is not a group of people who work together. It is a group of people who trust each other."

-Simon Sinek

Betra ya l Continuum

A breach of trust or the perception of a breach is in the eyes of the person who feels betrayed!





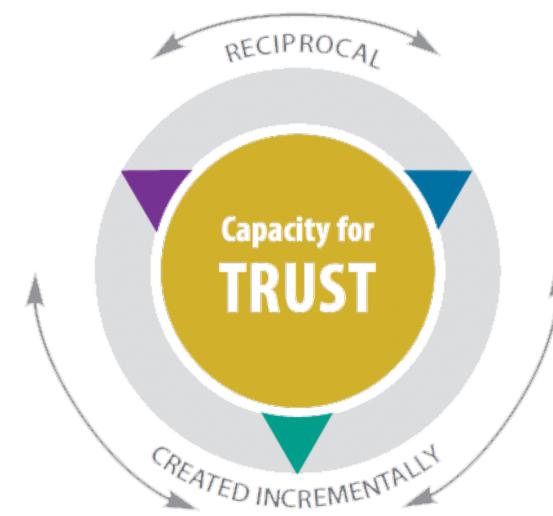
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BULDING FRUST

Trust of capability®

- Acknowledge abilities and skills.
- Allow people to make decisions.
- Involve others and seek their input.
- Help people learn skills



Trust of character™

- Manage expectations
- Establish boundaries
- Delegate appropriately
- Encourage mutually serving intentions
- Keep agreements
- Be consistent

Trust of communication®

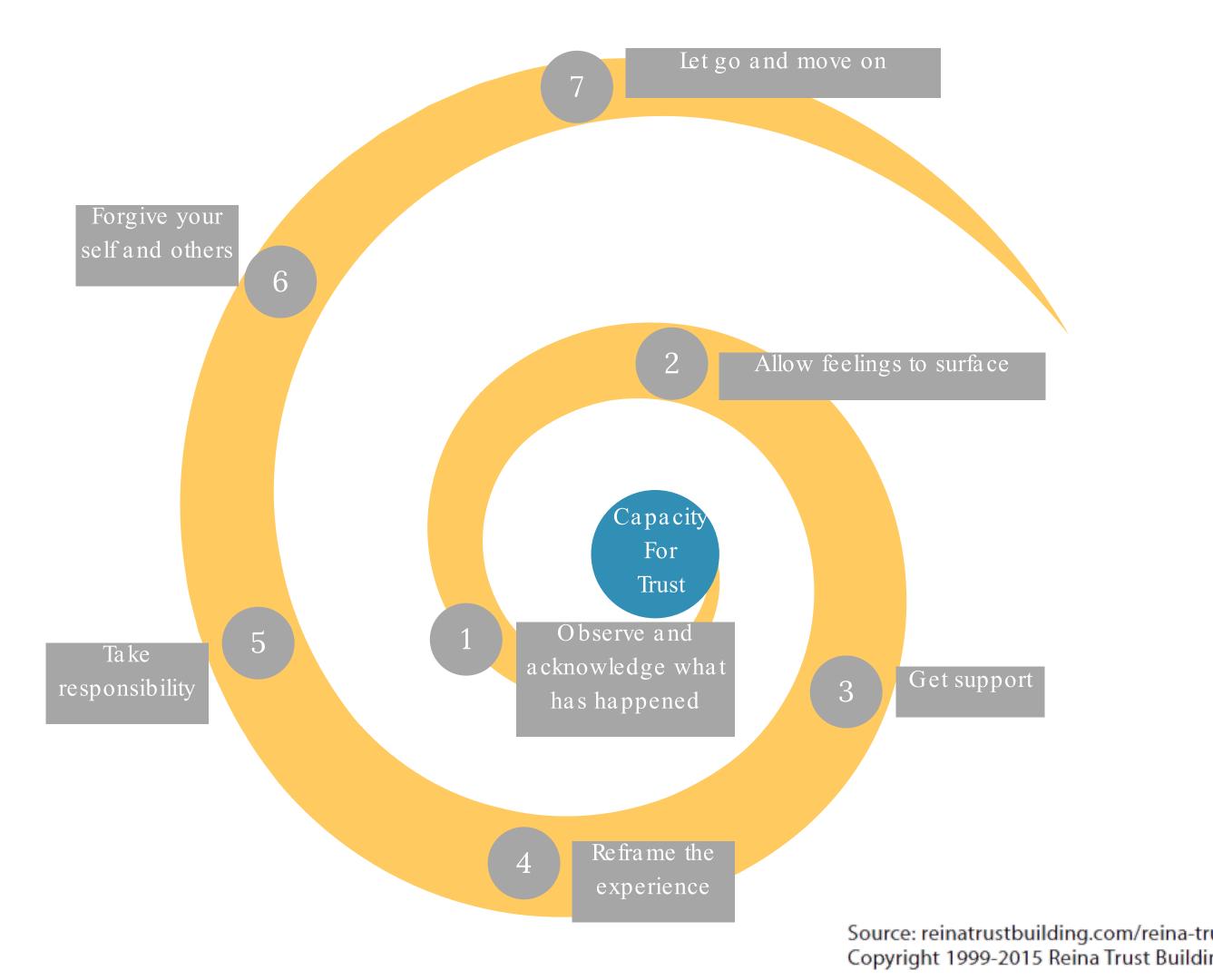
- Share information
- Tell the truth
- Admit mistakes
- Give and receive constructive feedback
- Maintain confidentiality
- Speak with good purpose

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Rebuilding Trust

7 Steps for Healing





Identify the space

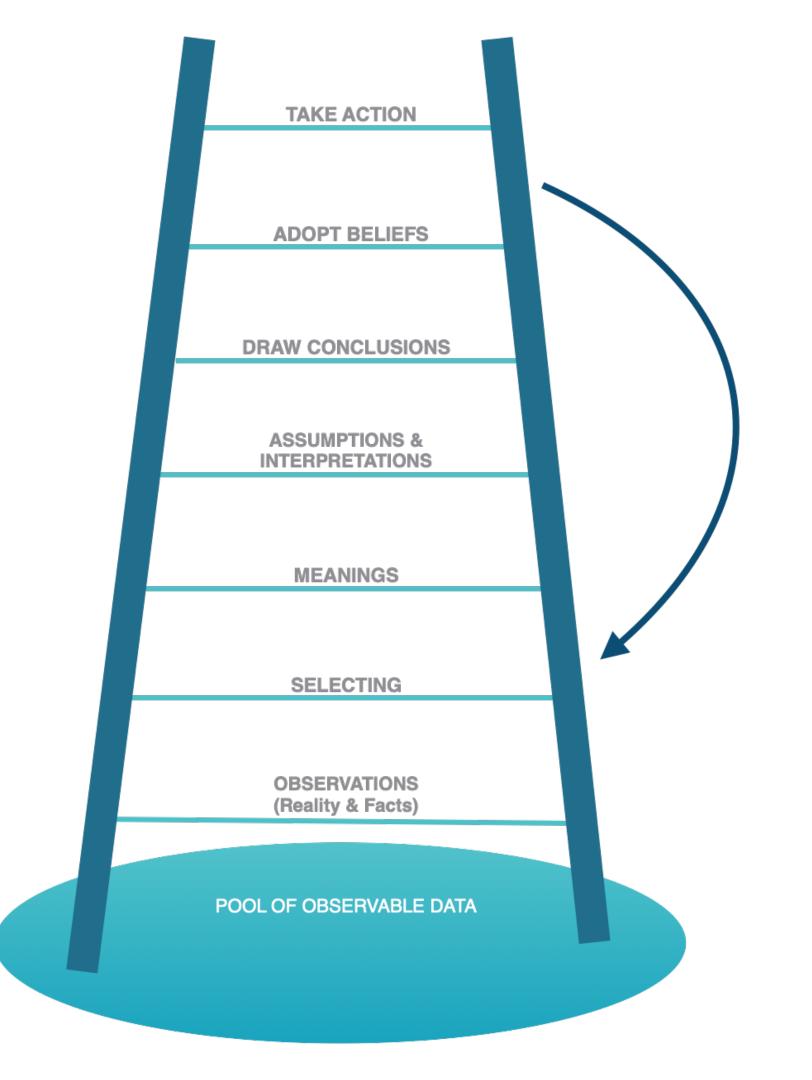
to choose your response



"Between stimulus and response there is a **space**. In that **space** is our power to choose our response. In our response lies our growth and our freedom."

-Viktor Frankl

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INTERNAL FAMILY SYSTEMS

The anatomy of your interior

exile

Wounded inner child carrying the burden of painful memories, emotions & beliefs. (i.e. unworthy, unlovable, not good enough, etc.)

sadness, loneliness, grief, anger, dependency, hurt

managers \

Proactive protectors
trying to keep you in
control and stop you
from feeling the wound
of the inner child

controlling part, planner, inner critic, ANTs, judgemental, perfectionist, people pleaser, pessimist

self

Compassion
Calm
Curious
Connected
Confident
Courageous
Creative
Clarity

firefighters

Reactive protectors trying to soothe or distract when the exile is triggered

addictions, dissociation, selfharm, disordered eating, numbing, hiding, avoiding

Responding verse reacting

Finding the space

Responding	Reacting
Deliberate/ Conscious	Instant/ Unconscious
Considered/Intentional	Based on beliefs/bias
Solution focused	Problem focused
Long term thinking	Short term thinking



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