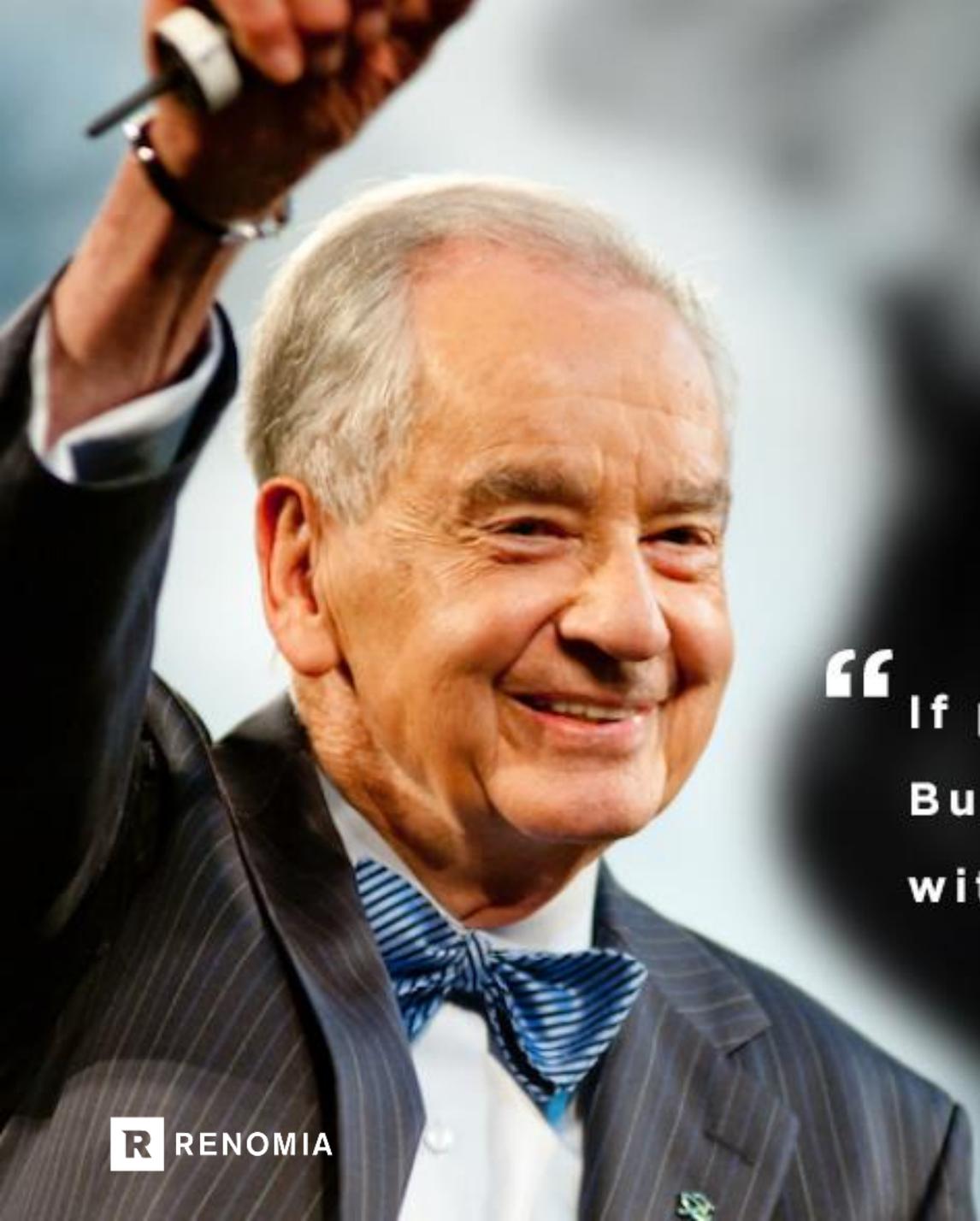




# Building Trust in Organizations

## The best people and their team cooperation

A photograph of Zig Ziglar, an older man with white hair, wearing a dark pinstriped suit jacket, a white shirt, and a blue and white striped bow tie. He is smiling and has his right arm raised, holding a microphone. The background is blurred.

# Trust

**“ If people like you, they’ll listen to you.  
But if they trust you, they’ll do business  
with you. ”**

————— Zig Ziglar

**TRUST**  
**=**  
**BASIS OF**  
**EACH**  
**RELATION**



Trust likely helps team members focus on collective goals rather than personal interests



## How might trust impact team performance?

### WHEN WE TRUST



We expect others to behave positively towards us...



So, we may tolerate more vulnerability & uncertainty...



...and tend to work better with others and stay focused on team goals.

### WHEN WE DON'T TRUST



We might be more suspicious of how others may act towards us...



We can become defensive, trying to reduce our vulnerability...



We may lose sight of team goals and focus on personal interests.

Adapted from: de Jong, Bart A., Kurt T. Dirks, and Nicole Gillespie. "Trust and Team Performance: A Meta-analysis of Main Effects, Moderators, and Covariates." *Journal of Applied Psychology* 101.8 (2016): 1134-150. Web.

SCIENCE FOR WORK

# THE 8 INSIDE FACTORS OF TRUST

**Eight**  
building blocks  
of organizational  
trust

	<b>O</b>	vation	recognize excellence
E	<b>X</b>	pectation	create challenges
	<b>Y</b>	ield	delegate generously
	<b>T</b>	ransfer	enable job crafting
	<b>O</b>	penness	share information broadly
	<b>C</b>	aring	intentionally build relationships
	<b>I</b>	nvest	facilitate whole-person growth
	<b>N</b>	atural	be authentic and vulnerable

1 920

hours we spent in work yearly

80 %

people are leaving due to the boss

**80 % employees are leaving due to you.**



# How we are building trust in RENOMIA?

**Who trust you, don't leave you**

- Onboarding
- Individual taylor made adaptation program
- Regular discussions with peers (feedback)
- Education, awards
  - RENOMIA Academy



**When people are following you, they need to feel confident, courage and faith in the direction you are setting. Only then your team will be the best.**