



Exploring Leadership

INTERPERSONAL SKILLS: TRUST

Trust is the glue that binds a leader to their followers and provides the capacity for organizational and leadership success. One of the biggest mistakes a leader can make is to assume that others trust them simply by virtue of their title.

CONVERSATION STARTERS:

- What are the top characteristics of a successful relationship?
- How do these characteristics also apply to leadership?

Trust is not a benefit that comes packaged with the nameplate on your door. As a leader, you are trusted only to the degree that people believe in your ability, consistency, integrity, and commitment to deliver.

The good news is that trust can be earned over time.

KEY OBJECTIVES:

- Identify trust as a key leadership characteristic.
- Explain trust should not be expected, it is earned.
- Demonstrate how earning trust can be applied in their lives

WHAT YOU'LL NEED:

- Open space where people can freely walk around.
- Some objects, like chairs or a table are good obstacles for youth to work around during the activity.

EXPLORATION ACTIVITY:

Instruct youth to pair into teams of two. There are two roles in this activity: Controller and Robot. Each youth will take turns in each role. Have the youth identify what role they will be playing first. The robot will close their eyes and the controller will guide them around the room and around obstacles (and other robots) while the controller uses the following controls:

FACILITATION TIPS:

- It is preferred not to use blind folds. Yes some people will "cheat" but that expresses a lack of trust and should be worked into the "Reflect" conversation.
- Some people may opt out. This is a good thing to talk about while not singling out anyone in particular.

- To Move forward - Touch back between the shoulder blades
- To Turn 90 degree right - touch top of right shoulder
- To Turn 90 degree left - touch top of left shoulder
- To Stop - touch top of head

Controllers start by directing the robot to walk. As they become comfortable, the controller can double tap the Robots back to increase speed (fast, power walk, run).



REFLECTION QUESTIONS:

Ask the below open ended questions to your group to engage in a discussion about what happened during the activity.

- Were there any collisions or falls? Do you think they were intentional? What were the challenges that made this difficult?
- How did your controller earn or lose your trust? Are there other ways people can earn or lose our trust?
- How would this activity relate to leadership and how we trust or don't trust our leaders?

APPLICATION DISCUSSION:

Ask the group to share one characteristic of trust they feel another person in the room possess. If practical, make sure everyone in the room is acknowledged. If not possible, take only a sample (ex: ¼ of the group).

Self-reflection questions:

- Which of these characteristics do you currently possess?
- Which would you like to possess?
- How do we develop these characteristics?



CONCLUSION:

Trust is a journey, not a destination. It is not a momentary event, but a series of investments over time that truly allows for success. Along the way, leaders like their followers will make mistakes; however, an honest and caring approach will allow those mistakes to be overcome.

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REFERENCES

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- You Can't Be A Great Leader Without Trust <https://www.forbes.com/sites/forbesleadershipforum/2012/10/24/you-cant-be-a-great-leader-without-trust-heres-how-you-build-it/#6d2f462e4ef7>