

# BRAVING\* – DECONSTRUCTING TRUST

*Brené Brown describes vulnerability as “showing up and being seen, with no control over the outcome”. You need to be BRAVE to be vulnerable, and vulnerability is at the heart of trust. Use the framework below to consider whether you trust others and whether you are creating the conditions for people to trust you.*

## Part One: You of the other person – do you trust them?

Think about someone you trust (may a colleague, maybe someone in your personal life). How does that person line up against the behavioural indicators below? Repeat the exercise with a second person who you don't trust so much. Where are the (potential) trust breaches?

	Trusting	Not so trusting
<b>B</b> <b>BOUNDARIES:</b> They respect my boundaries. They are willing to say no.	<input type="checkbox"/>	<input type="checkbox"/>
<b>R</b> <b>RELIABILITY:</b> They do what they say, they don't over-promise, they balance priorities and deliver.	<input type="checkbox"/>	<input type="checkbox"/>
<b>A</b> <b>ACCOUNTABILITY:</b> They own their own mistakes, apologise and make amends.	<input type="checkbox"/>	<input type="checkbox"/>
<b>V</b> <b>VAULT:</b> They keep confidences and don't share information that isn't mine to share.	<input type="checkbox"/>	<input type="checkbox"/>
<b>I</b> <b>INTEGRITY:</b> They choose courage over comfort, right over what is fun, fast or easy.	<input type="checkbox"/>	<input type="checkbox"/>
<b>N</b> <b>NON-JUDGEMENTAL:</b> They can ask for what I need and so can I. We can talk about how we feel without feeling judged.	<input type="checkbox"/>	<input type="checkbox"/>
<b>G</b> <b>GENEROSITY:</b> They extend the most generous interpretation possible to the intentions, words and actions of others.	<input type="checkbox"/>	<input type="checkbox"/>

## Part Two: The other person of you – do you create conditions for trust?

Using the same two people, how do you line up against the behavioural indicators below? Where are the (potential) trust breaches? What can you do to strengthen trust?

	Trusting	Not so trusting
<b>B</b> <b>BOUNDARIES:</b> I respect their boundaries. I am willing to say no.	<input type="checkbox"/>	<input type="checkbox"/>
<b>R</b> <b>RELIABILITY:</b> I do what I say, I don't over-promise, I balance priorities and deliver.	<input type="checkbox"/>	<input type="checkbox"/>
<b>A</b> <b>ACCOUNTABILITY:</b> I own my own mistakes, apologise and make amends.	<input type="checkbox"/>	<input type="checkbox"/>
<b>V</b> <b>VAULT:</b> I keep confidences and don't share information that isn't mine to share.	<input type="checkbox"/>	<input type="checkbox"/>
<b>I</b> <b>INTEGRITY:</b> I choose courage over comfort, right over what is fun, fast or easy.	<input type="checkbox"/>	<input type="checkbox"/>
<b>N</b> <b>NON-JUDGEMENTAL:</b> I can ask for what I need and so can they. We can talk about how we feel without feeling judged.	<input type="checkbox"/>	<input type="checkbox"/>
<b>G</b> <b>GENEROSITY:</b> I extend the most generous interpretation possible to their intentions, words and actions.	<input type="checkbox"/>	<input type="checkbox"/>