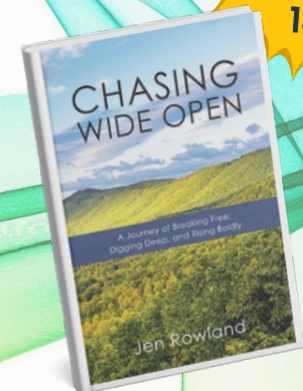


Daily Leadership Rhythms for Building Trust With Your Teams



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Helping Leaders Get Unstuck & On Purpose

Steps for Optimal Leadership Growth



Trust in Action

- Think of a leader (past or present) whom you deeply trusted.
- What character traits made you trust them?
- How did those traits show up in their daily actions or rhythms?



**Name
them**



Trust Definition:

Merriam-Webster

“Assured reliance on the character, ability, strength, or truth of someone or something.”

<https://www.merriam-webster.com/dictionary/trust>

Even this can be subjective.

Time for questions at the end.

Trust: Knowing When to Give It, When to Withhold It, How to Earn It, and How to Fix It (2023) Henry Cloud

5 Keys of Trust:

1. Understanding – Do you “get me”? feeling seen, heard, understood
2. Motive – Are you for me? another agenda?
3. Ability – resources and capability to get the job done?
4. Character – will you do what's right?
5. Track Record – have you done it before?

Time for questions at the end.

Exercise to Build Trust Awareness

build
or
BREAK



build *or* BREAK



Giving credit where
credit is due

Following through
on commitments



Setting unclear
goals



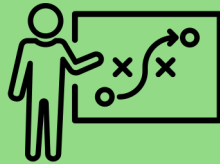
Withholding
information



Admitting mistakes



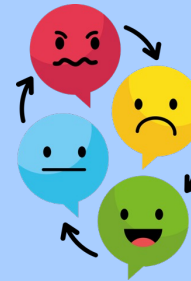
build
or
BREAK



Coaching
moments on
the floor



Ignoring team
issues



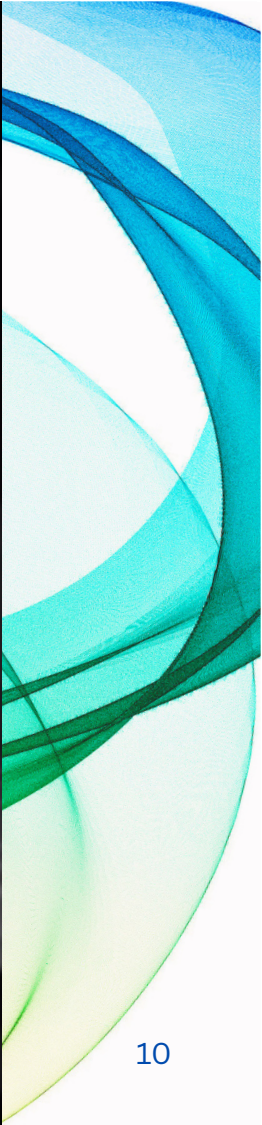
Reacting
Emotionally



Timely
Communication



Why Trust?





Current Trust Trends

- Trust in leadership is most critical during disruption. Employees look for clarity, consistency, and care when navigating uncertainty.
- Trust is harder to win and easier to lose than ever before. Small breaches (e.g., broken promises, poor communication) can quickly erode credibility.
- Gen Z and younger Millennials especially value flexibility, autonomy, purpose, and transparent communication. Also, acknowledgement of generational differences. Trust suffers when these are absent.
- Employees report a greater trust in leaders who are openly communicating about new AI integration.
- Despite societal declines in institutional trust, employees continue to trust “my employer” more than government or media sources for reliable information.
- Employees are more likely to trust leadership that prioritizes mental health and wellbeing.



Daily Building Rhythms



Character Alignment

Misalignment - When we have forgotten our WHY

Proverbs 4:23 (NIV)
above all else, guard
your heart, for
everything you do
flows from it.

- **Eroded Trust** -Inconsistency chips away at credibility and reliability
- **Damaged Culture** -If leaders compromise values, the culture begins to reflect inconsistency, cutting corners, or self-interest.
- **Increased Cynicism** - skeptical, disengaged, or even resentful when they see hypocrisy. You loose buy-in.
- **Confused Decision-Making** - sending mixed signals to their team
- **Short-Term Wins, Long-Term Losses** - Choosing convenience
- **Personal Burnout and Regret** - what we don't know CAN hurt us



Character Alignment

*Alignment and Values
(Personal)*

Proverbs 4:23 (NIV)
above all else, guard
your heart, for
everything you do
flows from it.

- Do my daily actions consistently reflect the principles I say matter most to me?
- When I make difficult decisions, do I pause to consider my core values?
- Are there areas of my life where I feel tension, guilt, or regret because I compromised what I believe in?
- Would those closest to me say my words and actions line up with one another?
- Do I feel peace and integrity when I reflect on how I spend my time and energy?
- What truth have I been neglecting that is causing me to be out of alignment with God's call on my life?



"The hardest trust to build is the one you hold with yourself. Until you believe your own word and honor your own values, every other relationship can feel shaky."

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A Deeper Dive: Discovering Your Core Values

Step 1: Discovery

1. Highlight values you are currently living out well.
2. Underline values you aspire to grow in.
3. Put a star ★ next to the ones that energize you the most.

- | | | | | |
|------------------|-----------------|---------------|----------------|-------------------|
| • Accountability | Determination | • Gentleness | • Justice | • Prayerfulness |
| • Adaptability | • Diligence | • Grace | • Kindness | • Respect |
| • Balance | • Empathy | • Gratitude | • Love | • Resilience |
| • Boldness | • Encouragement | • Growth | • Loyalty | • Responsibility |
| • Charity | • Excellence | • Honesty | • Mercy | • Self-Control |
| • Commitment | • Faith | • Hope | • Obedience | • Self-Discipline |
| • Compassion | • Faithfulness | • Hospitality | • Openness | • Service |
| • Contentment | • Fairness | • Humility | • Patience | • Stewardship |
| • Courage | • Forgiveness | • Integrity | • Peace | • Teamwork |
| • Creativity | • Generosity | • Joy | • Perseverance | • Trustworthiness |
| | | | | • Wisdom |

Step 2: Narrow Your Focus (Clarity)

- From the list, circle 10 → cut down to 5 → choose your Top 3 “Guiding Values.”
- Think of it this way: If someone described you at your best, which 3 values would they name?

Step 3: Value Stories (Meaning)

- Reflection question: Think of a moment in your life when you felt proud, fulfilled, or ‘your best self.’ Which value was present in that moment?



Connection

- “Real” - Transparent, authentic, vulnerable
- A safe place to have a voice -seen and heard (personalities, hobbies, learning styles, etc.)
- Curate a culture of belonging - invite out of the box thinking
- Be seen - F2F - Be available
- Celebrate the progress & the WINS
- Mental health & wellbeing needs to be apart of the conversation
- Celebrate the diversity of your team - cultures, experiences, generations
- Be curious - because they are - Ask questions to understand
- Live out and model advocacy for your team
- People over productivity, profit, etc. 🤔
- Builds resilience - in you & them

Ecclesiastes 3:4
A time to weep and
a time to laugh,
a time to mourn and
a time to dance,



“You don’t build trust by having all the answers, you build it by showing up, being present, and letting others know they’re not alone.”

Commitment

- Do the character work - easier to keep the commitments
- Empower not micro-manage
- Help your team gain clarity to know & align their lives around their values
- Psychological safety - shame, styles of learning, leading, engaging
- Follow through with mental health and wellbeing resources
- Provide opportunities to help them grow and upskill
- Prioritize follow-through
- Accountability and growth mindset (leaders and teams)

Matthew 5:37 (NIV) All you need to say is simply 'Yes' or 'No'; anything beyond this comes from the evil one.



"When you commit to growth, you give others permission to grow too. Your accountability becomes the example that fuels their courage."

Isaiah 26:3 – You keep him in perfect peace whose mind is stayed on you, because he trusts in you.

James 1:8 – Such a person is double-minded and unstable in all they do.

Red Flags



Emotional Red Flags

- **Chronic stress or anxiety** – feeling “on edge” or restless because actions don’t match beliefs.
- **Low self-esteem or guilt** – negative self-talk, “I’m not being true to myself.”
- **Shame or regret** – rumination over choices that contradict personal convictions.
- **Emotional numbness** – disengaging from feelings as a way to cope with inner conflict.

Behavioral Red Flags

- **Avoidance behaviors** – procrastination, isolating, or withdrawing from responsibilities.
- **Overcompensating** – working excessively or seeking approval to cover up inner misalignment.
- **People-pleasing** – saying “yes” when values call for a “no.”
- **Inconsistency** – others noticing contradictions between words and actions.

Relational Red Flags

- **Loss of trust from others** – because integrity gaps are visible to colleagues, friends, or family.
- **Conflict escalation** – difficulty setting boundaries or standing firm, leading to strained relationships.
- **Isolation** – avoiding deep conversations for fear of being “found out.”

Physical / Well-being Red Flags

- **Sleep disturbances** – racing thoughts, insomnia, or unrestful sleep.
- **Fatigue or burnout** – drained from “pretending” or holding up a false self.
- **Reduced resilience** – less capacity to bounce back from setbacks.

Spiritual Red Flags

- **Outward red flags:** hypocrisy, broken relationships, loss of credibility.
- **Inward red flags:** unrest, guilt, dullness in prayer/Scripture, loss of fruit.

Simplicity of Trust

- Prioritize time to reflect your alignment
- Make daily connections with your team
- Create a culture of growth and accountability
- Become aware of the signals that show you're drifting from your values

BE INTENTIONAL



Trust in Action - Reflect

- Think of a leader (past or present) whom you deeply trusted.
- What character traits made you trust them?
- How did those traits show up in their daily actions or rhythms?
- **How are you emulating these traits?**
- **What trust traits would you like to pass on to those you lead?**



Your Challenge

- What's one insight you're taking away today about building trust?
- What daily rhythm will you start practicing to strengthen trust with your team?
- Who will you share this commitment with to help you stay accountable?



Additional Resources on Website - RowlandLTC.com

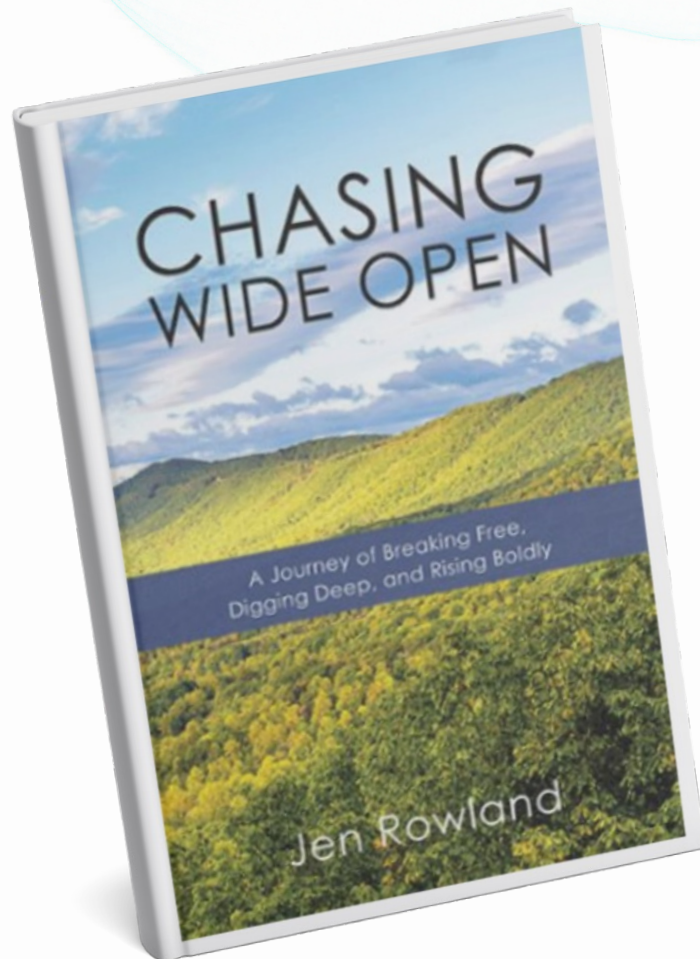


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Super Quick Survey



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