

AIR: A New Way to Think About Trust

What does trust look like in your team?

What is trust?

Most people only know 2 things about trust:

- **One: they think of trust as a switch**
 - Either they trust someone or
 - They don't.
- **Two: they are either the kind of person who:**
 - Trusts until trust is broken or
 - Doesn't trust until trustworthiness is earned.
- **I'm going to blow both theories out of the water!**



Why do we need trust in our teams?

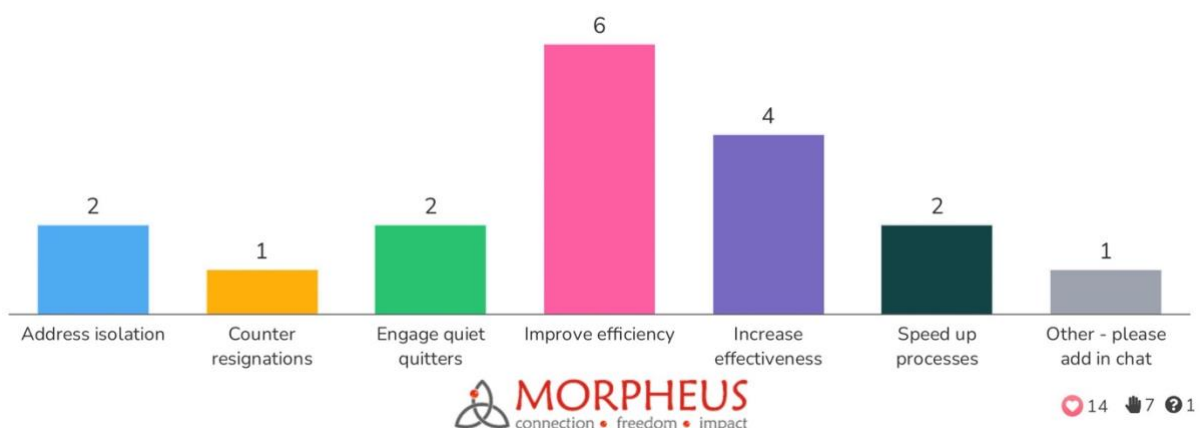
The Cost of Low Trust:

- Mental health
 - Isolation
 - The great resignation
 - Quiet quitting
- Productivity
 - Efficiency
 - Effectiveness
 - Speed

We took to the polls, and asked the audience: “Why do you want more trust in your teams?” Here are the results:

AhaSlides

Why do you want more trust in your teams?



Who needs trust and when do they need it?

Our people and teams desperately need AIR.

AIR (Alliance, Integrity, Reliability) as a metaphor or symbol for trust:

- It's our most vital resource - without it we'll first brain damage, then death
- It's natural - don't notice it until you don't have it
- It's the highest natural energy state of matter - because it moves so fast

NB - How long do you want your team to struggle for AIR?

How can we understand and nurture trust?

I trust someone because:

- **Alliance** - I connect with them because they are:
 - Relational - Caring and People focused
 - Clear - Communicating and Listening
 - Vulnerable - Accessible and Disarming
- **Integrity** - I believe in them because they are:
 - Accountable - Honest and Transparent
 - Ethical - Values and Character
 - Fair - Consistent and Candid
- **Reliability** - I can count on them because they are:
 - Dependable - Responsive and Responsible
 - Experienced - Expertise and Skills
 - Geniuses - Strengths and Natural abilities

Here are the results of another poll that was asked during the Morpheus Intelligence Update.



What are your top trust insights today?



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- So, how will YOU...
 - Become more trustworthy yourself?
 - Grow your people's trustworthiness?
 - Embed a team culture of trust?
- How will you ensure your people can breathe?

Always remember to take a deep breath of AIR!

I hope you enjoyed the presentation!
Ian Hatton | Morpheus

