

Trust Discussion Questions

1. The five facets of trust are benevolence, reliability, competence, honesty, and openness. If you had to diagnose where trust is weakest in your organization, which facet would you identify? What evidence supports your diagnosis?
2. Think of a time when trust was broken in your professional life. Using Kutsyruba and Walker's trust repair research, what would genuine repair have required? Was that repair ever completed?
3. Simon Sinek argues that inspiring leaders "Start With Why." When you ask teachers to change their practice, how clearly do you communicate the "why"? Do teachers believe the "why" is authentic, or does it feel like a cover for other motivations?
4. Warmth and competence are two dimensions people assess when deciding whether to trust someone. As a leader (or coach, or colleague), which dimension do you need to develop more? What specific actions would demonstrate growth in that area?
5. "Trust is earned in drops and lost in buckets." What drops are you adding to the trust bucket right now? Where might you be unknowingly creating cracks?