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We are pleased to introduce the eighth issue of intoAction's *Exploring New Pathways*. The concept behind this newsletter is an invitation for you to explore new ways of thinking, new perspectives, and new behaviors. The themes we have selected are commonly addressed topics in coaching. We have chosen them carefully and are eager to share them with you, in the hopes you will find them both thought-provoking and valuable.

We have also created a blog where we can further discuss these topics
<http://intoaction-coaching.blogspot.com>

Warmly,

Céline Brillet

into  action

Exploring New Pathways

issue 8

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Is there enough trust in your relationships?

The Prisoner's Dilemma: A district attorney is holding two men suspected of armed robbery. He tells them that in order to have them convicted he needs a confession; without one he can charge them only with illegal possession of firearms, which carries a penalty of six months in jail. If they both confess, he promises them the minimum sentence for armed robbery, which is two years. If, however, only one confesses, he will be considered state witness and go free, while the other will get twenty years, the maximum sentence. Then, without giving them a chance to arrive at a joint decision, he has them locked up in separate cells from which they cannot communicate with each other.

Building Trust

Now, more than ever, there is a collective longing for a trust which has been lost through disillusionment in traditional cornerstones such as financial systems and political leaders. We are all familiar with the famous adage that it takes a long time to build trust and only a few seconds to destroy it.

We would probably all agree that trust is the foundation for our most meaningful relationships. So what gets in the way of building trusting relationships either on a personal or professional basis?

The simple benefit of a trusting relationship is peace of mind. In these types of relationships, there is no constant second guessing of the other person's commitment. A leap of faith has

been taken that the other person will act in the best interest of the relationship and hence benefit both parties. When there is no trust, however, there are typically unavoidable feelings of hostility, insecurity, guardedness, suspicion, and a lot of time wasted "looking over one's shoulder".

The starting point to building trust, is usually showing a consistent behavior, almost to the point of becoming "predictable" so that our intent is taken seriously. By becoming predictable, others begin to recognize and accept our sincerity. Integrity is also an important factor, achieved by being authentic, speaking the truth, and keeping our commitments so that others will believe us and see that our actions match our words. Hiding of information, distortion of facts, lack of transparency and follow up, have always been a recipe for disaster. A good dose of humility, where we recognize when we make mistakes and take the time to rectify them, is also key, as this shows respect and consideration for the other person. Accountability, demonstrating that we are taking full responsibility for our actions and decisions, is crucial. This type of behavior will help set a standard for the relationship. Lastly, showing empathy by listening to the other person will indicate that we understand his thoughts and feelings, and what is important to them.

My invitation is to

- Identify a relationship that could use further trust building (or rebuilding).
- Be purposeful in regularly applying two or more of the concepts listed above, even if you are the "first mover".
- Watch your relationship evolve and continuously strengthen its foundation: trust.

Note: Concepts presented in this newsletter were inspired by Stephen Covey's book Speed of Trust.

PLEASE JOIN US AT [HTTP://INTOACTION-COACHING.BLOGSPOT.COM](http://intoaction-coaching.blogspot.com) IF YOU WOULD LIKE TO FURTHER DISCUSS THIS TOPIC.

Top 8 reasons to partner up with a coach

1. You want to make yourself a priority.
2. You feel stuck.
3. You want to build on your strengths.
4. You want to reach your goals more effortlessly.
5. You need a neutral sounding board to bounce ideas off.
6. You are facing a stretch challenge.
7. You have an important decision to make.
8. You are ready to move to the next level.

intoAction helps Executives and Entrepreneurs achieve their desired results through individual and team coaching, as well as through workshops devoted to developing leadership skills, managing change successfully, and enhancing team effectiveness.
<http://www.intoaction.eu/>



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