

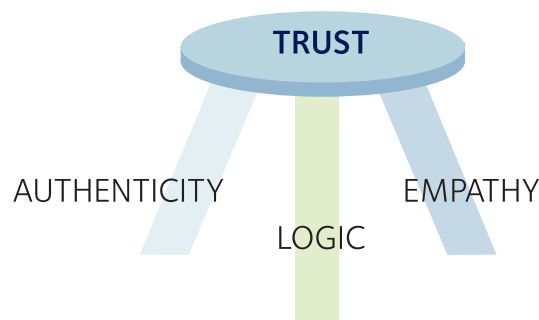
WORKING WITH OTHERS

Builds effective relationships

Trust – A three-legged stool

Watch this TED TALK by Professor Frances Frei from Harvard

[Professor Frances Frei TED TALK](#)



Check your understanding

What does AUTHENTICITY mean to you?

- Turning up.
- Being you.
- Not pretending – being real. (Apparently we spend 70% of our time at work ‘hiding’.)
- Being strong, being vulnerable, being open.

LOGIC has 2 parts:

- Does it make sense?
Not just your opinion!
Not only in your opinion
- How is it communicated?
Respectfully
For mutual benefit
Open to being challenged

EMPATHY

- Being able to walk in another’s shoes in your imagination
- Multiple perspectives
- Allows you to understand and forgive when things go wrong

Definition:

Empathy is the capacity to understand or feel what another person is experiencing from within their frame of reference, i.e., the capacity to place oneself in another’s position.



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ACTIVITY

Individual activity

- Take an A4 sheet of paper.
This is your work system.

Create a picture:

- Put yourself in the middle of the page – a large X.
- Add initials of your team arranged around you in terms of trust. Closer represents greater trust, farther away, less trust. You can make this picture of your team or your project group or simply the key colleagues who you interact with at work.
- Who's close, who is far away? Why?
- What else do you notice?
- Of the colleagues you trust less – which leg is wobbly?
- Which of your legs is wobbly in relation to them?
- How can you use this information to increase the 'well of trust' in your system?

AND/OR

Team activity

- Watch the TED talk together.
- Check understanding of the ideas.
- Ask the question: What strategies do we have as a team to fix our 'wobbles'?
Do we have a particular challenge we could work on together?



Complete the Reflection sheet