



## TRUST TIPS

- **Be open** to diverse ideas
- **Engage in conversations for action gaining agreement** on needed task
- **Practice sharing successful and unsuccessful experiences** with transparency
- **Develop a personal system of accountability** and follow through
- **Solicit feedback**
- **Establish learning-oriented after-action reviews (AAR)** and debriefs as a standard practice at project milestones
- **Accept responsibility** without attributing negative outcomes to team members
- **Engage in decision-making** with the lens of fairness and justice
- **Learn how to lead** and participate in courageous conversations
- **Examine personal motives** for alignment and the needs of others before taking action
- **Keep a Learning Journal**
- **Refine skills to do the work**
- **Understand the culture and politics** in play around the change initiative