

Mentorship Modules

Leadership and Trust

Adapted from Kouzes and Posner's "The Student Leadership Challenge Facilitation and Activity Guide"

In this module, you will have the opportunity to consider how trust impacts leadership and the perceptions of leaders.

Discuss: Trust can be defined as "a belief in the abilities, integrity, and character of another person." What kinds of actions and traits come to mind when you think about trust? Do your ideas of trust differ when you think about individuals versus organizations?

Discover: Consider two leaders in your life (does not have to be current): one you trust and one you don't trust. Individually, mark two sides of a sheet of paper with "Trust" and "Lack of Trust". Under the "Trust" column, list the traits/behaviors that led you to trust that person. Under the "Lack of Trust" column, list traits/behaviors that prevented you from trusting that person. Finally, list the impact each person's behavior had on your work. Once completed, discuss with each other, and make note of common themes.

Some questions to discuss:

- What does this tell us about the importance of trust in effective leadership?
- What is the impact of trust in a relationship? Lack of trust?
- What other skills and competencies are important when building and maintaining trust?

Develop: Consider the ways that you are building and breaking trust in your interactions with others. Throughout the next few weeks, spend time intentionally reflecting on the following questions:

- **Where am I building trust?**
- **Where am I breaking trust?**