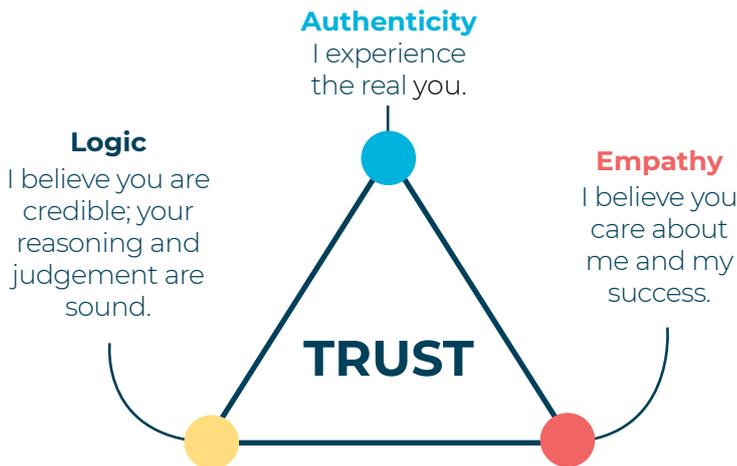


Being Authentic



Trust and authenticity go hand in hand. To be your authentic self, you need others to trust that you are who you say you are, and to have faith in your capabilities, reliability and competency. To help us understand the relationship between authenticity and trust, Frances Frei and Anne Morriss developed the 'Trust Triangle', which describes the three driving forces that build trust in a relationship.



From: "Begin with Trust," by Frances Frei and Anne Morriss, May-June 2020

Self-confidence, strengthened relationships, and cultures that emphasise honesty and collaboration are all results of authenticity. Becoming a more authentic, trustworthy person benefits not just yourself, but your relationships as well. Teams who can trust in each other in the way authenticity allows, are far stronger for it, and their ability to rely on one another improves performance, productivity and resilience.

HOW DOES IT WORK?

In order for trust to be established, all three corners of the 'Trust Triangle' must hold strong. Any 'wobble' in one corner can cause the trust to break down. Let's take a look at how you might identify your own 'wobble'.

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Logic

 - Do you lack clear communication?
 - Are you prone to long-winded explanations?
 - Do people lack faith in your credibility?
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Empathy

 - Do you lack mindfulness around others?
 - Do you zone out when others are talking?
 - Do you avoid taking an interest in others?
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Authenticity

 - Do you lack self-confidence?
 - Is your conviction in your beliefs weak?
 - Do you have a poor idea of what your core values are?

Think critically about your answers, and if you answered yes to any of these questions, you'll know which trust driver you need to work on.

REFLECTION

Reflect on any of the three drivers of trust. Do you have a trust wobble?

Can you identify the root cause of the wobble? *For example: I don't know what my core values are.*

How can you address or minimise the problem in the future?

For example: I'll look at my passions or strengths and see what common values I can find there.

Tip: Stop apologising! It can be a force of habit to hold yourself back, but before you say "sorry" for being yourself, catch it and say something positive instead.

