

# Mutual Trust & Respect

Demonstrate the traits which will help GC become a more inclusive and diverse workplace...

o Dignity at Work

## The problem

Mutual Trust and respect is the superglue that binds teammates and leaders together. So when either are broken, people tend to withdraw and isolate themselves.

This means that morale can dip and doubt, anxiety, and fear start to creep in and impact the performance of the broader team. Lack of mutual trust and respect also not only gets in the way of your work, but it can also damage your relationships and your self-esteem. And it could lead to inappropriate and unethical behaviour, such as bullying or harassment.

*I don't feel listened to during team meetings. Nobody has confidence in my ideas, leanings and experience. I've stopped contributing, as it feels like a waste of time.*

**Belonging at GC:**  
a safe and inclusive place to thrive

## 8 things to demonstrate mutual trust & respect



**Be consistent** - with actions, support, and GC behaviours - i.e. do the right thing & stronger together.



**Be empowering** - encourage self-sufficiency and autonomy. Support without pressure or micro-managing.



**Show appreciation** - through feedback, reviews, verbally or reward, we feel valued and respected when thanked at work.



**Act on feedback** - follow up on feedback with clear deliverables and timelines to communicate your commitment.



**Be honest & transparent** - stay true to your word, providing an informed, but balanced perspective.



**Be inclusive** - recognise differences in others, responding with interest, care and politeness.



**Actively listen** - in conversations, demonstrate that you have their undivided attention.



**Demonstrate vulnerabilities** - nobody is perfect... share your learnings and mistakes to help and develop others.

## Start to take action

Think about how you would want others to demonstrate trust & respect towards you? Role model respectful behaviour and foster an inclusive environment:

- Take the time to learn about you and your **team members differences.**
- **Let people work differently to you** - learn from their approaches and find ways to complement how you work

- Promoting mutual trust and respect will help create **'psychological safety.'**
- Learn how to read and understand people better on with **Emotional Intelligence tutorial.**
- Check out the recognition eCards and Valued Star Awards on **GC Hive.**