

# Building Trust in the Workplace:

## 10 Best Practices for a High-Performance Culture

### Trust Is an Essential Trait for Leadership Success

According to the 2022 Edelman Trust Barometer report



**78%** of employees trust their employer.



**69%** of employees believe that the people they work with are a significant source of community in their lives.



**79%** of employees say they trust their co-workers ahead of their manager, HR head and CEO.

### To Build Trust, Leaders Must

- **Demonstrate competence** by possessing the knowledge, skills, and expertise required for their respective roles.
- **Practice integrity** by being truthful, maintaining confidentiality, and taking responsibility for their mistakes.
- **Exhibit empathy** by being compassionate and kind and displaying a genuine concern for the well-being of others.
- **Uphold accountability** by setting clear priorities, fulfilling promises, and ensuring they and their team members are held responsible for their actions.

### From Good to Great: 10 Ways Leaders Can Create a Culture of Trust Within their Teams



**Communicate openly and transparently:** Share information and be honest with your team.



**Be reliable:** Follow through on your commitments and meet deadlines.



**Lead by example:** Demonstrate trust in others and be trustworthy yourself.



**Create a safe environment:** Foster an atmosphere where people feel comfortable sharing their thoughts and opinions.



**Encourage collaboration:** Encourage team members to work together and build relationships.



**Show appreciation:** Acknowledge hard work and successes.



**Provide growth opportunities:** Offer training and development to help team members enhance their skills and



**Embrace diversity:** Create an inclusive workplace where everyone feels valued.



**Respect confidentiality:** Keep sensitive information confidential.



**Give feedback:** Provide constructive feedback to help team members improve.

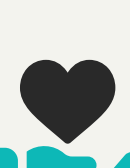
### How a Trustworthy Culture Impacts Your Employees



**Advocacy**  
Employees would gladly suggest the company and its services to others.



**Engagement**  
Employees feel a sense of pride and support for the organization and its initiatives.



**Loyalty**  
Employees strongly desire to work for the company for a

**Building a culture of trust takes time and effort, but it's worth it!**