



52 WEEKLY

Success Accelerators

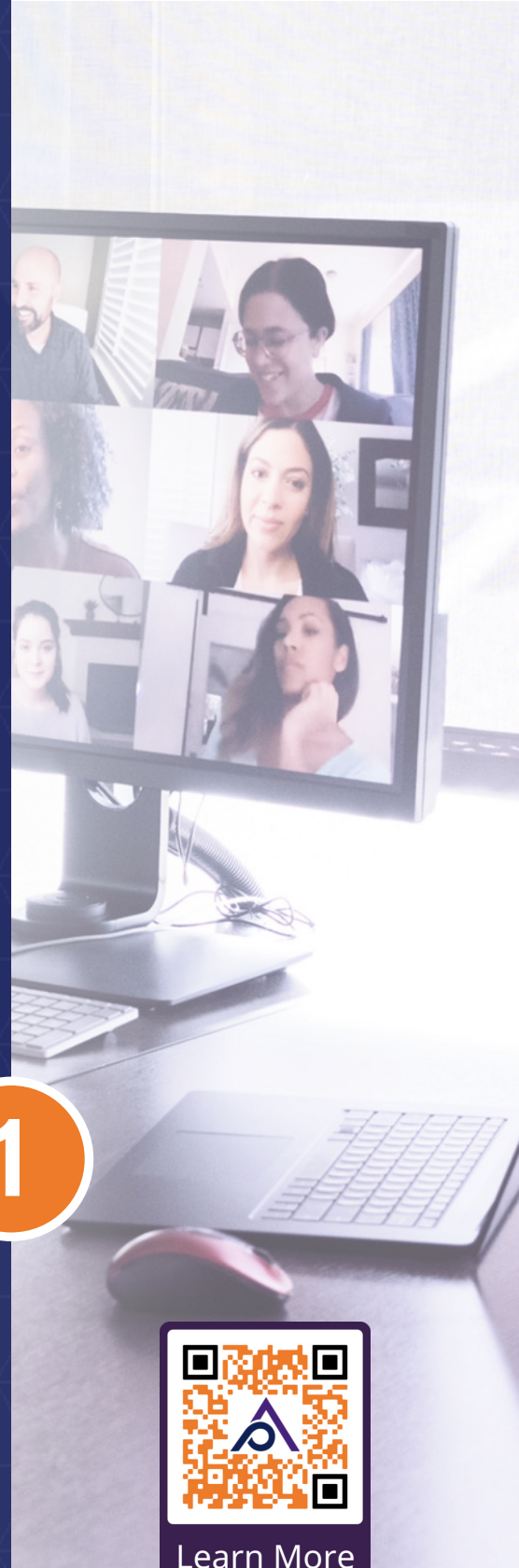
FOR THE TIME-CHALLENGED

LEADER



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Trust is the bedrock of effective, working relationships.

- Without trust, everything else falls short.
- The impact of distrust is palpable in every airport you or I have visited since 9/11.
- When trust goes down, speed goes down and costs go up. The opposite is also true of this **MEGA TRAIT**.
- Being transparent earns you trust. Being authentic earns you trust. Being safe earns you trust.

Trust requires SAFETY. When people experience that it is SAFE for them to be themselves, you will get authenticity, loyalty, and productivity.

- There will be help for each of those in future Success Accelerators.
- If others observe you as opinionated and dogmatic, it will impact your trustworthiness. Differences will then get blown out of proportion

for both you and your dialog partner. Being trustworthy means that anyone can tell you anything and you will accept what they say without being judgmental.

Trust is a two-way street. Your *Action Multiplier* today provides ways to assess and improve your trustworthiness. You must also be able to trust.

What is the relationship between trust and truth?

Since we each live in a world of our own design, family members, friends, or employees who believe differently about politics have their view of truth, making it doubly important that as the leader, your trustworthiness includes the generosity to include others' truths when they are different from yours.

- When you aren't inclusive of differing beliefs, or inclusive of different cultures, or accepting of different ways of producing results, you are excluding valuable contributions. That is known as "My Way or the Highway."

+ Action Multiplier

Journaling has proven over time to be a power tool for executives. A journal is one way to process your thoughts, feelings, plans for conversations, and more. If you don't already have one, an optional journal page is provided for you to print and use, and includes a related question. The Journal will always be page 3 of 4 pages.

Suggestions for journaling:

- Reflect on where you might be perceived as carrying a chip on your shoulder or where you might be exhibiting a right/wrong posture; I'm right/you're wrong.
- Additionally, you might reflect on how open a person you are right now. Assess where you are, where would you like to be for your people?
- If, in any of those reflections, you see a deficiency in how you show up for your direct reports, what do you see is the gap? Check in with your gut, your intuition, your inner knowledge. If you gut is churning, you are on to something.
- Go now to your journal and answer the questions that are presented for your consideration, keeping in mind how you might be responsible for any trust deficiency.



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JOURNAL - Trusting/Trustworthy

***Suggestion:** Who on your team do you trust unconditionally? Who do you believe trusts you? If you haven't had a trust conversation with team members, how might you start one?*



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The 52 Leadership Success Accelerators are Organized within the *7 Dimensions of Team Power* Framework as Follows

1 Trusting/Trustworthy (+6 traits)

- Safe
- Excellence/Competence
- Reliable
- Self-improving
- Self-accepting
- Open/reflective

2 Results Oriented (+8 traits)

- Vigilant (rigorous analysis)
- Resilient
- Acknowledges reality
- Analyzes pitfalls
- Wants challenge
- Makes plans
- Enthusiasm
- Pressure Tolerance

3 Transparent (+6 traits)

- Clear boundaries
- Vulnerable
- Resourceful
- Willing
- Analytical
- Certain

4 Perspective (+7 traits)

- Integrity
- Curiosity (Ask great questions)
- Respect
- Initiative
- Authentic
- Intuitive
- Self-assertive

5 Collaborative (+7 traits)

- Team Alignment
- Listens
- Inclusive (Diversity, Equality, Inclusion)
- Supportive of Career Advancement
- Systematic
- Engaged, engagement
- Non-judgement, non-judgmental

6 Innovative (+5 traits)

- Courageous
- Flexible
- Risk taking
- Persistent
- Relevant

7 Accountable (+6 traits)

- Clarity
- Focus (on learning what's needed)
- Mutual Respect
- Self-monitors (work habits, for example).
- Communicative (Diplomatic AND Frank)
- Measures what matters

“Welcome to your leadership inquiry and growth journey, one week at a time.”

Pamela Stambaugh

