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Sunday, March 29, 2015

Hello reader, here is our newsletter for this month.



Have you ever taken a minute to ask yourself that question: Whom do you trust? Are you someone who tends to trust people quickly or does it take a while?

I had a chat with my girlfriend yesterday about trust and believe it or not, it is quite an interesting subject. Both her and I are very much alike; we need to get to know people well before we give them our trust. Which is even more hurtful when they act in an untrustworthy way. On the other hand there are people who

give their trust right away until “proven” not worthy. There is a middle ground of course.

Based on your paradigms (including your strong beliefs), you have automatically and unconsciously, established a pattern of trust. What is yours? As I mentioned, I prefer to know people before giving them my trust. 2 years ago, I left a big job to go back to school and certify as a coach. This is when my pattern became very obvious to me. The small group of about 15 people in the class, after 2 classes, looked like they had been best friends for months or years, whereas, I was still in the “get to know you” stage. And that is ok; you have to respect your own process. I dislike it when people try to force me to be who I am not. And I have done plenty of analysis as to why it takes me a while to trust and I am happy with the results, it works for me.

However, now that I have started my business, my slowness in trusting people can be perceived as being cold and aloof, which I am not. So I had to find a way to improve my style of “being” when meeting new people. I found this amazing book called *The Speed of Trust* by Stephen M.R. Covey. In the book, he talks about the myth that trust is a “soft” skill. On the contrary, trust is a hard and measurable skill. It takes effort, consistent focus and in depth understanding of what consists of trust in order to develop it with others. And you can measure your level of trust with different people, like a bank account.

The consequences of lack of trust can be huge on your relationships and on the organization. Mr. Covey calls it the Trust Tax. If you have low trust, it lowers the speed (of doing anything) and increases costs. Here is an example. After 9-11, the lack of trust in airport security forced them to increase the process at checkpoints therefore reducing the speed of passing through security. Which caused increased costs for the security but also for us travellers who had to show up extra early because of the lines at security.

Look at a close relationship where trust is lacking, whether it is in your personal life or professional life and ask yourself: what is this lack of trust costing me?

I will do a few blogs on trust because it is a big subject and it is an important subject for our personal and professional success. Now for the next blog, the big question is: how do you improve trust?

Have a great month!

Sophie



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"When we can no longer change a situation, we are challenged to change ourselves".

VIKTOR FRANKL