

Building Trust

In the early stages of a partnership, trust is crucial for the relationship to grow.

The willingness to disclose self-interests is key to establishing trust. Listed below are the trust building stages:

PERCEPTION:

Successful communication practices are paramount to understanding perception and the role it plays in working together. This is an on-going effort to clarify the intentions and interests of others by discussing the perceptions of each member in the partnership.

CULTURE:

A successful collaboration must encourage the discussion of individual and organizational cultures and the expectations that come with cultural orientations. Additionally, acknowledging particularly dominant cultural influences in the partnership is necessary.

DIVERSITY:

Members in collaboration must define diversity for themselves and share a common understanding of difference that satisfies each individual's and organization's desire to be recognized and accepted.

POWER:

Dynamic and ever-present, power plays a large part in any partnership. The disclosure of the power members bring and what power members hope to gain from a collaborative effort will set the tone for sharing opportunities and moving forward in the process together.

INTEREST:

This is the answer to the simple question: Why are you here? The self-interest of each member and organization involved in the collaboration should be expressed.

INCLUSION:

Examine who is involved in this partnership currently and who is not. Are there obvious absences? Why? What can be done to grow the table?

Adapted from: [The Collaboration Handbook](#) by Michael Winer and Karen Ray.

