



Video Session One – “Choosing to Trust”

To maintain the relational integrity necessary to operate as a team, we must choose to _____ and be _____.

Often there are unexplainable gaps between what we expect people to do and what they _____ do.

- We _____ what we place in those gaps.
- Our choice determines the integrity of the relationship.
- We can choose to fill them with trust or _____.

“Teams use trust as currency. If it is in short supply, then the team is poor. If trust abounds, the members of the team have purchase power with each other to access each other’s gifts, talents, energy, creativity, and love. The development of trust then becomes a significant leadership strategy. Trust creates the load limits on the relationship bridges among team members.” (Reggie McNeal)

As believers, we have been called to trust.

Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. (1 Corinthians 13:4-7)

Two things make it difficult for us to trust.

- _____ .
- _____ .

There are three commitments we need to make.

1. When there is a gap between what I expect and what I experience, I will fill it with trust.
2. When I observe someone filling a gap with suspicion, I will come to your defense.
3. If what I experience begins to erode my trust, I will come directly to you about it.

Team Discussion Questions

1. Do you tend to be trusting or suspicious by nature?
2. Share an example of a time there was a gap between what you *expected* and what you *experienced*. (This could be at work, at home, with a friend...) How did you fill in the gap?
3. Talk about your team’s *current* culture of trust.
 - a. Start by reviewing the three commitments Andy suggested. (*Fill gaps with trust, come to one another’s defense, talk directly with each other when trust begins to erode*)
 - b. Do you and your fellow team members currently do any/all of those things?
 - i. If not, be brave and share specific examples so you can talk about how to choose trust next time.
 - ii. If so, how can you reward these behaviors so your team culture continues to be one of trust?



Video Session Two – “Choosing to Be Trustworthy”

Being trustworthy is not the equivalent of being _____ in character or performance.

To be trustworthy means to be _____ of _____ .

There are three commitments we need to make.

1. I commit to do what I say I will do and when I don't, I'll tell you.
2. I commit to not over promise and under deliver. But, if it looks like that's where things are headed, I'll tell you.
3. If you confront me about the gaps I have created, I'll tell you the truth.

Team Discussion Questions

1. In the message, Andy said, “A trustworthy person *addresses* the gap he/she has created,” and he shared a story that illustrated this.
 - a. Have you ever experienced something similar—someone owning up to a failure, maybe before you even found out? (This could be a colleague, a child, or even a company...)
 - b. Andy said the situation he described actually *increased* his trust. Was that true for you too?
2. When your team experiences a big gap/failure, how do you *currently* respond? (*Hint: think about how quickly explanations are made and how truthful those explanations are.*)
3. What needs to happen (or keep happening) to create a team culture where you can all trust one another?