



# Creating Trust in the Workplace

Nina Grdic

---

Creating trust among colleagues in a workplace is essential to successfully accomplishing professional goals. A sense of trust might vary in factors but will always get results, as colleagues must be able to rely on each other.

The meaning of trust in the workplace encompasses the ideas of relying on each other, training each other and expressing and sharing personal and professional integrity (standing by your decisions and ideas without changing them just to please another).

*Trust is easily achieved when the common goal of a successful company which is a delight to work in is present.*

With that internal mission statement, a company can create trust within and project a sense of trust onto their potential clients. This is a motivator for everyone involved.

When it comes to a company you have been employed in, it is important that you trust your superiors as well as that they trust you. If this factor is missing, one should work on creating it. Giving a quality performance at work increases the sense of trust your superior will have in you – he/she will listen to your ideas and trust your decisions. They will sense that you *care* and respond to it.

Truly caring for your professional goals will immediately evoke a sense of trust.

\*

Entrepreneurs have two tasks to accomplish when it comes to creating trust:

- 1. Making sure they trust their employees;*
- 2. Ensuring their employees trust themselves.*

An insecure employee risks damaging a business and an entrepreneur who lacks trust in their employees' capabilities will eventually create an unpleasant work atmosphere. Some entrepreneurs *over train* their employees to fit their own image in the aspects other than accomplishing professional goals; if professional goals can be accomplished or even surpassed while clients are treated with value, this can be done in several ways.

There is a difference between training and employee to work accordingly with the company's mission statement and trying to practically change their personality. The latter shows a lack of trust in an employee and inadvertently sending him/her a message of somehow being insufficient. Respect and trust go hand in hand which is why it is most important to know how to direct employees towards respecting and accomplishing professional goals while being themselves.

Some coping mechanisms might be useful in this case – an employee might find ways of dealing with more stressful parts of their job but their boss' support and an honest conversation will increase the employee's sense of comfort when dealing with an issue.

For some entrepreneurs, it is difficult to deal with the specific issues of their employees. Some attempt to prevent this problem by getting to know someone very well before hiring them or by hiring individuals they already know. Others tackle this type of problem by having a conversation with their employee when a problem arises, wanting to help but also reminding them that professional goals come first. Those who find themselves unwilling to solve these problems past a certain point will part ways professionally, hoping to find compatible coworkers in their next workplace.

An entrepreneur and his/her employees are *coworkers* just like any colleagues in the same professional level, as the employees execute professional goals according to an entrepreneur's vision.

\*

Many of us have witnessed a great sense of trust in a business we had at one point come to as a client. When walking into the facilities of such business, one senses an excellent atmosphere. As an entrepreneur wanting to create a fantastic workplace and a company clients want to come to, think of any business you admired from a client's point of view. You may have come to a business that made you feel comfortable and worth spending money on, knowing you will receive quality service. You may have been impressed with the relationship between the employees and trusting great service will be provided to you for that reason alone. Relationships between employees are noticed by the clients of the business and are never to be disregarded.

*The relationships among colleagues might be the first thing a client sees when stepping inside a place of business. This factor can easily create a sense of trust within a potential client towards the company.*