



Your Trust Worksheet

You'll be using this worksheet throughout our session today. You'll have a chance to practice some conflict coaching and trust conversations with a partner.

- We encourage you to use a real situation so you can have a sense of what may be benefits of conflict coaching and trust conversations.
- Please do not use real names.
- Please do not share anything you don't feel comfortable sharing.
- We'll encourage you to find a partner you don't know (or don't know well).
- And we'll reinforce the VEGAS rule. What is shared here stays here.

GET READY: Think of a person you work/have worked with in a special education situation that you have low trust in – or you even distrust them. Choose A SITUATION YOU FEEL COMFORTABLE DISCUSSING.

STAGE ONE: TALKING ABOUT YOUR TRUST RELATIONSHIP:

You'll both take turns "coaching" the other. For this stage you'll each have about 10 minutes to share the "basics" of your trust relationship when you are the party.

As a coach here are some basic questions to ask:

- How would you describe the trust relationship?
 - Who trusts whom?
 - To what degree?
 - Do either of you DISTRUST the other?
- What have been the significant turning points in your trust relationship?
 - From your perspective? From their perspective?
- At this point in your relationship, How much do you trust each other/you on:
 - Doing Your Expected Tasks (Contractual)?
 - Communicating Openly, Honestly and Responsively (Communicating)?
 - Having the Skills and Knowledge to Do What Is Needed?(Competence)?

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STAGE TWO: We'll do a short activity about your emotional reaction to your trust relationship.

STAGE THREE: WHAT IS YOUR IDEAL TRUST RELATIONSHIP? WHAT DOES IT LOOK LIKE? You'll each have 10 minutes to coach your partner on their vision of the ideal trust relationship.

- **What is your vision for an ideal trust relationship?**
- **What will they be doing that creates trust with you?** (link back to how this will be a positive change from the contractual, communication or competence issues that creates trust problems.)
- **What will you be doing that creates trust with them?** (link back to how this will be a positive change from the contractual, communication or competence issues that creates trust problems.)
- **How will you be seen/respected in this trusting place?**
- **How will you feel in that trusting place?**
- **What will you be able to make happen because of the trust?**

STAGE FOUR: IMAGINE YOU NEED TO REPAIR TRUST AND TAKE RESPONSIBILITY. You'll each have 10 minutes to coach your partner on their plans for a trust repairing conversation.

Using Tschannen-Moran's (2004) four-step model to restore lost trust, practice what YOU would say to THEM to start that trust repair.

- **How will YOU -- Admit it – take responsibility**
- **How will YOU -- Apologize – sincerely and thoughtfully**
- **Will YOU/How Will YOU -- Ask for forgiveness – and be willing to accept their answer**
- **How will YOU -- Amend your ways – what needs to change and how?**