

# Trust & Respect: The Cornerstones of Effective Leadership

Trust and respect are necessary for strong leadership. In order to build from these cornerstones, we must look inward before facing outward.

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# Presentation Goals

- 1** — Gain a greater understanding of the values of trust and respect
- 2** — Develop practical strategies to cultivate these values in the workplace
- 3** — Integrate these values to build and sustain a positive leadership culture and foster growth

# Understanding Trust and Respect as Values

1

## What are Values

Origin, Middle English: "to be of worth"

In this context: core beliefs that guide behaviors like decision making, communicating and accountability

2

## Shared Understanding

Organizations that share common values promote unity and purpose. Mission and vision statements should clearly define what values are important to organizational culture

3

## The Trust-Respect Equation

Trust and respect are interdependent; trust is not earned without respect and respect is not shown without trust  
**TRUST + RESPECT = EFFECTIVE LEADERSHIP**

# Defining Trust and Respect

## Trust

- The belief that others will act in a reliable, fair, and honest way.
- Trust is often earned, not automatically given.
- Builds respect

## Respect

- Acknowledging the worth and dignity of others and honoring others.
- Respect is often connected to culture.
- Maintained by trust

# Self-reflection on Values

## Internal

What are your core values?  
Where did you learn this?  
How do you try to embody these in your life?

## External

Do you feel attracted to people with similar or different values? What values turn you off to others?

## Relational

How do you handle when people say one thing but do another? How does that impact trust and respect?

# Cultivating Trust

1

## Reliability

Consistency in actions and follow through, creates predictability and safety

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2

## Transparency

Open communication and honesty, improves understanding the why

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3

## Competence

Demonstrating knowledge, skills and ability, reassures in uncertainty

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4

## Integrity

Acting ethically, with strong morals, demonstrates commitment

A blurred background image of three people smiling and talking. The image is faded and serves as a backdrop for the text.

## Two Truths and a Lie

**Instructions: Each participant shares three statements about themselves, two truths and one lie. The group then tries to guess the lie.**

How do you perceive truthfulness and build trust? Some use logic, others intuition. Things like non-verbal cues, prior knowledge and assumptions, and instinct guide our judgment more than we realize.

# Cultivating Respect

1

## Recognition

Acknowledging others shows appreciation and validates, helping people feel seen and valued

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2

## Empathy

Understanding and sharing another person's feelings builds connection and compassion

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3

## Fairness

Clear expectations without favoritism and criticism shows respect goes both ways

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4

## Diversity

Recognizing value in differences highlights strength



# Empathy Mapping

**Instructions: Divide your paper into four quadrants: "Says," "Thinks," "Does," and "Feels" For each example, fill out the map by trying to see the situation in their shoes.**

Scenarios:

1. A new employee has just started their first day at a company. They are unfamiliar with the workplace culture and processes.
2. A customer is frustrated because they have encountered repeated issues with a product or service and feel their concerns have not been addressed adequately.
3. A manager is under pressure to meet a tight deadline while ensuring their team remains productive and motivated.
4. A team member feels their contributions are not being recognized and that they are not given opportunities to advance or take on more responsibility.

# Positive Leadership Culture

Organizational cultures that integrate trust and respect create a sense of safety and security which motivates employees to do their best and have courage to grow

## 1 Transparency

Builds confidence through understanding why and how things are

## 2 Cohesion

Contributes to buy in of shared goals and value of contributions

## 3 Stronger Branding

Clarity in culture is appealing both within an organization and to potential employees and clients

# Fostering Growth

Organizational cultures that integrate trust and respect create a sense of safety and security which motivates employees to do their best and have courage to grow

## 1 Psychological Safety

Accountability and ownership creates resilience

## 2 Empowerment

Delegation and autonomy motivates initiative and moving outside comfort zones

## 3 Integrity

Strengthens long term trust toward sustainable stability with loyalty and commitment

# Group Discussion

Identify challenges, brainstorm solutions, create an action plan

- What are key challenges my team faces in building or maintaining trust and respect?
- What practical strategies can be implemented to overcome these challenges?
- What realistic steps can we commit to and how can we measure growth?

# Conclusion

1

## **Key Takeaways**

Trust is experienced by knowing, respect is experienced by feeling. Together, these values create a culture in which organizations thrive.

2

## **Practical Application**

Turning values and concepts into action fosters effective leadership and gives employees confidence to follow.

3

## **Continuous Learning**

Leadership development is an ongoing process that requires each person to honestly and vulnerably self-reflect and commit to positive growth.

# **Q&A Session**

Questions?

Comments?

Open discussion



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