

7 STRATEGIES FOR BUILDING TRUST IN WORKING RELATIONSHIPS

1

REALLY LISTEN

Take the time to meet 1:1. Get to know your staff for who they are personally because their work and personal lives are interconnected. Learn what their struggles are and what supports they need (then deliver).



BE OPEN TO FEEDBACK

Provide opportunities for staff to get to know you as well. Your role is to support them. Don't become defensive. Do have patience. Answer what you can, and quickly return to tabled questions. **TAKE ACTION.** Address concerns yourself or find the right person or people. Keep everyone updated.

2

CHECK-IN

Establishing trust and building high-quality relationships takes time. Meeting with team members is not a 'one and done' session. Periodically check in to see how they're doing, if their struggles and/or needs have changed. Relationships are always "works in progress."



SEEK OUT NEW VOICES

Tap into people's diverse strengths. Be the representative for a culture of diversity and inclusion by elevating all voices, not just the loudest or most senior, etc.



4

SPEND TIME WITH PEOPLE

Your staff should know and feel that you are in it *with* them. Many may already be listening to veteran members, find ways to bring them into the fold.



5

UNITE LEADERSHIP TEAMS

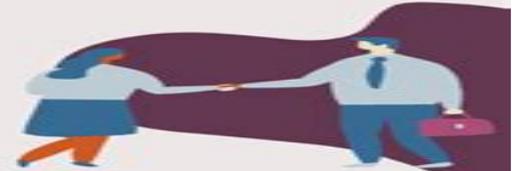
Team members should feel heard. Encourage their feedback and act on it. Ensure everyone is on the same page (even when not in agreement) because it's "our school" not "my school."



6

PARTNER WITH UNION

When things are coming up, proactively bring it to them and seek their opinions. Find areas of agreement and compromise. Even when in disagreement, or when compromise isn't possible, provide context, reasoning, and transparency.



7

Challenging Thoughts For Meaningful Relationships

Raffaela Di Napoli



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Table of Contents Challenging Thoughts For Meaningful Relationships

1. Understanding the eBook Challenging Thoughts For Meaningful Relationships
 - The Rise of Digital Reading Challenging Thoughts For Meaningful Relationships
 - Advantages of eBooks Over Traditional Books
2. Identifying Challenging Thoughts For Meaningful Relationships
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Challenging Thoughts For Meaningful Relationships
 - User-Friendly Interface
4. Exploring eBook Recommendations from Challenging Thoughts For Meaningful Relationships
 - Personalized Recommendations
 - Challenging Thoughts For Meaningful Relationships User Reviews and Ratings
 - Challenging Thoughts For Meaningful Relationships and Bestseller Lists
5. Accessing Challenging Thoughts For Meaningful Relationships Free and Paid eBooks

- Challenging Thoughts For Meaningful Relationships Public Domain eBooks
 - Challenging Thoughts For Meaningful Relationships eBook Subscription Services
 - Challenging Thoughts For Meaningful Relationships Budget-Friendly Options
6. Navigating Challenging Thoughts For Meaningful Relationships eBook Formats
 - ePub, PDF, MOBI, and More
 - Challenging Thoughts For Meaningful Relationships Compatibility with Devices
 - Challenging Thoughts For Meaningful Relationships Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Challenging Thoughts For Meaningful Relationships
 - Highlighting and Note-Taking Challenging Thoughts For Meaningful Relationships
 - Interactive Elements Challenging Thoughts For Meaningful Relationships
 8. Staying Engaged with Challenging Thoughts For Meaningful Relationships
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Challenging Thoughts For Meaningful Relationships
 9. Balancing eBooks and Physical Books Challenging Thoughts For Meaningful Relationships
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Challenging Thoughts For Meaningful Relationships
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Challenging Thoughts For Meaningful Relationships
 - Setting Reading Goals Challenging Thoughts For Meaningful Relationships
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Challenging Thoughts For Meaningful Relationships
 - Fact-Checking eBook Content of Challenging Thoughts For Meaningful Relationships
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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