# Speed of Trust

Whenever it is about speed of something, one catches up with the idea of time taken for something to be done. When the matter is about trust that goes up with a friend, relationship or an organization, speed goes up and cost goes down. Things are done faster and every task costs less because of establishment of trust. Relationships can be *high-trust* or *low-trust* so, things happen accordingly. The health of a relationship depends upon trust factor. *Self-Trust* is the fundamental kind of trust. In terms of Economics, trust directly affect two things: *Speed* and *Cost*. When trust goes down, speed goes down and cost goes up and vice versa. Trust is not soft. It is measured in terms of speed and cost. Trust is highly dependent on character and competence. Lost trust can be restored. Not trusting people is a greater risk. Establishing trust with one establishes with many.

*Five waves of trust* model define progressive levels in which trust is established. *First Wave: Self Trust*: Credibility is the key. Four cores are fundamental in this wave and can be understood by tree model. *Core 1: Integrity,* Roots of tree, may not visible but equally important. *Core 2:* *Intent*, Defined as purpose or mission. *Core 3:* *Capabilities*, Branches of tree. *Core 4: Results,* Fruits produced by the tree. *Second Wave: Relationship Trust,* 13 behaviors are highlighted in this wave. Behavior 1: Talk Straight. Behavior 2: Demonstrate Respect. Behavior 3: Create Transparency. Be real and genuine and tell the truth in a way that people can verify. Behavior 4: Right Wrongs. Behavior 5: Show Loyalty. Behavior 6: Deliver Results. Behavior 7: Get Better with time. Behavior 8: Confront Reality. Behavior 9: Clarify Expectations. Behavior 10: Practice Accountability. Behavior 11: Listen First. Behavior 12: Keep Commitments. Behavior 13: Extend Trust. *Third Wave: Organizational Trust,* Alignment of organization is the key principal. *Fourth Wave: Market Trust,* Reputation is the key point. *Fifth Wave: Societal Trust,* the principle underlying this wave is contribution.

The idea that trust cannot be restored once it is lost is a myth. Societal Trust: Restoring trust on the societal level means rebuilding trust in countries, institutions, industries, professions and in other people generally. Market Trust: Offer consistent customer experience. Organizational Trust: high-trust organizations outperform low-trust organizations by three times provides a strong incentive to make the effort. Relationship Trust: If you’re a customer of a company that violated your trust, you may not give them a chance to restore it. That’s a transactional thing. But if a family member violates your trust, it’s not transactional. One area that creates huge trust issues in personal relationships is money. Self-Trust: Often, the most difficult trust to restore is trust in ourselves. When we violate a promise, we’ve made to ourselves, our self-trust can really take a dive. Broken Trust —A Beginning: If you’ve broken trust with someone else, it’s an opportunity to get your own act together, to improve your character and competence, to behave in ways that inspire trust. Hopefully, this will influence the offended party to restore trust in you.

# Group Task

**Q1. How does this exercise develop teamwork?**

The key value underlying teamwork development is trust. By enabling high-trust factor among the team, leader got trust from its team. Falling back freely and totally relying on team members depicts the ignorance of the fundamental fear. People who did not hesitate in falling back could have a blind trust on members.

**Q2. How does the exercise develop leadership skills?**

The people who have to catch the person using their arms would be thinking less empathetically but more sympathetically before their turn to be catch. The group members who performed their act in being catch, they perform well empathetic because they have tasted the fear and now on, they want themselves to treat as other wants to.

**Q3.** **What did the participants learn about themselves?**

High-trust value is the key to teamwork. Its like people with one brain. When a person goes through the hard times as others have gone, he performs well with those. Same minds connect. Experience and skill can be shared. Calmness and its counterfeit fear are visible on the face most of the time. People who failed to trust others got in the greater risk of being expelled from group task. So, not trusting others is greater risk because reputation is comparatively greater in value.