

WHAT BUILDS TRUST?

Consistency

Trust starts with predictability. When your group knows what to expect, they can relax into the experience. This doesn't mean everything has to be rigid—but your core structure, tone, and presence should feel stable.

- Arrive on time, every time. Youth notice.
- Stick to session rituals—like opening check-ins or closing reflections.
- If you say you'll do something, follow through—or name it if you can't.

Careful Communication

How you speak matters just as much as what you say. Youth are highly attuned to tone, expression, and nonverbal cues. Careful communication helps participants feel seen without being judged.

- Use warm, clear language. Avoid sarcasm, shame, or overly formal tone.
- Acknowledge effort, not just outcome. For example: "I appreciate you speaking up, even if it felt hard."
- When someone shares something emotional, don't rush to fix it—validate it.

Confidentiality & Respect

Respect is the root of trust—and it shows up most clearly when participants are vulnerable. Reinforce privacy and boundaries gently but consistently.

- "What's shared in circle stays in circle"—unless someone is in danger.
- If you hear something that violates group agreements, pause and reset with care.
- Model respectful listening with your own body language and attention.