



CONCERN:EAP

Healthy & Resilient You

I Can Relate

The **trust** factor



The gig economy is on the rise.

Several studies predict that around 40% of the workforce will be made up of freelancers within the next few years. With this high-profile upsurge of independent workers, you might think that promoting individuality would also be a major employment trend. But a recent Deloitte global survey showed the opposite.

92% of Companies Are Making Team-Building a Top Priority in their Organizational Plans

In the survey, 92% of companies reported restructuring to focus on team dynamics over individual performance. They're doing so by retooling their operations as networks of high-functioning teams. Focusing on effective teamwork and the relationships that cement a team enables companies to be more resilient, quickly adapting to whatever a rapidly changing business landscape throws their way.

Relating inside and outside the Board Room

Strengthening the relationships that support team bonds also has a positive effect on individuals in the team. Psychologically speaking, cooperation can boost self-esteem, reduce anxiety, and encourage a more positive outlook. It's easy to see why. Cooperation breeds an atmosphere of social support, care, and trust. Trust, especially, being essential to healthy relationships, and strong teams.

Benefits of Cooperation



Higher
Self-Esteem

+



Increased
Positive Attitude

+



Lower
Anxiety

Operation: Cooperation

Trust is the tie that binds people to each other in meaningful, productive ways. It's a key ingredient to the relationship mix, but one that isn't always immediately present. That's because gaining others' trust isn't as easy as flipping on a switch. It requires intention and action. To earn trust, you have to set a trustworthy example in the way you behave and interact with others.



Cement a Trusty Foundation

A good place to start is by consciously and consistently demonstrating to others that your relationship with them matters. This will inspire their trust in return, and helps keep the relationship running smoothly. Here are some suggestions for inspiring trust and fostering stronger teams and relationships:

A+ Bring the Best You

To cultivate effective relationships, you've got to bring your A-game. Act with integrity, show respect for others, and be honest, both with yourself and your colleagues. These qualities inspire teamwork, and contribute to resilient, sustainable partnerships. When you bring the best you've got, you also raise the bar for others, inspiring them to do the same.

Want the Best for Your Partners

Teams function best when team members genuinely care for the success and well-being of their partners. Compassion and empathy promote a healthy and trusting environment where creativity, risk-taking, and communication can thrive. When your partners know you've got their backs, they'll be more likely to have yours.



For more strategies for finding common ground and practicing respect, check out [this article in the Resilience Hub](#).



Invest Your Inner Resources

Companies may be built on tangible resources like technology and buildings, but teams are built on the traits that make us human. Traits like attention, respect, communication, dedication, follow-through, and authenticity. Sharing these invaluable inner resources with your team shows them that you're there for the right reasons.



The Relationship Is the Goal

You've probably heard the saying that the journey is more important than the destination. Teams are kind of like that, meaning the *relationship is more important than any single outcome*. A single win at the team's expense may seem necessary in a given moment, but it can erode the trust and cohesion needed to succeed in the long run. Challenges will come and go, but a team that works well together will be better equipped to tackle whatever comes its way, now and into the future.



Respect Your Neighbors

Bill Nye (yes, the science guy) once said that everybody you meet knows something you don't. Remember that when working with your team and try to understand where your partners are coming from. That means respecting their knowledge and experience, their current situation and state of mind, and their values, beliefs, and needs. Different people bring different skills to the mix, making for a diverse and multi-talented group.

For even more ways to help cultivate mindfulness and resilience in 2017, visit the Resilience Hub™ at www.ConcernResilienceHub.com regularly. First time users may be asked to enter their company ID.

This newsletter is intended for informational purposes only, and should not be used to replace professional advice.

If you find your level of stress is impacting your well-being, you can contact us for additional help and support.

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