

Loyalty vs. Trust

Loyalty and trust are not the same thing, although it's easy to confuse the two. There are many ways trust shows up in leadership. This reflection explores just one: whether your team believes their perspectives can genuinely influence your thinking and decisions.

01 Reflect: Through Your Team's Eyes

Consider how you believe your team would answer—not how you intend to lead. Think about what happens most often, across people and situations. What specific meetings, conversations, or decisions might they point to?

1. If members of your team were asked how often their input meaningfully influences your decisions or direction, what do you believe they would say?

☐ Never
 ☐ Rarely
 ☐ Sometimes
 ☐ Often
 ☐ Almost always

2. If members of your team were asked how often you genuinely explore perspectives that challenge your thinking, what do you believe they would say?

☐ Never
 ☐ Rarely
 ☐ Sometimes
 ☐ Often
 ☐ Almost always

3. If members of your team were asked how often they feel able to continue challenging your thinking when you disagree, what do you believe they would say?

☐ Never
 ☐ Rarely
 ☐ Sometimes
 ☐ Often
 ☐ Almost always

02 Look a Little Closer

When you think about whose perspectives influence you, are you considering your broader team—or primarily those closest to you?

Would most of your team describe the same experience of being heard and having meaningful influence?

What interactions or decisions might support—or challenge—your assumptions?

03 Stop / Start / Continue

Based on what you've noticed, consider what you might want to:

STOP

What might you be doing that unintentionally discourages your team from challenging or influencing your thinking?

START

What could you begin doing to demonstrate that different perspectives genuinely matter?

CONTINUE

What are you already doing that helps your team experience their input as valuable?

04 One Thing to Try

Choose one behavior from your reflections to stop or start. Keep it specific.

What will you do?

Where will you try it? Name an upcoming meeting, conversation, decision, or relationship.

What will you pay attention to that might help you understand the impact of your approach?

The question isn't simply whether your team speaks up. It's whether they believe speaking up can make a difference.

Continue the Conversation

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