

HPCG High-Performance Coaching Newsletter #25, Ralf Wolter



Dear Reader,

Capo was home – finally! At Christmas 2020 we invited a new dog to join our family. Capo is a 62 kg (137 pounds) Turkish Kangal breed, we got him from the local dog shelter, and he was already seven years old when we met him first. „Capo” is Italian for „the head“ or “the leader” – a name that was already given to him by his previous owners. And I guess the name says it all: you can’t just tell him what to do. For him to follow your lead, he needs to trust you first.

We have all heard the phrase “you can’t teach an old dog new tricks”, so during the first three months we were careful observing him. Could we really trust Capo to protect us and not suddenly considers us to be on “the wrong side of the fence”? Could he learn to trust us and become fully part of our family pack?

Now, 18 months later we realize the deep relationship we have developed. It has turned from mutual careful observation to fully trusting each other.

What this story has in store for you? The outcome is not limited to human-dog relationships. In new human-human relationships it also takes time to develop trust, no matter if it’s in business or private life. Capo’s story reminded me of a client who has designed their whole business around trust building.

Accordingly, there are three steps for developing trust more quickly:

1. Get curious! We are more likely to trust someone who shows genuine interest in us.
2. Extend compassion. Empathy is key when it comes to bonding with other people.
3. Take the initiative and learn the behaviors that build trust. Someone always needs to take a first step.

If you are interested in more details, you can read the full text here:

<https://reinatrustbuilding.com/three-things-you-need-to-know-about-trust/>

For more information on how to build trust, please refer to the book “Trust and Betrayal in the Workplace” 3rd ed., Berrett-Koehler Publishers, or www.ReinaTrustBuilding.com.

Whether it comes to already existing relationships or potential new ones: in which relationship do you want to invest for increasing trust? What would be the courageous next step be to increase trust? And when will you take that step?

And because a good dog story isn’t complete without some cute pictures – attached are some of my favorites. See which one you like most.

Have a nice weekend! And if you need to work during the weekend, make sure that it is fulfilling.

Best regards,

Ralf Wolter

HPCG® Founder, Coach and Consultant

If you know someone who would benefit from this newsletter, please invite them to [subscribe](#).

