

Building Trust as a New Leader



Five evidence-based actions to establish psychological safety and credibility with your team

The Trust-Building Blueprint

New leaders establish credibility through five interconnected actions: demonstrating vulnerability creates psychological safety, visible commitments build reliability, inviting dissent empowers voices, sharing power fosters autonomy, and recognizing learning encourages innovation. Together, these evidence-based practices create high-trust environments where teams thrive, take smart risks, and deliver exceptional results.

Show Vulnerability First

Model openness to create safe environments where people speak up and take smart risks



Share your challenges

Admit when you don't have all the answers



Welcome feedback

Ask team members how you can improve



Own mistakes publicly

Demonstrate accountability through action

Make Commitments Visible

Publicly track promises to build credibility — use shared docs, team dashboards, or regular check-ins



**Transparency in
decisions**



**Authenticity in
communication**



Reliability in follow-through

Actively Invite Dissent

Participative decision-making empowers team members to suggest improvements and feel heard



Ask for pushback

"What am I missing here?"



Reward challenges

Thank people who disagree constructively

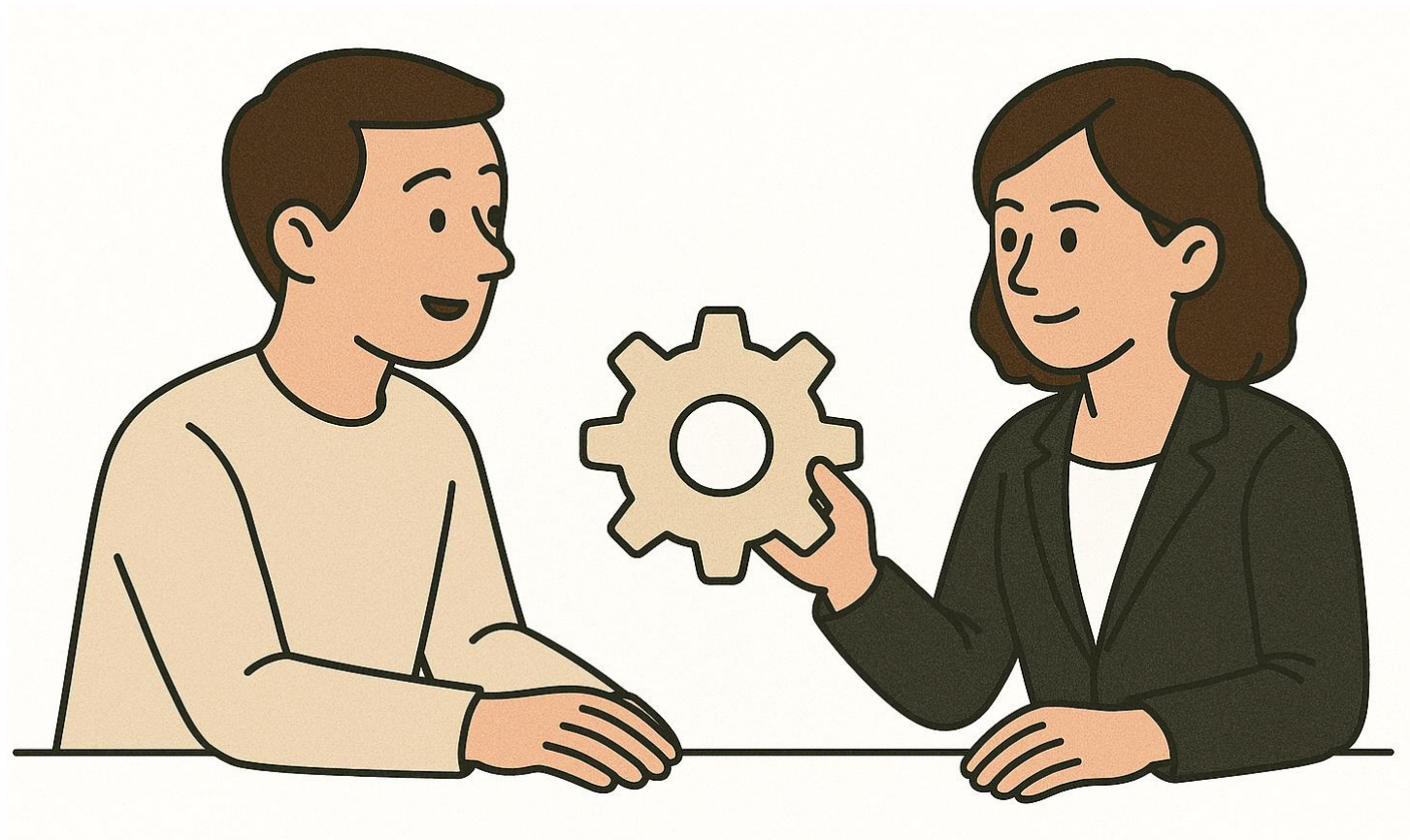


Act on suggestions

Show ideas lead to real improvements

Share Decision Power Early

Proactive power-sharing fosters psychological safety and deep engagement



Delegate authority

Give real decision-making power



Set clear boundaries

Define scope of autonomy



Support outcomes

Back decisions publicly

Recognize Effort and Learning

Support risk-taking around innovation, acknowledge attempts, not just results



**Value growth over
perfection**



**Celebrate smart
failures**



Highlight learning moments, Reward experimentation