



# National **Benevolent** Association

of the Christian Church (Disciples of Christ)

As leaders – in your churches, schools, families, and communities – you will find yourself working with and inviting others to work with you in collaborative ways. Make it a practice of checking in with the group you are working and leading alongside how trust is being amplified and also how trust is being derailed. (**PRACTICE: Trust Amplifiers & Trust Derailers**)

*Message of Thanks: Grateful to have been part of your Symposium today. Blessings to each of you and may this practice of evaluating trust be helpful to you and your leadership.*

Rev. April Lewton  
NBA Vice President of Development and Marketing  
E: [alewton@nbacares.org](mailto:alewton@nbacares.org)  
P: (314) 993-9000 ext. 5479  
[www.nbacares.org](http://www.nbacares.org)

## PRACTICE: Trust Amplifiers & Trust Derailers

### Trust Amplifiers

- Be curious – use inquiry, listen and ask questions. Use questions that will help people find their solutions
- Ask for feedback and act on it
- Allocate work equitably, keeping people's unique talents and experiences in mind
- Encourage dialogue about identity and systemic barriers to inclusion
- Humbly acknowledge your own biases and share your work to overcome them
- Give feedback starting from a place of inquiry when you witness or are on the receiving end of micro or macro aggressions
- Share transparently and vulnerably your own growth areas and work towards improving them
- Appreciate people: celebrate the wins and achievement of milestones in way that people will be valued
- Be consistent: do what you say you will do
- Admit your mistakes and take ownership of your mistakes

## PRACTICE: Trust Amplifiers & Trust Derailers

### Trust Derailers

- Asking for feedback and input on decisions without a plan to incorporate or use
- Not being clear the first time: this can create more work and more frustration
- Threatening punitive action
- Comparing others in harmful ways
- Talking or interrupting
- Throwing people under the bus; taking credit for work that you did not do alone
- Failing to give credit where credit is due; misattributing credit to someone on the team
- Mis-gendering people or referring to them as the wrong race, ethnic, or cultural background
- Over-utilizing your positional authority (example: group leader, coordinator, age, experience, etc.)
- Cancelling meetings or not following the plan
- Being unwilling to acknowledge your bias(es) or unfair assumptions that you carry/hold
- Refusing to take ownership or glossing over them