



# Trust Circles

How to make your organization run safely without you

*Trust Circles Exercise Book*



Peter Abrahamsen Coaching

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## Who is in your current trust circles?

### **Core: (100% trust)**

Who do you trust to be completely in the know about all business aspects including finance, investment, employee matters, sales, suppliers, strategies etc. and handle such knowledge in the appropriate way?

### **Circle 1: (approx. 75% trust)**

Include the people with whom you are comfortable sharing most business information except the most personal and sensitive.

### **Circle 2: (approx. 50% trust)**

These people can be anywhere in the organisation. Individuals, departments, functions and you feel you have to be quite selective with your trust

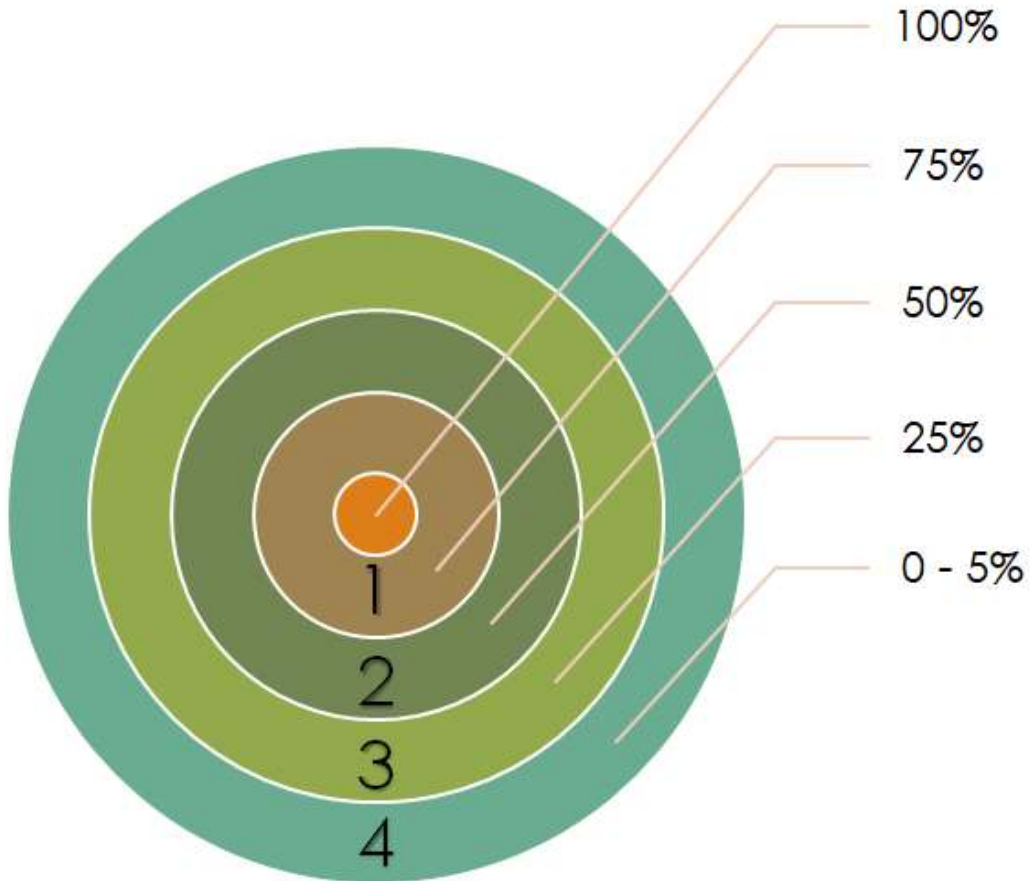
### **Circle 3: (approx. 25% trust)**

These are typically the lower ranks who have no access to confidential information but you still need to trust them up to a point

### **Circle 4: (0 - 5% trust)**

Typically individuals who only need to know what is in the public domain or who will be granted specific access to limited information, e.g. contractors, temporary agency workers, and interns

## Your current circles of approximate trust %



Be very honest when you categorise your employees into the circles.

You will need this honest information to help identify issues in your organisation.

Some of what you find may be a surprise and some may be uncomfortable.

Answer the questions on the next page as well as any other questions that spring to mind.

Accept the surprises and disappointments as well as the things you are clearly doing right

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## Analysing your trust circles

**(Write your answers somewhere that only you have access to)**

Write the names of the people in your business in the relevant categories (circles 1,2,3,4)

What are your immediate observations about your circles?

What do you like the most about your circles?

What do you like the least about your circles?

Who are the most problematic people in your business?

In what ways are they problematic?

Who are the people in your business whose opinions you care about? Grade how much you care about their opinion (0, very little, 10, totally)

Who are the people in your business whose opinions you do NOT care about?

Who are the people in your business that you have knowingly treated poorly?

Who are the people who have resigned or complained because of your behaviour

How could you improve your trust circles. Think of rules or behaviours you could follow which you have so far not been willing to follow

One step you will take **TODAY** to improve your trust circles

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## Avoid the trust extremes

### **Trust nobody and keep all information to yourself:**

You will have a moody, disengaged, and poor performing workforce. You will end up with all issues and decisions on your desk, no matter how small. The business will not function without you. You will be disappointed in everybody, especially your most senior employees who are not pulling their weight. You can never take time off, certainly not for more than a couple of days.

Secrecy and no information breeds gossip, rumours, and conspiracy theories

### **Trust everybody and tell them everything:**

You will be breaking the law in several ways, not least in terms of data protection and confidentiality. You and most employees will be very uncomfortable knowing that everybody knows everything. You will not be able to take time off for fear of what others will do in your absence.

Complete openness in all matters and free access to all information means loss of control

## Who is in your future trust circles?

### Core: (100% trust)

Who do you trust to be completely in the know about all business aspects including finance, investment, employee matters, sales, suppliers, strategies etc. and handle such knowledge in the appropriate way?

### Circle 1: (approx. 75% trust)

Include the people with whom you are comfortable sharing most business information except the most personal and sensitive. **For managers to be effective, they should be included here**

### Circle 2: (approx. 50% trust)

These people can be anywhere in the organisation. Individuals, departments, functions. **Information and inclusion is vital to ensure engagement and productivity** but the most sensitive information need not be shared

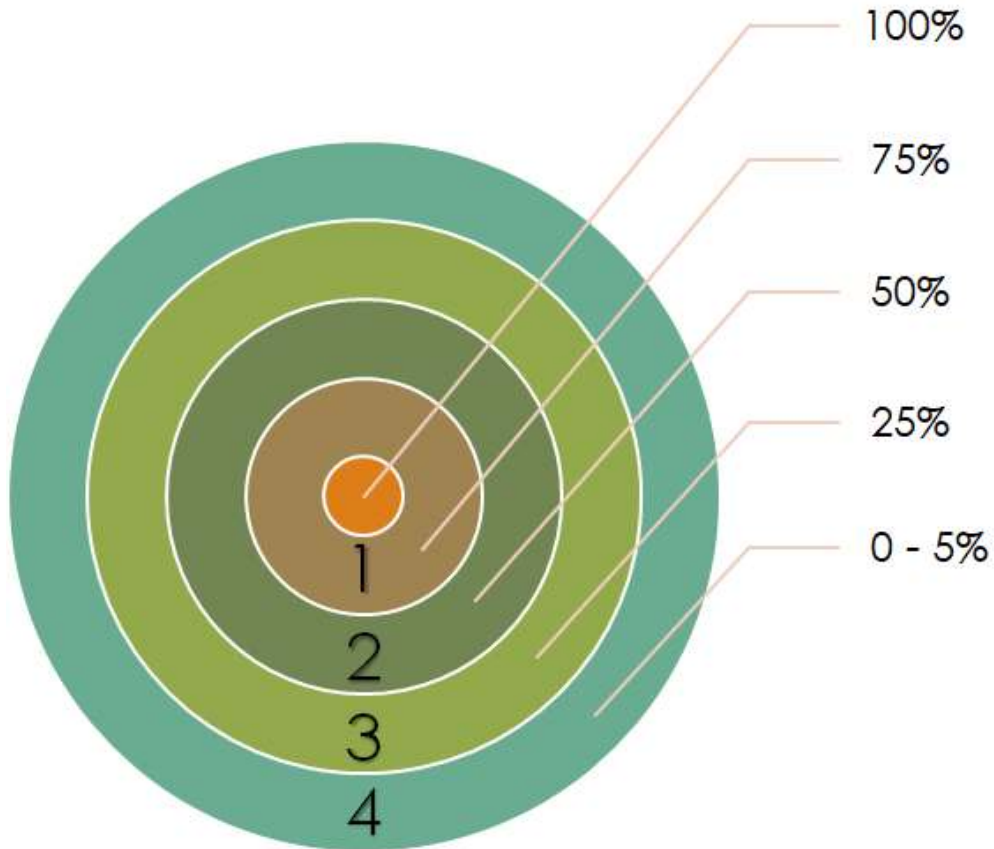
### Circle 3: (approx. 25% trust)

These are typically the lower ranks who need to know what is going on and where the business is headed in order **to feel engaged with the business and be productive**. No access to confidential information

### Circle 4: (0 - 5% trust)

Typically individuals who only need to know what is in the public domain or who will be granted specific access to limited information **to feel engaged with the business and be productive** e.g. contractors, temporary agency workers, and interns

## Your future circles of approximate trust %



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Again, be very honest when you categorise your employees into the circles. This is with the future of your business in mind

You have identified your current state. What actions do you need to take to get to your desired future state?

Now is the time to identify what you want to do differently and what you can do to improve the trust levels and engagement in your company

You have the data, you know what needs doing - **TIME TO TAKE ACTION**

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## Healthy Minds for Business

"Trust Circles" is just one part of the online business transformation programme  
"Healthy Minds for Business"

This online transformation programme is for you if: You are a business owner/leader with 20+ employees and are struggling with absenteeism, presenteeism, people leaving, high recruitment costs, poor productivity, and poor team morale.

You want less stress, lower employee costs, higher employee engagement, higher productivity and an improved bottom line.

You want a business that is easier to run. A business that can run safely even when you take time off to be with your family

[Learn more](#)

# About Peter Abrahamsen

In my early thirties I was ready to push the self-destruct button. But I took a physical and mental step back and instead went for the reset button and sought help for what turned out to be an undiagnosed depression that grew stronger over the 25 years I lived with it.

This single, crucial decision to reconsider and turn my life around has been my inspiration to help others be brave enough to try something different in their life or business.

Not only did I learn to enjoy life, I also became a far better and more productive employee growing into an effective and valued manager, then director, and now business owner.

With plenty of real-life business experience, both good and bad, across different levels, industries and countries and a background in psychology, coaching, and counselling I look forward to helping you future proof your business.

A sought after business coach and speaker on employee engagement and good mental health in business

## Want to learn more? - just get in touch

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