



“In the context of building a team, trust is the confidence among team members that their peers’ intentions are good, and that there is no reason to be protective or careful around the group.”

Members of teams with an absence of trust...

- conceal their weaknesses and mistakes from one another
- lack an awareness of their weaknesses
- hesitate to ask for help or provide constructive feedback
- hesitate to offer help outside of their own areas of responsibility
- live in comparison and judgement
- show favoritism at the expense of other teammates
- jump to conclusions about the intentions of others
- shut down when conflict arises
- fail to recognize and tap into one another’s skills and experiences
- use other’s vulnerabilities against them
- waste time and energy managing their behaviors for effect
- speak with harsh language, sarcasm or inappropriate honesty
- talk about other members rather than to other members
- hold grudges

I contribute to an absence of trust by...

Need help? Pray and consider...

- 1) A struggle you’ve had in community recently (a conflict, disagreement, misunderstanding, etc)
- 2) How does this struggle—or your response to it—expose your sin? What areas of unbelief, selfishness, or idolatry do you see in yourself?
- 3) How does Jesus’ death for our sins on the cross and his resurrection speak to the struggle?
- 4) How does the ongoing work of the Holy Spirit free you to act different in midst of the struggle?

** From 5 Dysfunctions of a Team & The Gospel-Centered Community*