



# Reflection Activity: OHAAT Own It

## Trust is Key

20 – 30 minutes



To **Own it** and be accountable means to be committed to succeed, and therefore to take ownership of outcomes. It means owning success as well as failures and creating a climate of safety to admit when we're wrong and learn from it. Integrity is central to this. To be accountable also means to take ownership of your own development.

### Activity overview

Read the [5 Powerful Strategies to Build Trust in the Workplace](#). (4 – 5 minutes)

Trust is a crucial factor for the success of organisations and teams. This article refers to prioritising trust in the workplace which leads to create psychological safety between leaders and employees.

*Optional:* Read the linked article – [The Neuroscience of Trust](#).

### Reflection questions:

- When did you last recognise a colleague (or saw this done for others)? – what was the situation and how did you celebrate their success?
- What has relationship building, and collaboration looked like this year for you and your team?
- Consider how much you know about your team, peers / colleagues.
- Has this changed since hybrid working and how might this support building those relationships within and across teams?
- When was the last time you admitted a mistake or asked for help on something? What was it and what sort of response did that elicit?