**A Culture of Trust**

Do you have a culture built on trust, or do you have a pseudo-culture built on fads? One creates a meaningful workplace while the other creates short term workplace contentment.

First, let’s define culture. Culture is a combination of norms and behaviors within a given society. In this case the society is a team. Paul Zak wrote in his article titled “The Neuroscience of Trust” ways in which certain management behaviors encourage trust ultimately leading to greater productivity and creativity.

Here are the behaviors he has found increase trust:

* Recognize excellence.
* Induce “challenge stress.”
* Give people discretion in how they do their work.
* Enable job crafting.
* Share information broadly.
* Intentionally build relationships.
* Facilitate whole-person growth.
* Show vulnerability.

For a full understanding of these behaviors please check out Dr. Paul J. Zak’s article at: https://hbr.org/2017/01/the-neuroscience-of-trust