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Context to the nugget conversation

David speaks about how he starts with a trusting posture in a relationship and how that could help us build a positive spiral of mutual trust and enhanced disclosure in a relationship. He also speaks about the nuance in the language he uses when he raises issues if there are any hiccups along the way.

Transcription

Deepak Jayaraman (DJ): David. Sometimes in life it is very often about building trust with a set of people whether it is professional relationships, personal relationships, and there at least correct me if I am wrong David, I feel that you start building trust only when you sort of have some sense of the other person's intent, which often you start getting a sense of based on continued behavior from a person. How do you, you know, back to your point about observing people's behavior and resisting the urge to form stories versus the need to start curating the world if I may so that we know who we can trust, who we don't trust, do you see a tension there somewhere?

David Bradford (DB): Not as much. First of all, I think it helps to, at least, I find personally I take the orientation, I will trust you until you prove otherwise rather than you have to prove your trust because the latter gets me into a suspicious mode which doesn't help to build openness in our interaction. So, I am going to start with our orientation doesn't mean that I am going to trust you with everything and you are my wallet or my bank account. But I am going to be willing to be more open and evolving, that's the first thing that I will do. The more that I disclose, the more you are likely to trust me and you disclose. So, I may not need to do much inquiry because you may be saying that I am signalling, I want to be open and you are going to feel, you are going to hopefully reciprocate. But I think the other thing is, if there is some things which start to become problematic, our first tendency is to make up that story, hmm, hmm, Deepak is certainly this sort of person. Can I get into curiosity, can I say, Deepak, you said something that puzzled me and I have got to say bothered me a little bit. Well, hopefully trust by you is going up because I am being honest. And you know that I am going to be telling you when I am a little bothered. I am going to say what's going on and you are going to tell me and I might say, okay, that's helpful because I was worried it might be something else which I would have some trouble with. And you see I am continuing to disclose. I am disclosing that I was bothered, I was unhappy. I also expressed an interest in you, I wanted to know you. I didn't try and play prosecuting attorney. So, you know I would like to know what you are doing? And I think the more you do that if you raise the issues that could threaten trust and surface them that actually will build trust.

Reflections from Deepak Jayaraman

DJ: Thank you for listening. For more, please visit playtopotential.com.

End of nugget transcription

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David Bradford - Nuggets

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- 97.02 David Bradford - Healthy feedback - not crossing the net
- 97.03 David Bradford - Idea to behavioural change
- 97.04 David Bradford - Building an emotional vocabulary
- 97.05 David Bradford - Deepening the trust in a relationship
- 97.06 David Bradford - Nuances in giving good feedback
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About Deepak Jayaraman

Deepak seeks to unlock the human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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