

Dissolving Team Mistrust

A Coaching Guide for Courageous, Self-Aware Leaders Who Experience or Sense Mistrust with Other Team Members



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TRUST AS A FOUNDATION

Trust is the foundation of teams that want to break through challenges, deliver the best end results, and find joy and fulfillment in working together.

The question I get so often is:

"How do we build this level of trust? ...Especially if mistrust already exists?!"

Because when you lead a team that doesn't have trust, you find yourself spending time

- Re-solving the same problems or fixing ineffective solutions
- Handling the fallout of unspoken frustrations
- Feeling the disappointment of unrealized potential

That's why I've created a coaching guide to help leaders and their team members begin to **dissolve mistrust and show up as courageous, self-aware leaders**. This guide is to serve as the starting point to dissolve the mistrust one might have towards someone or that someone has towards them.

Take a moment for yourself, grab a writing utensil, remove any distractions, and devote some time to complete the exercise in this guide.

As you go through this guide, **WRITE OUT** your answers and your thinking completely. If there's not enough space in this guide, don't let that stop you. You might want to write your reflections in a personal journal so the space here doesn't limit you.

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ARE YOU READY TO TAKE ADVANTAGE OF THIS SUPPORT?

Working through this information alone can be hard, and if there are deep levels of mistrust with this person or amongst your entire team, you might have to do this multiple times and even then it might not address it all.

Partnering with a coach such as myself **can help you get even more clarity and confidence to navigate mistrust with courage.**

And if it's an all-team effort, **my team development and coaching engagements can provide the skills and support to create a team rooted in trust. So your team not only shows up in their best potential, but they actually enjoy working together.**

Reach out to info@wayfindersleadership.com and we'll set up a brief call to see how we can support you and your team.

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MEET MEGAN

“Working with leaders, teams, and individuals has allowed me to see the unique value each person brings to the many parts of their life. Being aware of this puts me in a state of awe and wonder when it comes to all the people I haven’t met—what amazing things we can accomplish and what opportunity is available for us to do so, as long as we allow ourselves to realize it. Do you know what unique value you have to bring to this world? Do you know what could be preventing you from providing more value than you thought you could? I can help you figure that out.”

With a background in education, Megan Brummel has always believed in the value and power of personal growth, development, and self-awareness. She leads with a growth mindset. This belief led her to take the leap out of education and into the business world to apply and focus on just that.

In 2019, Megan joined Leadership Outfitters, an executive coaching company, to manage client services, allowing her to get involved in the world of coaching. Since Insights Discovery Personal Profiles were used in all coaching engagements at Leadership Outfitters, Megan immersed herself in over 40 sessions, both virtual and in-person, to learn how to apply this tool to leadership effectiveness. Building on this involvement, Megan became an Accredited Insights Discovery Practitioner in April 2021 which led to becoming the Director of Insights at Leadership Outfitters where she not only began facilitating her own sessions but provided aid and counsel to other Insights Discovery Client Practitioners in preparing for their sessions. All of this led to Megan’s purchase of the Insights Discovery Distributorship from Leadership Outfitters to operate under her own business, Wayfinders Leadership in 2023.

Her passion is evident in the 80-plus sessions she has facilitated since her accreditation. She uses the Insights Discovery tool to inspire leaders and their teams by identifying the transformative power that lies behind our behavioral preferences.

In 2022, Megan completed the Newfield Network’s Coaching for Personal and Professional Mastery program in November 2022, has received her Newfield Coaching Credential, and is an ACC-accredited coach with the International Coaching Federation. Megan used her coaching experience and knowledge to enhance her coaching and training programs.

Megan is a student of personal and leadership effectiveness. She has consistently applied this knowledge to her own personal growth and behavioral change, enabling her to offer authentic experiences and stories to clients in her coaching programs. She sits on the board for Bozeman Professional Women, is a trainer for Prospera Business Network, and serves in her church as a Leadership Team member and as a volunteer with the High School youth group. Her mission in life? To live a joy-filled and meaningful life and to help others do the same (in and out of the professional realm!)

Megan resides in Livingston, Montana outside the Paradise Valley where she and her husband enjoy hiking and camping with their dog, Greta.

A FEW OF THE COMPANIES WE ARE PROUD TO CALL OUR CLIENTS

