Work Relationships: Building a Supportive Environment
Building strong working relationships amongst team members and leaders is pivotal to fostering an environment that is seen and experienced as supportive by all. But what does this mean in practice? Support can be defined as “approval, comfort and encouragement”. Getting to know your team and their individual needs will help ensure that the differing components of support can be offered to team members in the way that they need.

By the end of this guide you will:
- Understand your role in enabling the development of a supportive environment
- Understand how to make this work for your team
- Have access to resources in support of achieving this

Importance of Trust

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Why is Trust important in Leadership?
https://www.youtube.com/watch?v=gE4thYj95bI

Building Trusting and Supportive Relationships
There are a number of steps you can take for building a supportive environment for your team. The first is to know your staff individually and to encourage / create opportunities for them to get to know each other. There are three exercises / tools attached to this worksheet that provide opportunity to develop an understanding of your role and your team member’s role in building trust.

Exercise 1_Building Trust as a Line Manager: https://www.youtube.com/watch?v=kEA_gbXJ0Jw
This exercise helps you to understand what is important for your team to see in you as a leader. This will give you an opportunity to act and support your team in a manner that is effective for them.

Exercise 2_Building rapport amongst the team
For team effectiveness it is important that both rapport and trust are built. Both of these components have been found to enable challenging and helpful conversations to occur which result in excellent output/performance/patient care.

Exercise 3_Laying the foundations for a trusting relationship
Unpacking and understand previous experiences of strong trusting relationships will help team members to develop a collective way forward where the foundations are laid.

Exercise 4_How are you supporting the maintenance of trust?
Strong trusting relationships are built over time therefore this final exercise encourages you to create longer term actions that can support.