

50 Ways Supervisors Can Nurture Trust

A More Connected Humans™ Resource

Relational Practices (Build Everyday Trust)

1. Greet everyone warmly by name.
2. Follow up on personal milestones (birthdays, family news, etc.).
3. Remember and respect preferred pronouns.
4. Offer eye contact and undivided attention in conversation.
5. Acknowledge when someone is having a hard day.
6. Use affirming language (e.g., “I value your voice,” “I trust your judgment”).
7. Offer regular appreciation, not just during reviews.
8. Normalize saying “I don’t know” as a leader.
9. Model humility by admitting mistakes publicly.
10. Ask meaningful check-in questions (e.g., “What do you need to feel supported today?”).

Communication Strategies (Make Room for Voice & Dialogue)

11. Respond to emails and messages in a timely manner.
12. Ask for feedback—and mean it.
13. Practice deep listening (not just listening to respond).
14. Encourage and create space for disagreement.
15. Avoid micromanaging—check in, don’t hover.
16. Restate and summarize what you heard to ensure clarity.
17. Use “we” language instead of “you should” in hard conversations.
18. Share decision-making rationale transparently.
19. Give credit publicly and clearly when team members succeed.
20. Keep confidential matters truly confidential.

Leadership Habits (Demonstrate Consistency & Integrity)

21. Follow through on promises, even small ones.
22. Be consistent with your expectations and boundaries.
23. Defend your team when they are under unfair scrutiny.
24. Apologize sincerely and without defensiveness when harm occurs.
25. Invite accountability for your own biases and assumptions.
26. Regularly reflect on your impact vs. your intent.
27. Share your learning journey openly (especially around DEIB.)
28. Avoid playing favorites.
29. Use performance reviews as growth conversations, not threats.
30. Revisit and revise goals with team input.

Structural & Process Changes (Build Psychological Safety)

31. Create anonymous ways for folks to voice concerns.
32. Regularly review pay equity and role clarity.

33. Offer flexible scheduling or accommodations when possible.
34. Advocate for your team with higher leadership.
35. Design team rituals that foster belonging.
36. Celebrate non-work wins (e.g., running a marathon, parenting wins).
37. Offer professional development resources and time to use them.
38. Create a collaborative agenda-building process for meetings.
39. Allocate time in meetings for personal or relational connections.
40. Invest in restorative practices instead of punishment for mistakes.

Human-Centered Touches (Show You Care)

41. Check in after someone has a tough meeting or conflict.
42. Leave a handwritten thank-you note.
43. Ask “What would support look like right now?” instead of assuming.
44. Keep snacks, tea, or small comforts in shared spaces.
45. Make room for grief, joy, or vulnerability at work.
46. Offer grace when someone misses a deadline.
47. Normalize mental health days and model taking them yourself.
48. Help people set boundaries instead of glorifying burnout.
49. Don’t make everything about work—ask about life too.
50. Be a whole human, so others can too.

For more information, visit MoreConnectedHumans.com

