

LEAD WELL

BOOK REVIEW

Trust

Henry Cloud

KEY PRINCIPLE

Trust is fuel for all of life.
Knowing when to give it, when to withhold it, and
how to fix it when it gets broken is worth pursuing.

APPLICATION

Dr. Cloud is one of my favorite authors and influencers related to leadership. His book on Trust did not disappoint. He mentions that trust often begins with a feeling, yet it can't only be based on a feeling, an emotion, or some kind of sense. It has to be rooted in more solid, observable, essential qualities.

Cloud encourages having wisdom around trust. There are different types of trust in different kinds of relationships for different needs. Cloud shares that you can really like someone and trust them in many ways, yet not be able to trust them in SPECIFIC ways that are important. Often, we ask people to enter into arenas of trust with people they know or like, and a kind of halo effect goes to work toward that person, and they trust them in unvetted areas. The fact that someone is a good person does not mean you can trust them to perform in all arenas. You want to ask yourself, "*Is this person suitable to trust?*" Is it suitable for you to trust this particular aspect of life to this person? Is this person suitable for the task? Can he or she deliver what you need?

In addition to discussing when to give and withhold trust, he also shares what to do when trust has been broken. He mentions forgiveness if free, yet trust is not free at all - it has to be earned and gives practical steps to determine when trust can be restored.

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