

Part 1: Trust

- Why Trust **Breakdowns** occur
- **Key Principles** to Build Trust
- How to **Diagnose Breakdowns**
- How to **Rebuild Trust**

Part 2: Friendship

- Pandemic & Impact of **Loneliness**
- Friendship's Essential "**Ingredients**"
- How to **Make & Keep a Friend**
- **Who to Avoid**



Class of 1969
BROWN
May 24, 2023

Robert Porter Lynch



International Collaborative Leadership Institute

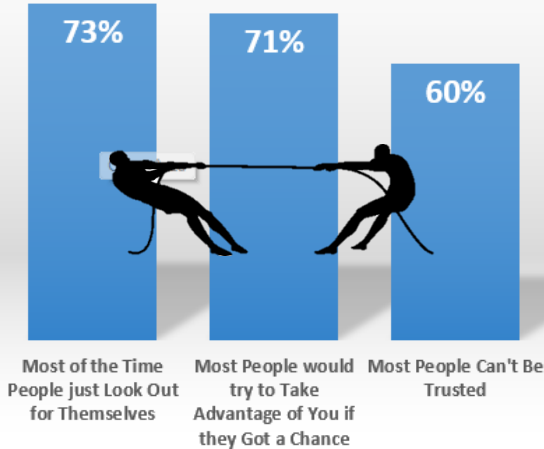
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THE HORRIBLE CONSEQUENCES

TRUST BREAKDOWNS

Most Young Adults in U.S. see others as Selfish, Exploitative, Untrustworthy -- % of U.S. Adults in each age group who say....

Ages ■ 18-29



FRIENDSHIP BREAKDOWNS

- Loneliness is Epidemic***

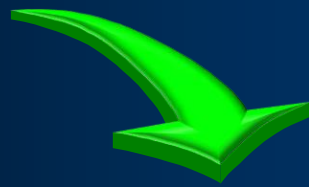
Youth: 60% Report being Lonely. Major Cause of Depression & Suicide

Seniors: major cause of disease & death reducing lifespan by ~4 years, 4X increase in the chance of heart attack

We are FAILING OUR SENIOR & NEXT GENERATION



Surgeon General [advisory](#) concluded social disconnection is as bad for your health as smoking 15 cigarettes a day.



Diagnosis



QUESTION:
IS TRUST A
NATURAL
ACT?
(NATURAL CONDITION
OR STATE OF BEING?)



(if you say “it depends” then it’s “no”)

Answer: Yes or No



TRUST DETERMINES THE COURSE OF HISTORY, THE DESTINIES OF NATIONS, AND THE FATE OF PEOPLE



-- Paul R. Lawrence, Professor,
Organization Behavior,
Harvard Business School



DISTRUST
Achilles Heel
of
Civilization
Community
Collaboration
Friendship

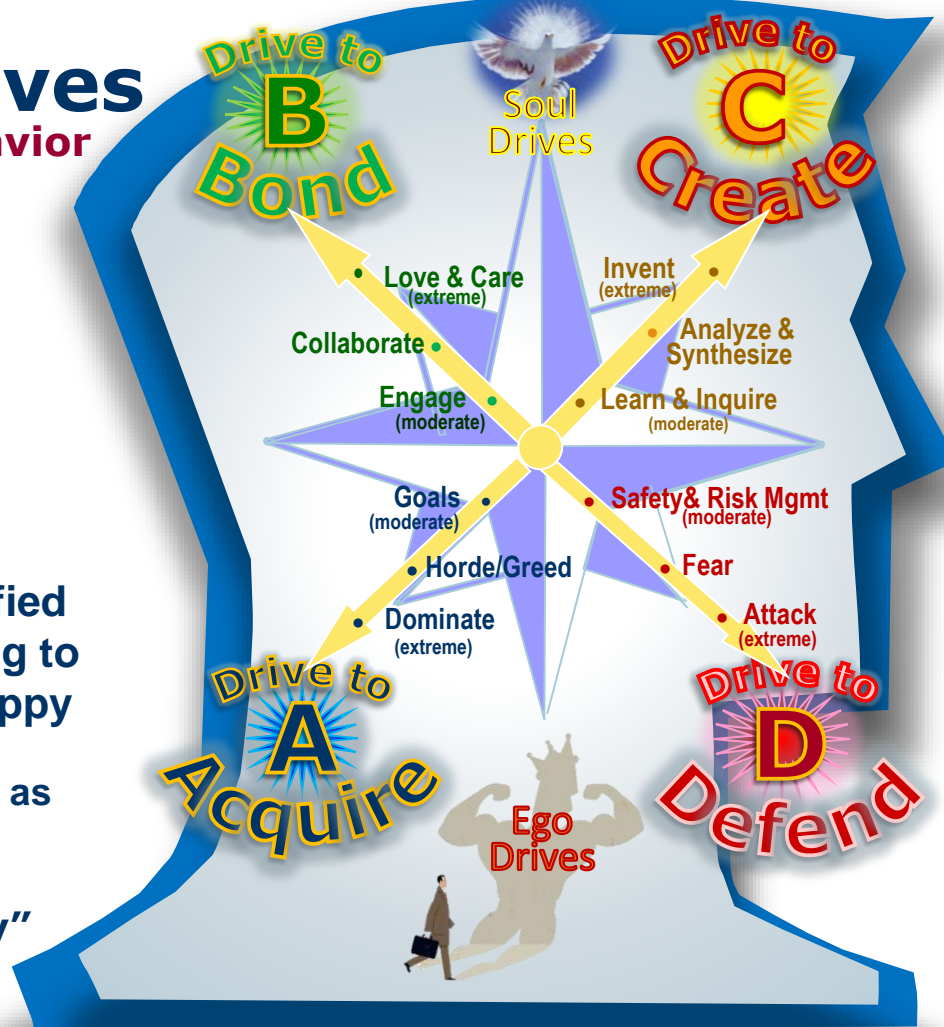


Four Drives

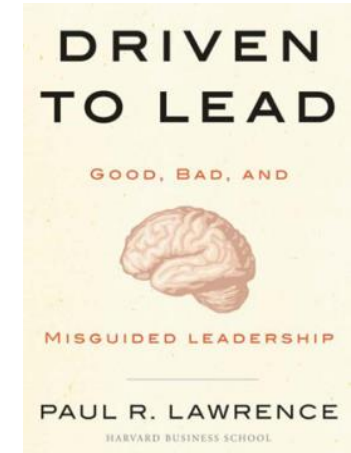
of Human Behavior
& Culture

Four Drives are
Independent
but *Interactive*
Each must be
reasonably satisfied
for a human being to
be effective & happy

Think of the Drivers as
“Energy”
Synergy is
“Aligned Energy”



**Fundamental
Concept**



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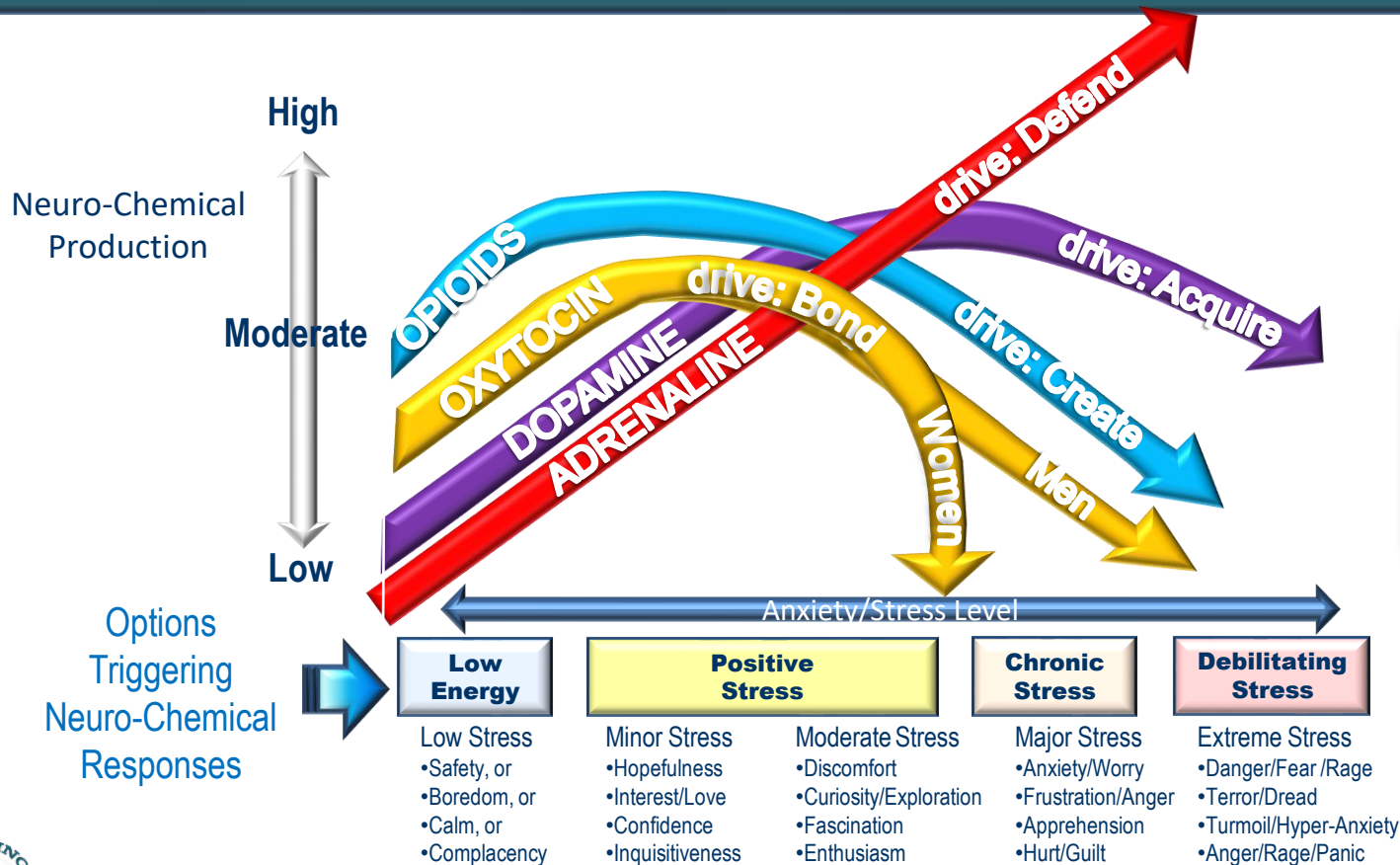


THE WARREN COMPANY
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NEURO-CHEMISTRY OF TRUST



Insight



THREE BASIC RELATIONSHIP ARCHETYPES

Collaborative



Transactional



Adversarial



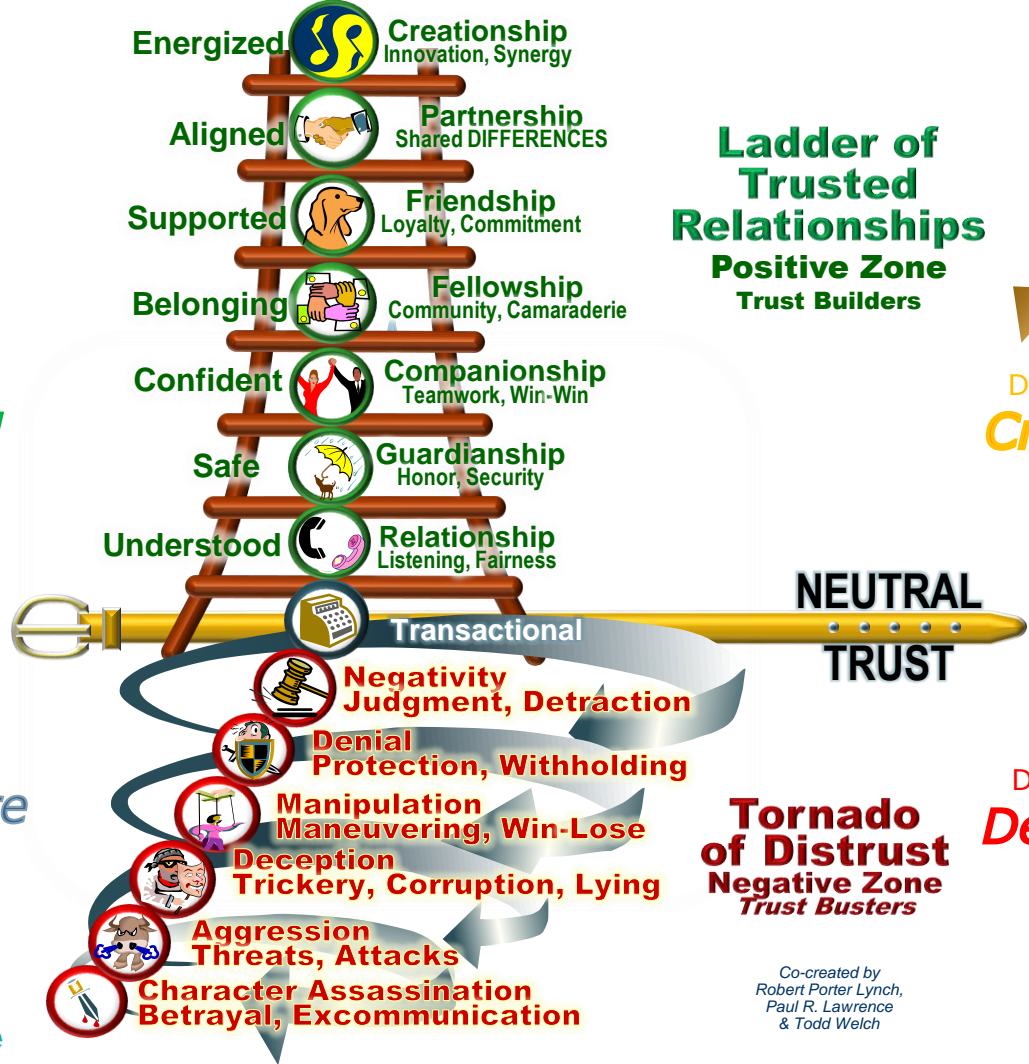
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Drive to
Bond

Drive to
Acquire



Co-created by
Robert Porter Lynch,
Paul R. Lawrence
& Todd Welch





EIGHT TRUST PRINCIPLES

1. **F**airness & Reciprocity
2. **A**ccountability & Integrity
3. **R**espect & Empathy
4. **T**ruthfulness, Courage
5. **H**onourable Purpose
6. **E**thics & Excellence
7. **S**afety & Security
8. **T**ransparency & Openness

For Building & Repairing Trust



THE ESSENCE OF FRIENDSHIP

- Essential “Ingredients”
- Added Value: How to Make & Keep a Friend
- Who to Avoid
- Soulful Friendships



ESSENTIAL INGREDIENTS BEYOND TRUST



- Respect – Cherish the differences of perspectives, beliefs, boundaries & privacy. Turn differences into creative Partnerships.
- Ethical Acceptance -- Flaws & all. Don't try to change them or turn them into your vision of perfection, unless they ask. Don't attack.
- Communicate – Open & honest about ideas, feelings, reactions, frustrations, hopes & dreams. Listen , ask questions, understand.
- Mutual Support – Commitment to each other in good & bad times.
- Shared Values & Interests -- Bond , talk, create, & do together.
- EnJOYment – Happiness, laughter, have fun, & be sad together.

Together, with Trust, these become a “Mutual Covenant”





**Best
Practice**

“ADDED VALUE” OF GREAT FRIENDS

**ARCHITECTURE
OF
FRIENDSHIP**

- **Qualities of a Dog**

- Always happy to see me
- Playful & Protective
- Trustworthy & Forgiving
- Forever Loyal/Predictable
- Accepting & Non-Judgmental

- **Always Learning & Growing**

- Nurture the Soul
- Expand the Mind
- Share Wisdom & Insights,

- **Mental Attitude**

- Positive Response to Adversity
- Go out of the way to be a friend
- Sense What’s Needed without being asked
- Bring out the best in others
- Make the Best of Every Moment – Humor
- Optimistic Vision of the future



- **Spiritual - Belief in the Divine**

- Deep Sense of Direction, Mission & Purpose
- Gratitude & Gracefulness
- Inquisitive – Sense of Wonder & Awe
- Forgiving & Courageous

- **Psychological Safety**

- No Expectation of Reciprocation
- Not Possessive nor Jealous nor Envious
- Won’t Gossip
- Humility
- Nudge Gently
- Listen then Challenge with a Smile

- **Synergistic 1+1>2**

- Cherish Differences
- Synchronicity & Timing
- Spontaneous & Dynamic
- Co-creative & Energized



WHO TO AVOID

**Best
Practice**



- **Negative Attitude**

- Judgmental, Opinionated without Discernment
- Rigid, Unforgiving, Hidden Agenda
- Gossips, Critics, & Cynics
- Ridicule & Demean Others

- **Self Centered**

- Hording not Sharing
- Insecure Egos – Talk Big
- Perverse Fun, trickster
- Fractured Identity, Lack Self-Respect

- **Abusive**

- Frequently Stressed Out
- Easily Angered/Enraged & Unforgiving
- Abuses Body, Mind, Spirit and others



- **Materialistic**

- Value Things, not People or Love
- Transactional Reciprocation
- Smart but Lack Wisdom
- Rich but Unhappy

- **Cannot Trust Anyone**

- Will Betray You, Demands Loyalty
- Calculating, Manipulative & Vindictive
- Poor Character/Ethics

- **Co-Dependent**

- Latch onto you to Rescue them
- Helpless Victims
- Not willing to serve others

Add Little Value to Your Life

Be a Counselor, don't expect to transform them

MAKING SOULFUL CONNECTIONS



DIVINE ENERGIES OF THE "OLD SOUL" (WITH YOUNG HEARTS)

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14



Open Discussion

Key Take-Aways?
Questions?
Insights?
Observations?
Counterpoints?
What Ifs?
Shifts in Thinking?
Applications?



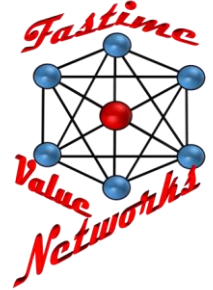
APPENDIX



MORE PROGRAMS TO IMPLEMENT GAME CHANGING SHIFTS

LEADERSHIP REQUIRES
NEW THINKING

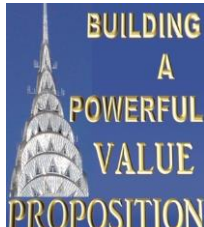
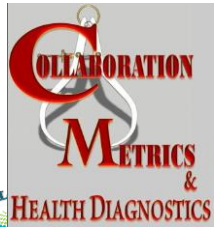
Architectures
Programs & Tools



LEADERSHIP
as a System



The Four Alignments



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