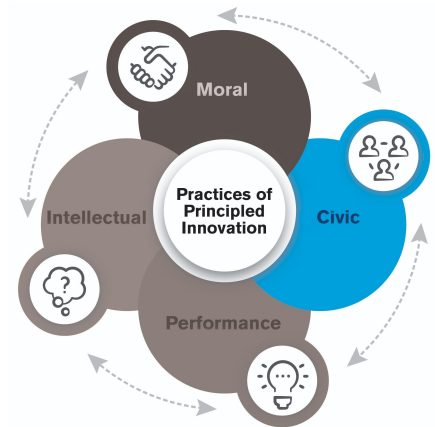


The 5 Rs of Trustworthiness

Facilitation Guide

What is it?

Trust between partners in a learning community is a key part of successful Principled Innovation. In sharing values (PI Practice **M1**), trustworthiness allows hidden reservations to be safely surfaced in discussing challenges. In making ethical decisions (PI Practice **M2**), trustworthiness gives us the confidence to take a chance on new ideas (PI Practice **P2**). This 1-minute video highlights five critical components of trustworthiness and provides the foundation for a short classroom discussion.



Why use it?

As discussed above, trustworthiness plays a significant role in PI Practices **M1** and **M2**. Those practices read as follows:

Moral Practice M1: Identify and Acknowledge Fundamental Values. Distinguish the values that are important to the individuals, team, community and learning environment and ensure that the process, structures, and solutions honor, appreciate, and reflect the identified values.

Moral Practice M2: Utilize Moral and Ethical Decision Making. Use a values-informed reflective process to assess possibilities, navigate dilemmas, and make the best possible choice to serve the needs of the individual, team, community and learning environment.

Honest communication around values helps to enable us to make decisions as a learning community that are ethically aligned with the values of that community. However, honest communication can quickly turn into arguments or even break relationships that fracture the trust in a community. In this video, the speaker provides a memorable “5 Rs” framework for building trustworthiness in our relationships.

1. Personal **R**eputation
2. Quality of **R**elationships
3. Delivering **R**esults
4. Being **R**eal
5. Level of **R**espect

Building the 5 Rs in relationships with learning communities—with students, parents, and colleagues—helps lay the groundwork for facilitating better communication and making more effective decisions.

What you need

- Time: 5-10 minutes of participants’ time
- Video: <https://www.youtube.com/watch?v=HNj5u1o3KEs>
- Individual activity or group participants

Instructions

Step 1: Situate

Explain to the participants that you will be playing a video that describes five components of building trustworthiness. As they watch, they should make a note of those five “Rs” and think about the implications of those 5 Rs for their future professions.

Play the video, and then have them recall the 5 Rs, writing them on the screen or whiteboard until they are all present:

1. Personal **Reputation**
2. Quality of **Relationships**
3. Delivering **Results**
4. Being **Real**
5. Level of **Respect**

Step 2: Discuss

Using the content under the “Why Use It?” section above as a framework for guiding this short discussion, consider asking the following questions:

1. How is our trustworthiness affected by our relationships?
2. How is our trustworthiness affected by delivering results? (Late work, dishonest work, low-quality work)
3. Why does respecting others affect their trust in us? Why is it easier to trust someone who respects you than someone who doesn't?
4. What does it mean to “Be Real”?
5. How can we be real and say what we mean and be who we are without alienating those who differ with us?
6. What are some of the implications of a lack of respectful honesty our relationships with students and their families?
7. These questions deal with relationships between individuals, but what happens when there is a lack of respect within a learning community, between teachers and students in a classroom or between teachers in a teaching team? What are some places in our society where respect can break down?
8. What happens when trust breaks down in classrooms and learning teams?