

A Companion Worksheet from

UNLOCKING AUTHENTICITY



The Trust Window

Part 3 • East: Enable connection

A vulnerability and EQ practice

A printable, fillable companion to the anchor activity at the end of the East chapter. This adapted coaching exercise strengthens both empathy and vulnerability by deepening how you see others — and allowing yourself to be seen.

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■ How to use this worksheet

This worksheet supports the **Anchor Activity** from the East chapter of Part 3 of *Unlocking Authenticity*. **The Trust Window** is a five-step practice that builds the space where honesty and empathy overlap — the space where authentic connection lives.

STEP 1

Set aside real time

These three short conversations are the heart of the exercise. Block time for each — they don't need to be long, but they do need to be honest.

STEP 2

Listen before you respond

When you ask the two trust questions, your only job is to listen. Notice tone, emotion and pauses — not just words. Save your reflections for this worksheet.

STEP 3

Practise quarterly

Each round expands your trust window. The exercise gets richer the second and third time — when the people in your circle have seen you do this before.

Approach this as a conversation, not an interview. The goal is honesty, not data. What you write here afterwards is just for you.

STEP 1

Choose your circle

Select **three people** you work closely with: a peer, a team member and someone senior. These different lenses will expand your understanding of how you connect across power lines.

PEER

Someone roughly equal to you in the org

NAME

WHY THIS PERSON

TEAM MEMBER

Someone who reports to you, directly or otherwise

NAME

WHY THIS PERSON

SOMEONE SENIOR

Someone you report to, or who outranks you

NAME

WHY THIS PERSON

Tip: Choose people whose honest reply you'd genuinely want to hear — not the people who'll tell you what you want to hear.

STEP 2

Ask the two trust questions

Invite each person for a short, honest conversation. Ask the two questions below. **Listen without interruption.** Notice tone, emotion and pauses — not just words. This builds empathic accuracy, a core element of EQ.

Q1

When do you feel most connected to me?

Q2

When do I make it harder for you to connect or trust me?

■ Capture what you heard

After each conversation, jot down what stood out — their words, your sense of what was underneath them.

PEER

TEAM MEMBER

SOMEONE SENIOR

STEP 3

Share a small truth in return

At the end of each conversation, offer one authentic disclosure that relates to what you heard. This reciprocal openness models vulnerability in a way that feels safe and grounded.

FOR EXAMPLE

"I sometimes retreat when I'm stressed, not because I don't care but because I'm worried about burdening others."

■ The small truth I shared

PEER

TEAM MEMBER

SOMEONE SENIOR

STEP 4

Observe the emotional shift

After each conversation, while it's still fresh, capture what you noticed. These small details are what empathic accuracy is built from.

What emotion did you sense in them as you spoke?

What changed in their posture, tone or trust level?

How did you feel (e.g. exposed, lighter, closer)?

STEP 5

Reflect and integrate

Set a timer for **five minutes** and write freely. These prompts are where the real learning lands — don't rush them.

What did I learn about how others experience my presence?

What might I do differently to build trust faster?

What did sharing a small truth unlock for them or for me?

REPEAT QUARTERLY

*Repeat this exercise quarterly. Each round expands your **trust window** — the space where honesty and empathy overlap, which is where authentic connection lives.*



**Thank you for unlocking
this part of yourself.**

If this exercise was useful, you'll find more like it in **Unlocking Authenticity: Why we hide who we are at work — and how to redefine culture from the inside out.**



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Find more resources at wallfloweracademy.co.uk/ua-resources

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