



The Graduate

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A recent graduate's view on the trials of making the transition from school to work.

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Gaining boss' trust takes patience Initiative is the key to success

You've done it. After months of sending out resumés you've finally found a job. However, despite the fact that you're employed you can't shake this feeling of insecurity.

Perhaps it's because of that probationary period where either party can abort the situation without the need for an explanation.

So how do you get past these feelings of insecurity? You need to develop trust with your employer.

Trust isn't gained overnight. It takes a lot of time and effort to develop and can easily be shaken.

"There are lots of benefits of having trust between yourself and your employer, (such as) a more comfortable work environment, more open communication, and more doors will open for you when your employer is pleased with your performance," says Cathy Keates, the associate director of York University's Career Centre.

But many young people I know have difficulty gaining this trust.

Keates says this is probably because young professionals have so much to deal with.

"Young professionals who are new to working in a full-time environment have a lot to learn — not just learning about their new jobs and how to do them well, but also needing to learn about office culture and office norms, and what behaviours help them move forward in their careers."

To gain their trust, Keates suggests looking for opportunities to support your employer.

"I would recommend looking out for any opportunities to work more closely with your supervisor. This can help develop a stronger relationship. Look for projects that will help demonstrate and develop your skills."

While time is a big factor there are ways to demonstrate your trustworthiness to your employer. I spoke to Jenny Faucher the director and creator of Managing Matters Inc. to learn what employees can do to gain her trust.

"Show a genuine interest in the growth and success of the company," says Faucher. "They should ask questions about what specifically they can do to contribute and show initiative."

For example many companies have a newsletter, Faucher suggests employees can show interest in the company by contributing to this initiative.

Despite what you may have thought Faucher says that having the ability to ask for help can actually help gain trust.

"Having the courage to ask for help, assistance or support shows a willingness to learn and grow, as well as flexibility to be open to change," says Faucher.

Another way to gain trust in your workplace, in Faucher's opinion, is to develop personal relationships with co-workers

and management.

"As one grows their work experiences, they should also look at growing their business network within the organization," Faucher recommends. Finally and most importantly make sure your quality of work is accurate and up to par with your employer's expectations.

"Work quality and accuracy is important. When a new employee is starting a position, it's important to strive for high quality outputs."

I also had the opportunity to speak with one of Faucher's employees, Janine Clarke who is the event and client services co-ordinator of Managing Matters Inc.

Like Faucher, Clarke agrees that showing interest in the company you work for is essential.

Another factor for Clarke is being open and honest with your employer about your goals and aspirations as an employee. This way both of you know where you stand.

Clarke also knows that performance has a lot to do with it.

"Be patient," Clarke adds. "It takes time to build a trusting relationship."