



Truth

LUEMO
WORKPLACE WELLBEING

“Always tell the truth!” But does this childhood lesson always apply to us in adulthood? The concept of truth can be tricky in our work and personal lives. When individuals handle the truth well, it can be helpful, refreshing, and liberating. On the other hand a truth being told can land you in hot water, upset relationships and individuals or even lead to expensive legal ramifications. So how can we make sure we handle truth well?

To develop your truth handling skills, think about these tips...

✔ **The rule of thumb for communicating truth**

Good communicators will *“tell the right people, the right thing at the right time”*. This rule is also a good start when considering how to manage the truth. Don't withhold helpful information; make sure you are factually correct, and; don't share information with people who should not have the information. Timing is crucial for sensitive truths so be mindful about time and place.

✔ **Transparency**

Employees often seek disclosure and details about important issues. Good team members and leaders proactively share information about important issues so everyone is kept abreast of issues that have immediate or near impact on them. However, sometimes it's just not possible to share certain information but simply cutting off the enquiry with *“that's confidential”* can result in you appearing evasive and the employee/colleague feeling let down. Instead, try giving context about the situation and the process for decision making. This way, you can support others' understanding of what's going on without giving out confidential details.

✔ **Privacy**

Personal information must be handled not only with respect, but also within the relevant legislation. There are very clear legal rules around the disclosure and storing of personal information. Don't rely just on your 'best intentions' when it comes to personal information. Make sure you check the legal requirements.

✔ **Confidentiality**

As a leader you may need to keep things *“confidential”* out of respect for others, or for commercial reasons or competitive advantage. Know why you are keeping something confidential and this will open your eyes as to how you potentially handle the information or disclose it.

✔ **Secrecy**

At work, the term *‘secret’* is probably best reserved for reference to birthday presents and fun surprises. The term can imply something untoward so stick to the terms *‘confidential’* and *‘private’* in relation to workplace information so people can be clear about how to handle the information.

➔ [Luemo members can read more about better workplaces on the exclusive Luemo member portal](#)

A model for handling the truth...

The **“THINK” test** is a handy tool to help you decide how to handle/share information, including ‘the truth’. If you have some information that you are considering sharing, try running through the **THINK Test** first. The **THINK Test** goes like this...

Ask yourself if the information is

✓ **TRUE**

Is the information fact or opinion? Are the apparent facts verified?

✓ **HELPFUL**

Does the information serve a valuable purpose?

✓ **INSPIRATIONAL**

Will this information spark the right ideas and behaviours?

✓ **NECESSARY**

Is the information on point, new or required?

✓ **KIND**

Is the information respectful and without unnecessary hurt or damage?

If the answer is “no” to any parts of the THINK test rethink what you are doing – which may include doing nothing at all with the truth or information that you have!

Did you know...

The Australian Burden of Disease Study 2023 shows mental health conditions and substance use disorders is now the second biggest group of diseases causing illness and premature death among Australians.

What do you think this means for workplaces? What is your workplace doing about better mental health to support employees and productivity? **Luemo can help so get in touch to make a start.**



Would you like to help your emerging leaders handle workplace situations with more confidence and skill?

Why not chat to us about the Luemo Glo Leadership program?

Our program format is flexible and can include group work, personal coaching, and comprehensive behavioural strength assessments. Face to face and online delivery options to suit your needs.

Talk to us now to book the dates you need. 1300 284 198.