

## **Abstract**

The bachelor thesis focuses on introducing the issue of swift trust, which typically arises in temporary or virtual work teams. Its aim is to map existing knowledge from international sources, place it in the broader context of trust in work environments or team dynamics, and propose research that would extend the current understanding. The theoretical part is divided into three main chapters. The first chapter focuses on the characteristics and distinctions between work groups and teams. It also examines the typology of work teams to provide a framework for understanding work teams in the context of *swift trust*. The second chapter briefly introduces the basic theories and concepts of traditional trust. The third chapter provides an overview of the existing knowledge on the construct of swift trust, its definition, and its specifics compared to the traditional concept of trust. The research design in the empirical section targets the assumptions and development of early trusting beliefs in temporarily formed work teams that are physically in the same location and do not exhibit signs of virtuality. This research proposal builds on previous studies by addressing the influence of individual personality as well as early team interactions on the initial level of swift trust and its impact on team performance. If implemented, the research will contribute to the theoretical understanding of the phenomenon as well as the practical application of rapidly forming instant trust and its impact on the performance of temporary teams.

**Key words:** *Work Team; Trust; Swift Trust; Temporary Teams*