

Sense of Belonging in The Workplace

Effects Of Loneliness

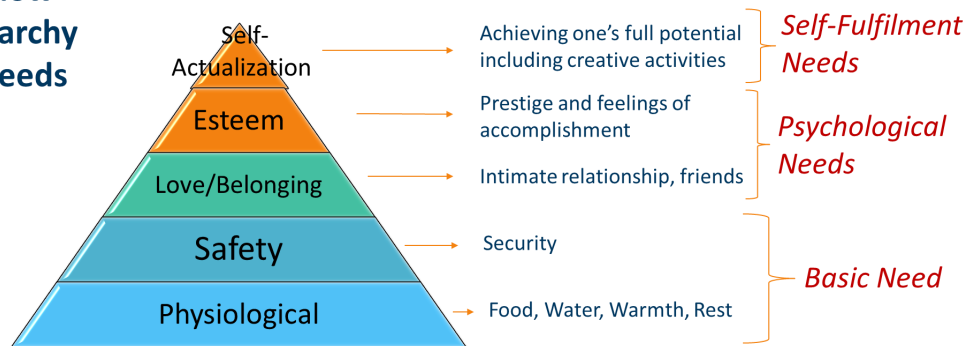
Loneliness has a significant effect on our work by

- Limiting individual and team performance
- Reducing creativity
- Impair reasoning and decision making

Prolonged issues of loneliness can lead to

- Diminished productivity
- Physical and emotional stress
- Withdrawal from teams
- Increased absences
- Weaker team performance

Maslow Hierarchy of Needs



Motivation

- Sense of Belonging is an intrinsic motivator that pushes us to be involved and present in our environment
- Our individual personalities dictate the degree to which we seek a sense of belonging and connectedness to others

Working Definition

Sense of Belonging is framed as a basic human need and motivation, sufficient to influence behavior

- Sense of belonging refers to
 - * Perceived social support
 - * A feeling of connectedness
 - * Accepted
 - * Valued
 - * Respected

Core Elements Of Sense Of Belonging

Sense of Belonging is a fundamental motive, sufficient to drive human behavior

4 variables to establish a sense of belonging

- Integrity
- Justice
- Honesty
- Freedom

Higher Importance

- In certain context
- At certain times
- Among certain populations

A Value Of Mattering

- Mattering is defined as the feeling, that one is valued or appreciated by others

Positive Outcomes

- Satisfying the need to belonging leads to an excess of positive and/or prosocial outcomes

Gratified Continually

- Disruption of one's need to belong can have negative consequences

Creating a Sense of Belonging

Create a psychologically safe space

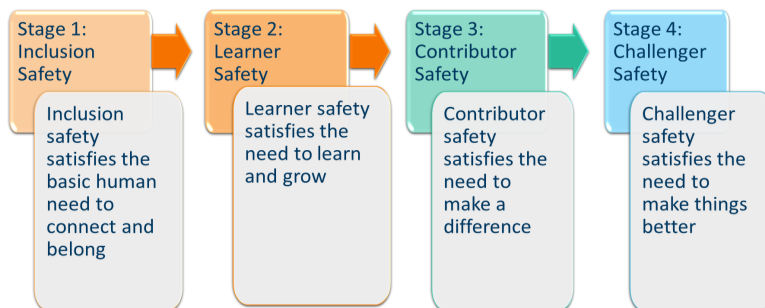
Individually:

- Psychological Safety is defined as the belief by that you won't be punished for humiliated for sharing ideas, concerns, mistakes, and asking question

From a group perspective:

- A shared belief held by members of a team that others on the team will not embarrass, reject, or punish someone for speaking up

Stage of Safety



How To Create Psychological Safety

- Show your team you are engaged
- Let you team see you understand
- Avoid blaming to build trust
- Be self-aware and expect the same for your team
- Nip negatively in the bud
- Include your team in decision making
- Be open to feedback
- Champion your team

Check in with people

- Employees feel the greatest sense of belonging when their colleague checked in with them personally and professionally

The Art Of Checking In

- Take the opportunities to check in
- Check your bias at the door
- Assume positive intent
- Be vulnerable
- Be consistent

Give people a voice who are feeling ignored

- When people are included in the group and felt like they have been heard they are motivated to help the group succeed

Why People Speak Up

- Personal conviction
- Risk awareness
- Political awareness
- Social awareness
- Judgement

Helping People Find Their Voice

- Meet people on their own turf
- Understand your status create distance
- Appreciate how risky it is for others to speak to you
- Be self-aware
- Create the right conditions
- Make time in your day
- Make it a dialogue
- Make it ordinary for people to speak to you
- Leave your ego at the door
- Follow-up

Celebrate Self-Identity

- While we think of them as collective employees, we must remember that they want to be seen as individuals

Encourage Individuality

- Start with the onboarding process
- Take an honest look at the culture
- Encourage leadership to live their own truth
- Consider your word choice
- Rethink the format and the length of your meetings
- Avoid pigeon holing employees
- Recognize and reward employees for their contributions to the workplace beyond “doing the Job”
- Consider how your dress code can promote (or stifle) individualism

Ask for Input

- At work people want to be part of the conversation, and they want to be heard

Reasons For Employee's Input

- Build rapport
- Create ownership
- Increases engagement
- Develops leaders

Ways To Get More Employee Input

- Ask for suggestions
- Thank people for speaking up
- Don't kill the messenger
- Give credit to people whose comment were the catalyst for change
- Don't require problems to come with solutions
- Give employees your rationale for ideas

Encourage employee-led communities

- Employee led communities can help people to make meaningful connections within their own organizations



Please open your camera app and point it at the QR Code to gain access to a training evaluation. Any feedback would be greatly appreciated.