



Sense of Belonging in The Workplace

Presented by
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Who am I

Robert Jones

- Employee Assistance Program Trainer with the Village for over 6 years
- Bachelor's degree in Communication Studies from Minnesota State University Moorhead
- Master's Degree in Education from Northern State University
- I specialize in Leadership, Diversity, and Personal Development topics

Training Objectives

- Examine what it means to have a sense of belonging and how it can affect an organization.
- Consider the key components needed to develop a sense of belonging
- Outline ways that leaders foster an environment that is conducive to creating a sense of belonging in employees.

Where Do We Look For Sense Of Belonging?

Home – 62%

Work – 34%

Community – 19%

Places of worship – 17%

**People want to connect with the people
they work with**

40%

Felt physically and emotionally isolated in
the workplace



Effects Of Exclusion

- Feeling excluded causes people to put forth less effort
- Exclusion leads to team (and self) sabotage



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

Consequences of Isolation

58%

Of those reported
having mental
health issues

22%

of adults said they
always or often feel
lonely or isolated

55%

of those reported
having physical
issues

33%

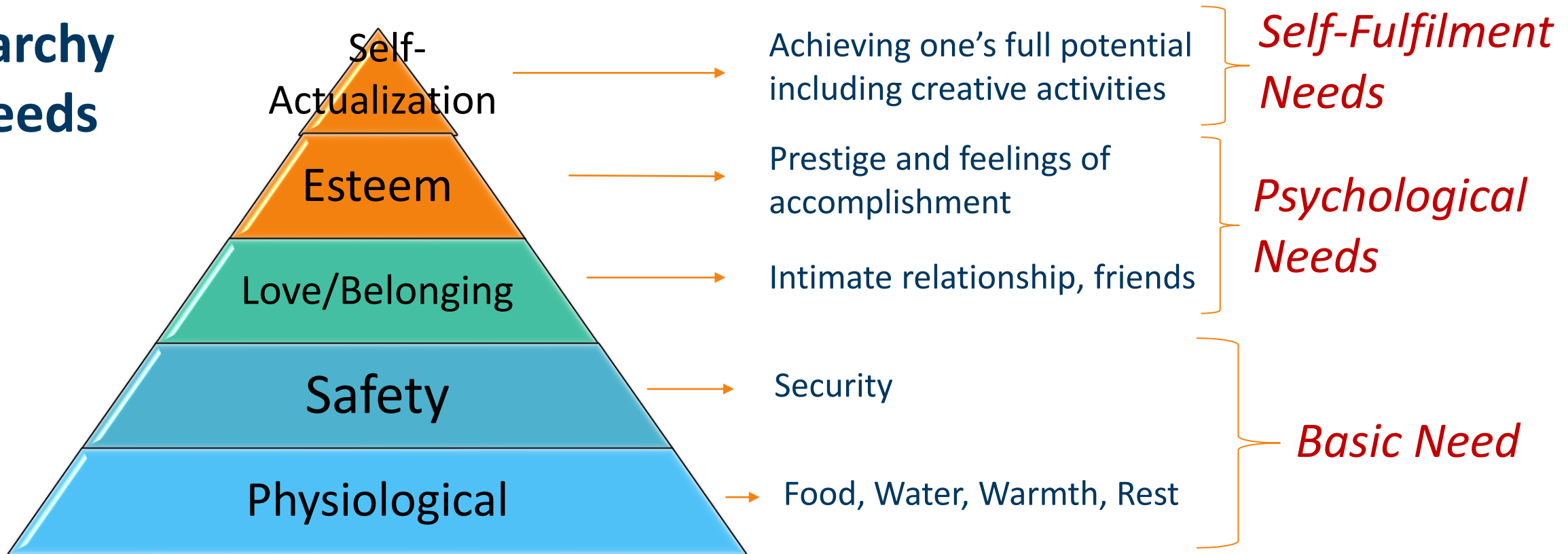
Said it affected their
ability to do their job

49%

said it affected
their personal
relationships

We All Want A Sense Of Belonging

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

INTRINSIC motivation



Interest and enjoyment in the task itself

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

Four 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



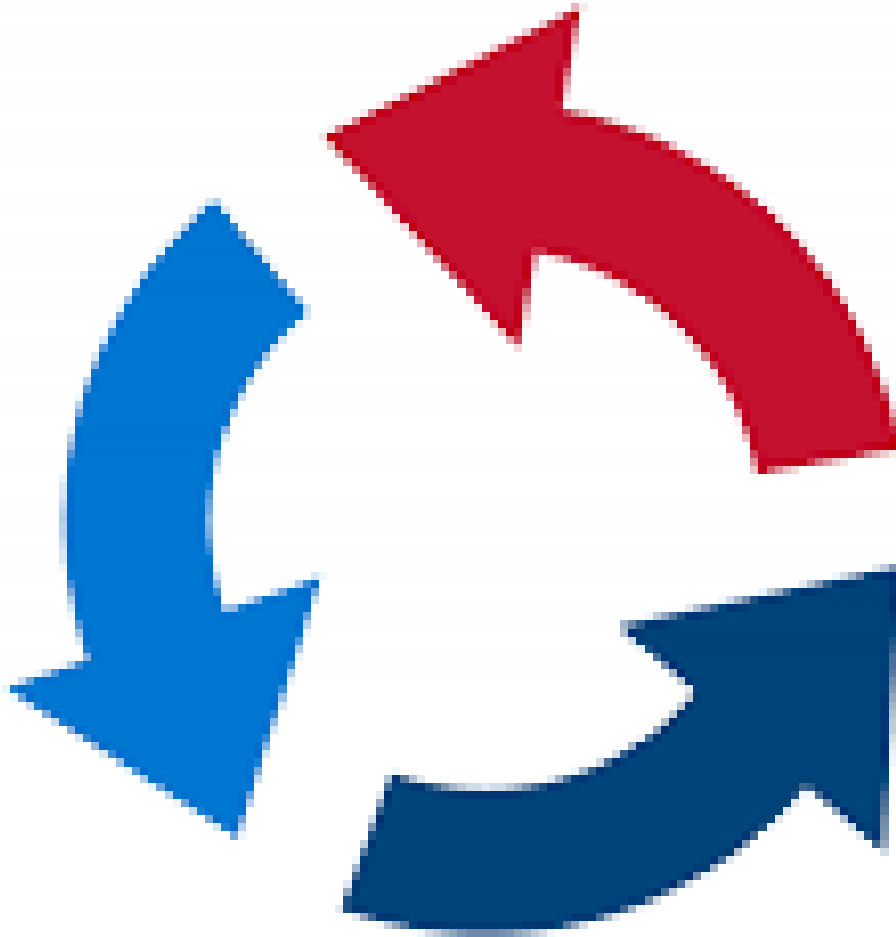
Positive Outcomes

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



Belonging Is Good For Business

56%

increase in job performance

50%

drop in turn over risk

167%

increase in an employee s willingness to
recommend a company



Creating a Sense of Belonging

Create a Sense of Belonging

Create a psychologically safe space

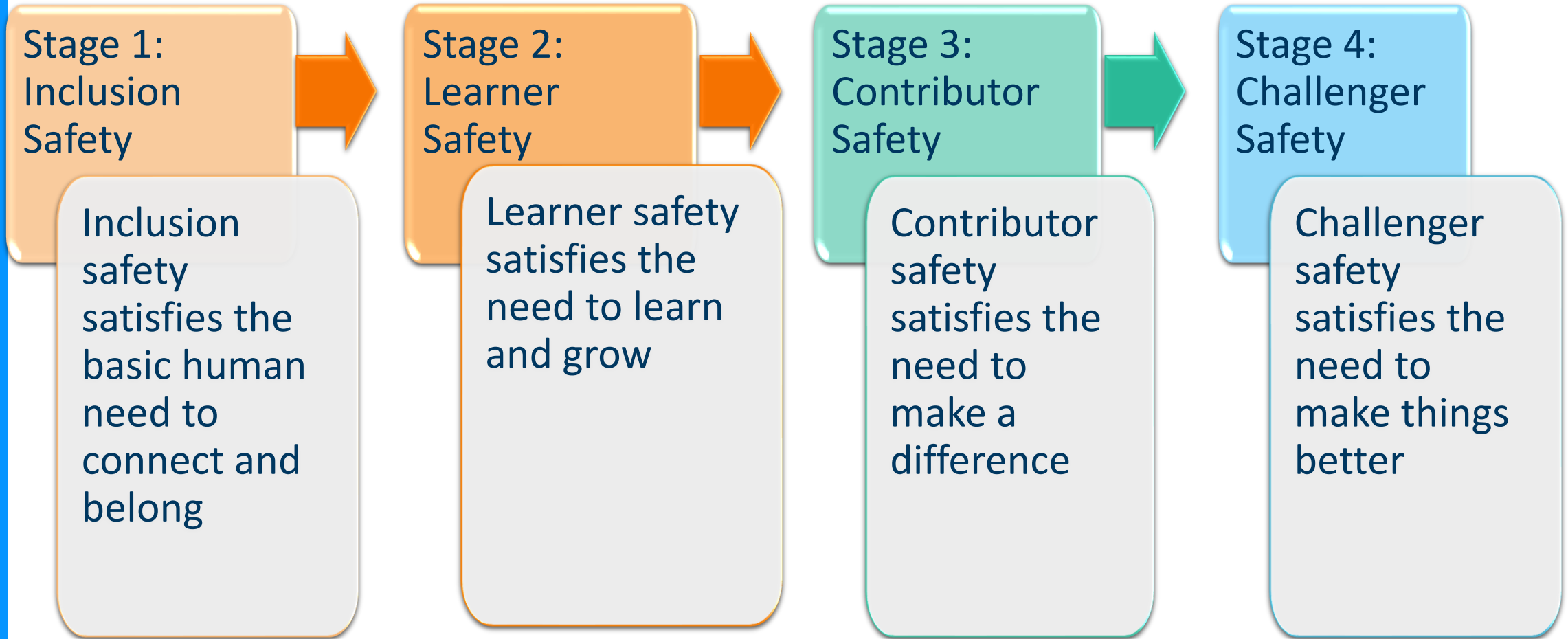
Individually:

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



Create a Sense of Belonging

Check in with people

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



Checking in

39%

colleagues checked-in
with them both
personally and
professionally

What didn't seem to matter that much for belonging

- Face time with senior leadership that wasn't personal
- Being invited to big external events or presentations by senior leaders
- Being copied on emails

The Art Of Checking In

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



Create a Sense of Belonging

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**



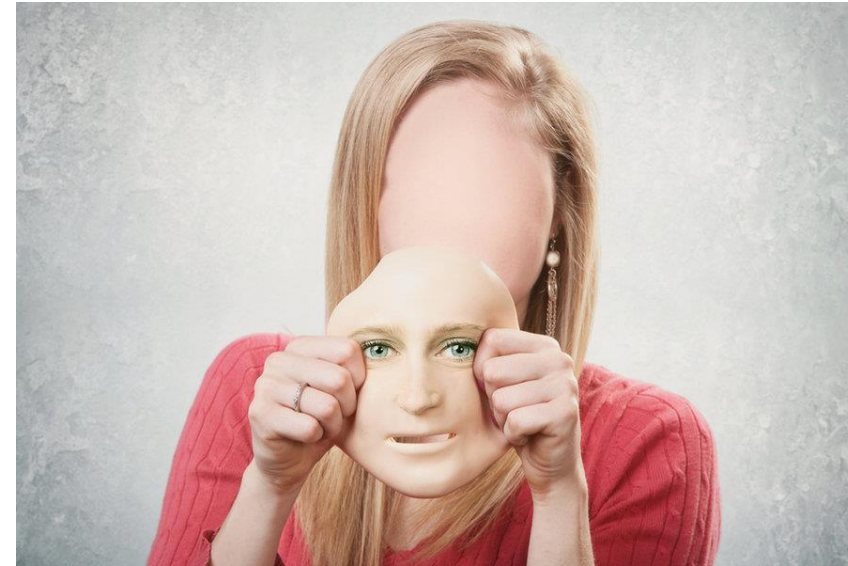
Helping People Find Their Voice

- 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

Create a Sense of Belonging

Celebrate Self-Identity

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



47%

a positive culture where they can be themselves

61%

of employees “cover up” their identity in some way

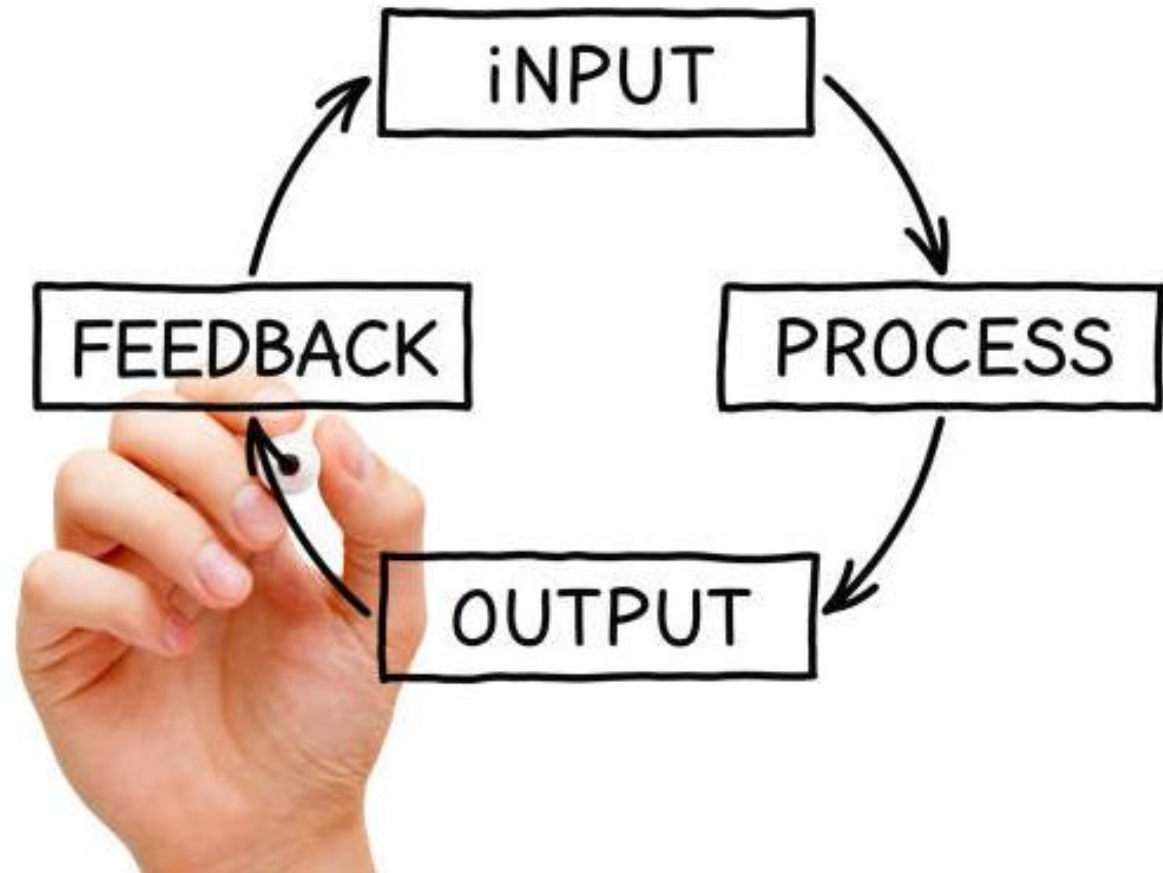
Encourage Individuality

- 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

Create a Sense of Belonging

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

Create a Sense of Belonging

Encourage employee-led communities

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



Power in Community

92%

of large companies offer
some type of formal
corporate opportunity

The programs can

- Engage employees
- Strengthen emotional connection
- Support retention
- Develop new skills and knowledge
- Add to the value of the workplace

Parting Thoughts

“People will typically be more enthusiastic where they feel a sense of belonging and see themselves as part of a community than they will in a workplace in which each person is left to his own devices.”

- Alfie Kohn

Questions



Time To Evaluate



Please point you phone at the QR Code with your camera app to gain access to a training evaluation.

Any feedback would be greatly appreciated.

Thank you

If you or someone in your household need someone to talk to, we are here to help.

Please contact the Village EAP at

1-800-627-8220 or visit our website at
www.VillageEAP.com

