



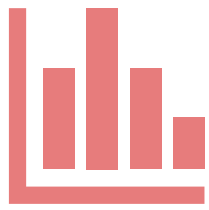
BETTER TOGETHER: WHY BELONGING AND WELL-BEING GO HAND- IN-HAND

**A WEBINAR FOR EMPLOYEES FROM YOUR
EMPLOYEE ASSISTANCE PROGRAM**

September 13, 2023

INTRODUCTION





POLL 1

*I have done the following
to feel accepted or
belong:*

OBJECTIVES

- Define belonging and acceptance
- Review theories of belonging and acceptance and their benefits
- Understand why it's important to belong and what happens when we feel like we don't belong
- Discuss ways to boost a sense of belonging personally and professionally

DEFINING BELONGING



A human emotional need to affiliate with and be accepted by members of a group.

What drives us to seek out stable, long-lasting relationships with other people and motivates us to participate in social activities.



DEFINING ACCEPTANCE



To endure without protest or reaction and to have an evolving attitude.

Non-judgmental awareness while actively embracing the experience of thoughts, feelings, and bodily sensations as they occur.



SECTION 1

THEORIES OF BELONGING AND ACCEPTANCE

HOW WE GAIN BELONGING AND ACCEPTANCE

Identity-proximity



Understanding your identity by affiliation

- Close relationships
- Mirroring others
- Comparing yourself to others

HOW WE GAIN BELONGING AND ACCEPTANCE

Emotion-sharing



Feeling a sense of belonging through reciprocal connectedness

- Mutual sharing of emotions

HOW WE GAIN BELONGING AND ACCEPTANCE

Supportive proximity



Finding belongingness through emotional support

- Giving/receiving comfort
- Feeling understood and validated

HOW WE GAIN BELONGING AND ACCEPTANCE

Similarity of self and others



Socially identifying with a group through a shared similarity

- Fraternities/ sororities
- Grief support groups
- Clubs and sports leagues

HOW WE GAIN BELONGING AND ACCEPTANCE

Social satisfaction



Achieving belongingness through social interactions/ experiences and the overall satisfaction they elicit

HOW WE GAIN BELONGING AND ACCEPTANCE

Usefulness



Gaining acceptance through the inherent need to *feel* useful to others and serve a purpose in the world

HOW WE GAIN BELONGING AND ACCEPTANCE

Satisfactory



Experiencing events fully and embracing them without judgement, regardless of whether they are positive or negative

SECTION 2

THE BENEFITS, IMPORTANCE, AND EFFECTS OF BELONGING

BENEFITS OF BELONGING AND ACCEPTANCE

Belonging



– In life in general

- Increased happiness
- Better physical/mental health
- Greater life satisfaction
- Longer lifespan



– At work

- More active employee engagement
- Lower levels of employee turnover
- Reduction in absenteeism
- Greater willingness to take on more responsibility
- More positive workplace culture

Acceptance



– Deeper benefits

- Further development of humility
- Improved problem solving
- More balanced health and well-being
- Healthier relationships
- Improved self-understanding

IMPORTANCE OF BELONGING



Enhances mental and physical health



Improves resiliency and coping skills



Develops protective factors for managing stress

EFFECTS OF FEELING LIKE YOU DON'T BELONG



Emotional distress



Academic or professional consequences



Low self-esteem



Physical health effects



Anxiety and stress



Engagement in risky behaviors



Depression



Substance abuse



Impaired social relationships



Personal development difficulties

SECTION 3

SPREADING BELONGING

SPREADING BELONGING AT HOME



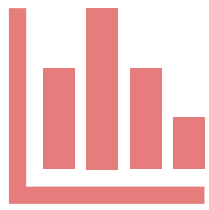
Make an effort

Befriend others

Communicate with each other

Practice an attitude of acceptance

Validate others



POLL 2

What are some other things you can do to spread belonging at home?

SPREADING BELONGING IN YOUR COMMUNITY



Don't criticize



Give honest and sincere appreciation



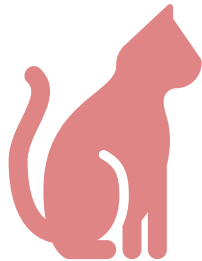
Understand what motivates others



Talk in terms of the other person's interests



Remember names



Be genuinely interested in other people



Avoid arguments



Be a good listener

SPREADING BELONGING AT WORK

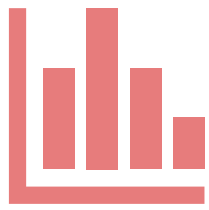


Examine yourself

Take time to become acquainted with your coworkers

Operate in the mindset that people are different

Ask if you can help



POLL 3

What are some other things you can do to spread belonging at work?

SUMMARY



RESOURCES

Books

- *How to Win Friends and Influence People*
 - Dale Carnegie, 2009

Online Articles

- How to Practice Acceptance
 - psychologytoday.com/us/blog/click-here-happiness/202108/how-practice-acceptance
- Create a Sense of Belonging
 - psychologytoday.com/us/blog/pieces-mind/201403/create-sense-belonging

Videos

- 5 Ways to Create Stronger Connections
 - ted.com/talks/robert_reffkin_5_ways_to_create_stronger_connections
- Benefits of Belonging
 - youtube.com/watch?v=1zIilgwa0Y0

Podcasts

- Taken for Granted: Brené Brown on What Vulnerability Isn't
 - ted.com/talks/taken_for_granted_brene_brown_on_what_vulnerability_isn_t

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