



CREATING A SENSE OF BELONGING FOR ENHANCED TEAM WELLNESS

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

September 27, 2023

OBJECTIVES

- Define belonging as a need and why it's important in the workplace
- Review Maslow's hierarchy of needs and where belonging ranks
- Discover how diversity, equity, and inclusion influences a sense of belonging
- Explore leadership styles that can foster a sense of belonging
- Identify strategies to enhance the sense of belonging

SECTION 1

BELONGING BASICS

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Humans are born with an innate desire to be accepted

We want to feel like we belong within our:



Family



Community



Religion



Profession



Society in general

- A sense of belonging is a protective factor that helps us:
 - Regulate behavior and manage stress
 - Negate the feeling of loneliness
 - Build resilience



BELONGING AT WORK

Involves feeling accepted and valued by colleagues and the organization.

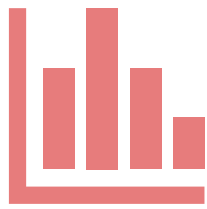
– **Feeling a sense of belonging:**

- Develops over time through an inclusive culture
- Fosters innovation
- Provides organizational growth
- Increases competency, efficiency, and performance
- Helps employees feel free to bring their real selves to work



– **Lacking a sense of belonging results in:**

- Employee isolation
- Lower commitment to the organization
- Less engagement



POLL 1

How would you rate your sense of belonging in the workplace?

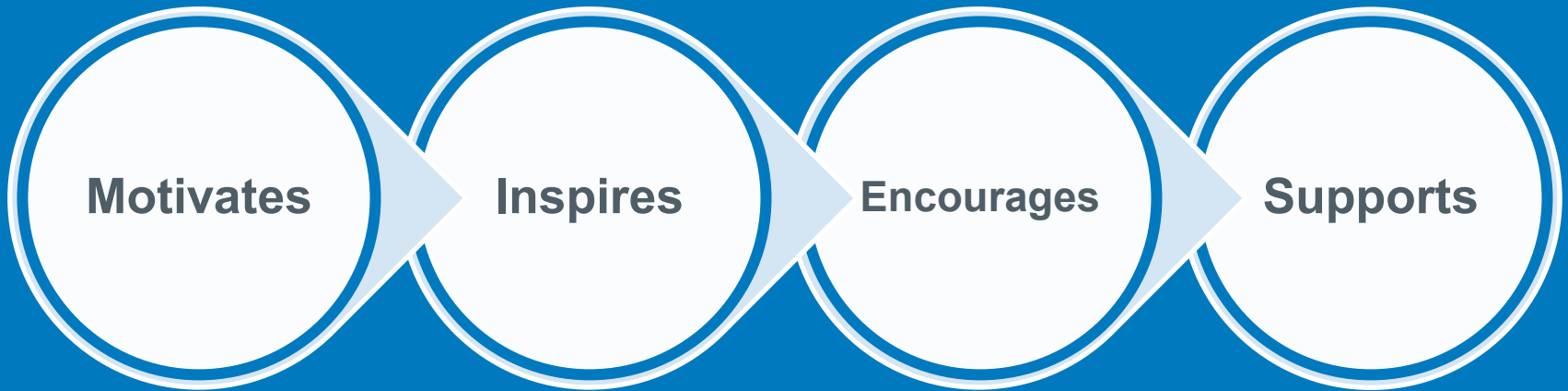
MASLOW'S HIERARCHY OF NEEDS



SECTION 2

LEADERSHIP STYLES THAT FOSTER BELONGING

TRANSFORMATIONAL LEADERSHIP



SERVANT LEADERSHIP

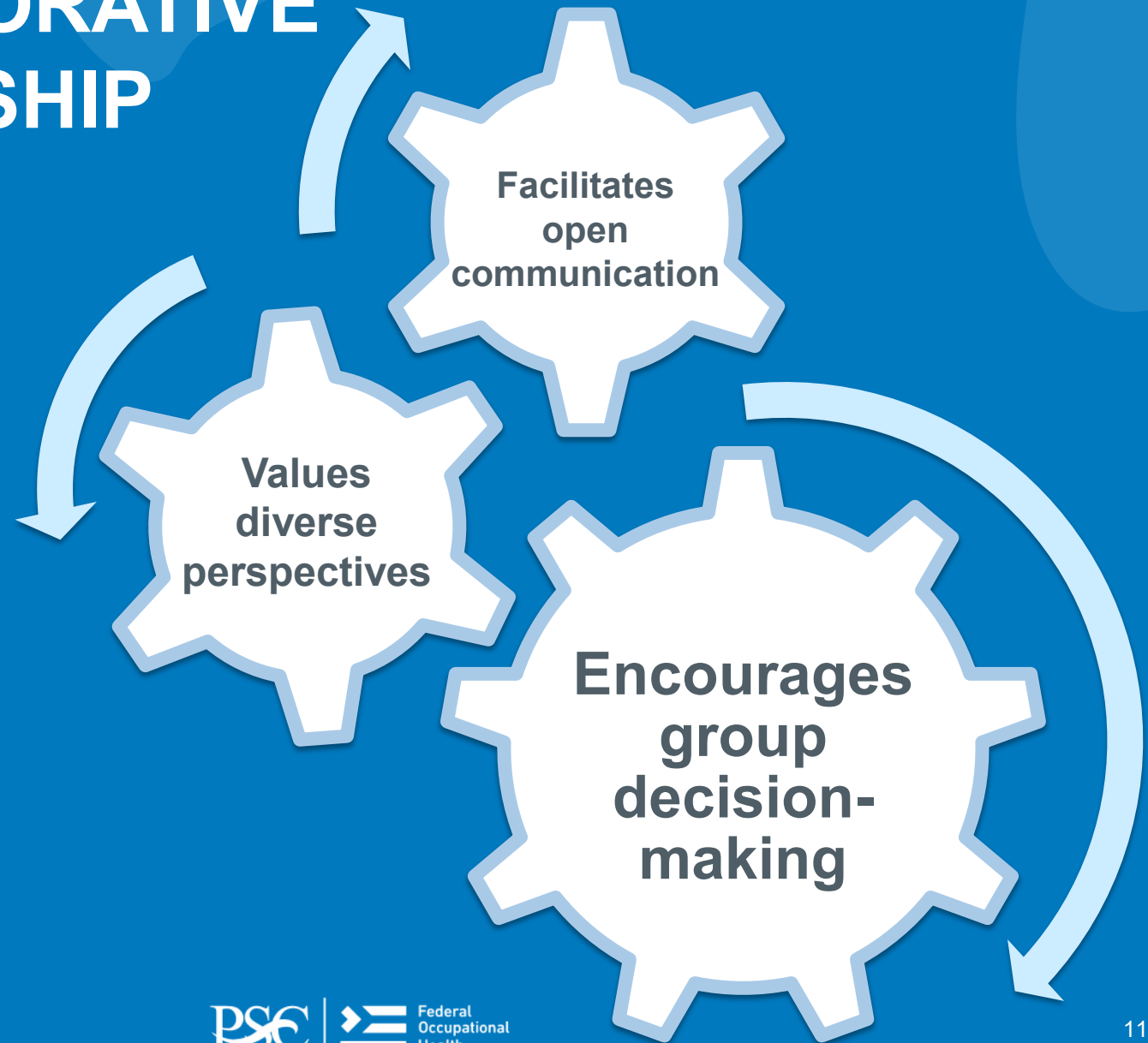
Focuses on
others' needs

Supports
employees'
success

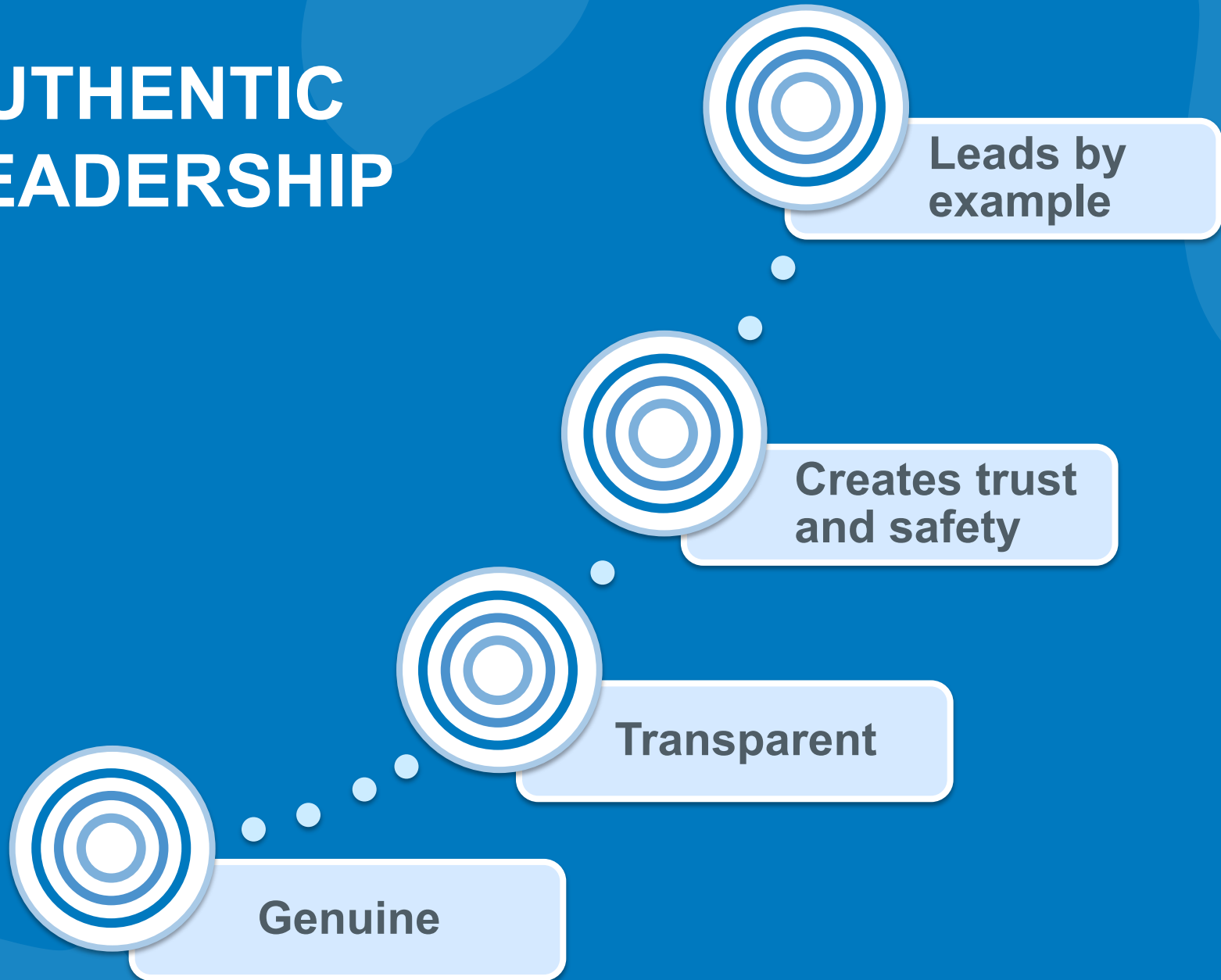
Collaborates

Empathizes

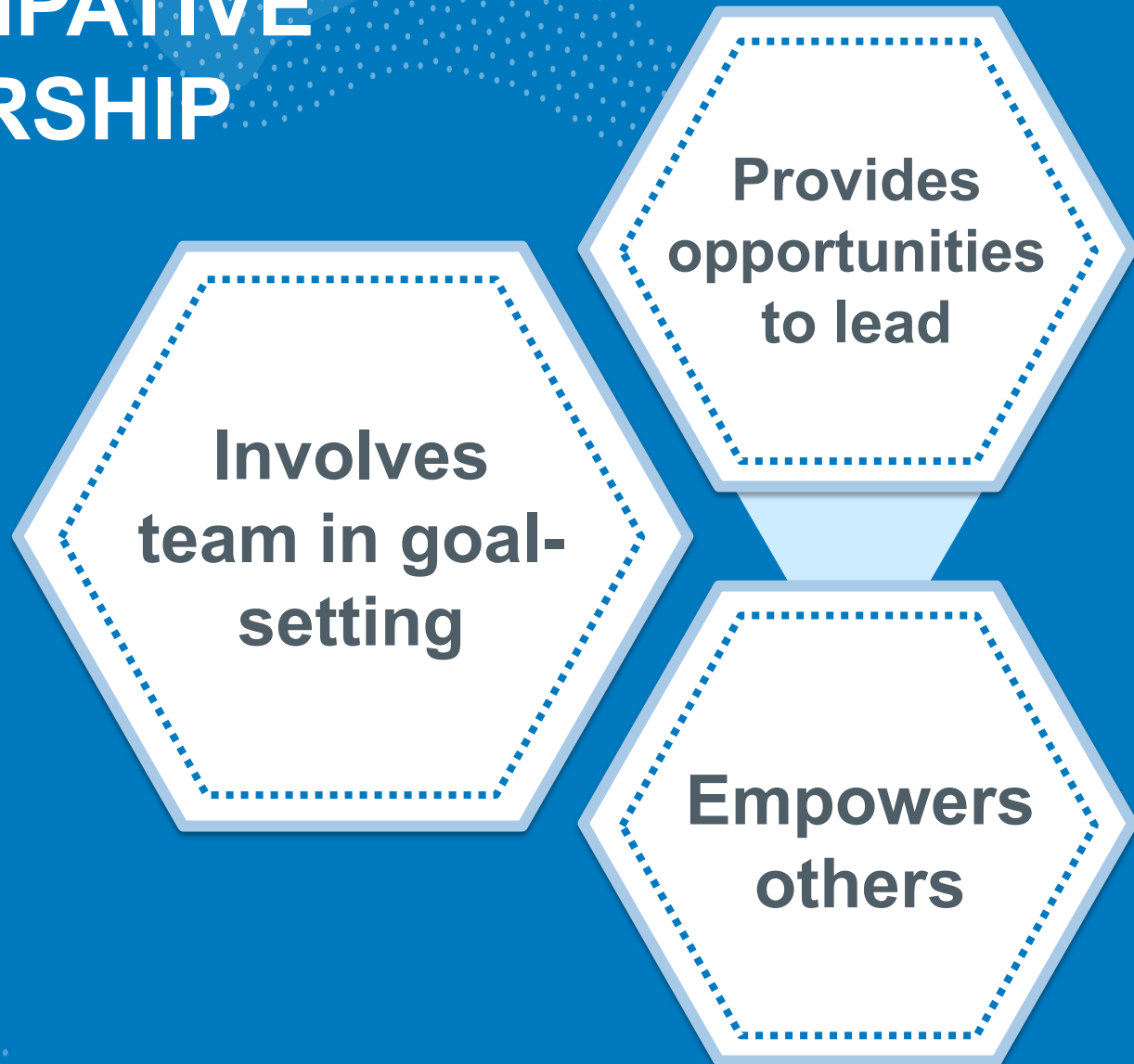
COLLABORATIVE LEADERSHIP



AUTHENTIC LEADERSHIP



PARTICIPATIVE LEADERSHIP



SECTION 3

STRATEGIES FOR CREATING A SENSE OF BELONGING

PROMOTE DEI



DIVERSITY

- Values and ensures unique populations are included
- Prevents homogeneity through a balance of representation



EQUITY

- Promotes fair treatment and opportunity regardless of background, etc.
- Addresses any disparities and removes barriers



INCLUSION

- Fosters a culture where all staff feel safe and accepted
- Accommodates diverse workforce
- Encourages diverse opinions

APPLY THE P.E.A.C.E. TENETS

Organizational principles that ensure every employee is afforded:



Psychological safety

An emotionally and physically conducive work environment



Empathy

Compassion, support, and care



Acceptance

Appreciation for their individual, authentic self



Connection

Connection to colleagues, managers, and agency mission



Embrace

Valued by the agency for their contributions

CREATING A SENSE OF BELONGING FOR YOUR EMPLOYEES

Promote open communication

Avoid favoritism

Provide opportunities to share knowledge and skills

Recognize and reward achievements

Support employee resource groups

Encourage social interactions

Lead by example

Implement mentorship or buddy programs

Gauge connectedness

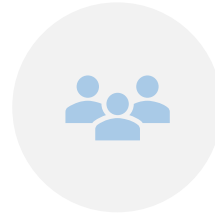
ADDITIONAL CONSIDERATIONS FOR HYBRID AND REMOTE TEAMS



Encourage open communication



Set clear expectations



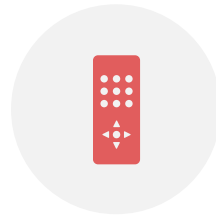
Foster team collaboration



Emphasize shared values



Recognize and celebrate achievements



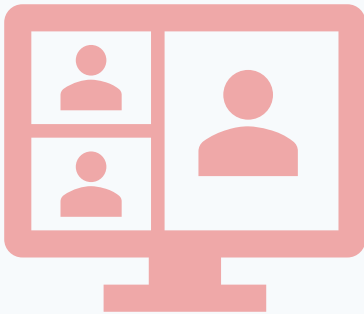
Provide remote-specific support



Cultivate a supportive culture

ADDITIONAL CONSIDERATIONS FOR HYBRID AND REMOTE TEAMS

Ensure accessibility



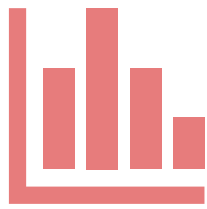
**Schedule regular
individual and
team check-ins**



**Outline
communication
avenues**



**Share your
availability**



POLL 2

Which strategy(ies) for fostering more belonging do you plan to implement?:

SUMMARY



- Ensure employees' basic belonging needs are met to care for their well-being
- Embrace and promote DEI efforts to foster more belonging
- Adopt belonging leadership styles and attributes
- Apply the P.E.A.C.E. tenets:
 - psychological safety, empathy, acceptance, connection, and embrace
- Be mindful that creating a sense of belonging isn't achieved through a singular strategy or initiative
 - It's a collection of ongoing efforts that transform actions into a balanced and cohesive culture.

RESOURCES

Videos

- Belonging, a Critical Piece of Diversity, Equity & Inclusion
 - youtube.com/watch?v=2jK0gyQCoTs
- Creating a Culture of Belonging in the Workplace
 - youtu.be/dF4r-T3Biv8
- The Future of Work – A Place of Belonging
 - youtube.com/watch?v=f5efCri09jY&ab_channel=TEDxTalks
- What Does Belonging in The Workplace Mean?
 - youtube.com/watch?v=BWF-4KSCVs4

Online Articles

- 3 Ways to Build a Sense of Belonging in The Workplace
 - gartner.com/smarterwithgartner/build-a-sense-of-belonging-in-the-workplace
- Belonging at Work: Essential to Employee Engagement and Inclusion
 - decision-wise.com/wp-content/uploads/2023/02/belonging-at-work-v3.pdf
- How Transformational Leadership Can Inspire Others
 - verywellmind.com/what-is-transformational-leadership-2795313

THANK YOU



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