

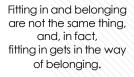


## Belonging

A feeling of trust Human caring Commonality or shared experiences Self-awareness and social awareness Commitment to the community A deep sense of love and belonging is an irreducible need...we are wired to love, be loved, and belong. When those needs are not met, we don't function as we were meant to.

Brené Brown





Brené Brown









## Here's an example.

1) Promotion

2) Validated

3) By January



Safe > Mistakes don't exist

Love > Humans come first

Whole > Just as I am

## Safe

Candor Lead by example Respond versus react







## Whole

61% of employees report they are "covering" on some personal dimension



1 in 2 employees have left their job to get away from their manager

manager accounts for > 70% of the variance in engagement scores



