







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



Fitting in and belonging are not the same thing, and, in fact, fitting in gets in the way of belonging.

Brené Brown



Thoughts



Feelings



Actions



Here's an example.

- 1) Promotion
- 2) Validated
- 3) By January



When have you felt belonging?

What did belonging
feel like?



Safe > Mistakes don't exist

Love > Humans come first

Whole > Just as I am

Safe

Candor

Lead by example

Respond versus react



Love

Humans come before stuff



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

Source: State of the Manager Report, Gallup





Take your new vision and act on it.
